



SEIA Webinar: AB2143 - California State Prevailing Wage and Apprenticeship Requirements

April 14, 2025

Presenter



Cristina Aguirre

*Labor Compliance
Analyst/Lead Trainer*

Alliant Consulting

Cristina@Go-Alliant.com

Hosts



Beck Long

*Director, Workforce
Services &
Apprenticeship*

SEIA

blong@seia.org



Stephanie Doyle

*Director, State
Affairs, California*

SEIA

sdoyle@seia.org



Richard Lawrence

*Senior Director,
Workforce & Industry
Engagement*

Interstate Renewable
Energy Council (IREC)

richardl@irecusa.org

Logistics

- This event is **not recorded**.
- We will send slides to all registrants after today's event.
- Please ask questions during the allotted Q&A time in the schedule by using the **Raise Your Hand** feature.
- We may not be able to address questions entered into the chat





Agenda (Pacific Time)

- 10 - 10:15 am: SEIA Welcome & SEIA Resources
- 10:15 - 11 am: AB 2143 CA PWA Presentation
- 11 - 11:15 am: Break
- 11:15 am - 12 pm: AB 2143 CA PWA Presentation
(Cont'd)
- 12 - 12:30pm: Q&A



SEIA & Partner Resources

SEIA Apprenticeship Task Force

- Group of SEIA member company employees (Watt level & above) seeking to identify areas of **collaboration** around registered apprenticeships and **develop tools and resources** to assist members in **securing tax credits** and centering **quality, safe apprentice experiences**.
- Meetings include speakers and peer experience sharing opportunities.
- Email membership@seia.org to join and workforce@seia.org with questions.



Photo: SOLV Energy

Apprenticeships in Clean Energy (ACE) Network

A national coalition of industry, training, and workforce development organizations that are expanding Registered Apprenticeships for clean energy. Led by Interstate Renewable Energy Council (IREC).



Connect with Apprenticeships in Clean Energy Network!

ACE Network is a U.S. Dept. of Labor funded initiative to grow apprenticeships.

- **NO COST technical assistance** to companies and organizations looking to **register, join, or expand** Registered Apprenticeship Programs.
- Open to ALL clean energy companies & potential sponsor organizations:
 - Community colleges, labor unions, trade associations, community-based orgs, etc
- Financial Incentives – Up to \$1,000/apprentice
- Ready to connect? Click on ***Sign Up Now*** at: <https://irecusa.org/programs/ace-network/>



What is a Registered Apprenticeship Program?

- **Registered Apprenticeship Programs (RAPs)** prepare workers for careers while meeting the needs of businesses for a highly skilled workforce.
- **“Earn while you learn”** model – **Paid job** from day one for apprentices.
- Key components:
 - **On-the-Job Learning Work Process Schedule** - at least 2,000 hours) under supervision of mentor/journeyworker
 - **Related Instruction** - 144 hours/year min.
 - Credential upon completion from U.S. Dept. of Labor or State Apprenticeship Agency



Photo: Solar Energy International

Registered Apprenticeship Program Types ...



Group-Sponsored: Joint Labor-Management

Participate in an apprenticeship program in collaboration with a labor union through a Project Labor Agreement, becoming a union signatory contractor, or other arrangement.



Group-Sponsored: Non-Joint

Participate in a group apprenticeship program sponsored by an organization like an educational institution, trade association, community-based organization, or employer consortium.



Employer-Sponsored

Create, register, and administer an apprenticeship program in-house as an employer-sponsored program.



Common Apprenticeship Occupations in Solar + Storage Construction*

Job Role	Apprenticeable Occupation	Duration
Solar Electrician	Electrician	4 years
High Voltage Electrician	Electrician (Substation)	3 years
Assembler / Installer / Panelizer	Construction Craft Laborer	2 years
Heavy Equipment Operator	Operating Engineer	2-3 years
Assembler / Piledriver	Carpenter	4 years
Racking Fabricator	Iron Worker	4 years

**These are examples of U.S. Dept. of Labor apprenticeship occupations utilized in the construction of solar and storage projects. This is not a comprehensive list.*

Example Non-Construction Apprenticeship Occupations*

Job Role	Apprenticeable Occupation	Duration
Project Manager	Project Management Specialist	1 year
Commissioning & Maintenance Technician	Maintenance Repairer	2 years
Software Developer	Application Developer	1 year
Sales Associate	Technical Sales Representative	1 year
Customer Service Specialist	Customer Service Representative	2 years
Warehouse Stocker	Warehouse Technician	1 year

**There are over 1,000 occupations recognized by U.S. Department of Labor recognizes as apprenticeable. Visit <https://www.apprenticeship.gov/apprenticeship-occupations> for a complete list.*

Connect with Apprenticeships in Clean Energy Network!

ACE Network is a U.S. Dept. of Labor funded initiative to grow apprenticeships.

- **NO COST technical assistance** to companies and organizations looking to **register, join, or expand** Registered Apprenticeship Programs.
- Open to ALL clean energy companies and other potential sponsor organizations (community colleges, labor unions, trade associations, community-based orgs, etc)
- Financial Incentives – Up to \$1,000/apprentice
- Ready to connect? Click on ***Sign Up Now*** at: <https://irecusa.org/programs/ace-network/>



Clean Energy Job Fair at RE+ Texas

- **May 13 in Houston:** Connect with top local talent as the clean energy industry grows in TX.
- Meet energy professionals, students of job training programs & community colleges and universities, and Texas residents who are looking to start or advance their clean energy careers.
- **[SIGN UP HERE](#)** to host a table soon as there will only be 10 employers at this event!
- Led by GRID Alternatives.

Apprenticeship & Workforce Briefing & Power Hour at RE+ Texas

- **FREE event - May 14 in Houston: [RSVP HERE](#)**
- Learn about Apprenticeship Trends and hear from peers at Fireside Chat about solar companies' apprenticeship journeys.
- Connect with apprenticeship and workforce orgs for support joining or launching an apprenticeship program, or expanding the candidate pool.

Tomorrow April 15 – IL PW

Webinar: Illinois Shines - Illinois State Prevailing Wage Requirements - [**RSVP Here!**](#)

- April 15 at 2 – 3 pm ET/
1 – 2 pm CT
- Free for members, \$95 nonmembers
- In partnership with Alliant Consulting

SAVE THE DATE – May 22 – IRA PWA

Virtual Event: Navigating the Inflation Reduction Act's Prevailing Wage and Apprenticeship Requirements - [**RSVP Here!**](#)

- **May 22** at 1 – 5 pm ET/
10 am – 2 pm PT
- \$200 for members, \$275 nonmembers (recording accessible for members afterwards)
- In partnership with Alliant Consulting

SEIA California State Committee

Reach out to membership@seia.org or Stephanie Doyle sdoyle@seia.org to get involved!





AB2143 - California State Prevailing Wage and Apprenticeship Requirements Presentation

Slides by Alliant Consulting



Assembly Bill 2143

**Net energy metering:
construction of renewable
electrical generation facilities:
prevailing wage**

In this course, Alliant Consulting will briefly discuss the prevailing wage requirements under the Assembly Bill 2143.

Liability Disclaimer

The material and information contained within this presentation is for general information purposes only. You should not rely upon the material or information provided herein and it should not be used as a substitution for consultation with professional tax, accounting, legal, or other competent advisors. We are not responsible for any errors, omissions, or representations in this presentation or in any links within this presentation. The information provided in this presentation does not, and is not intended to, constitute legal advice. The information is provided, “as-is,” with no assurance or guarantee of completeness, accuracy, or timeliness of the information, and without warranty of any kind, express or implied, including but not limited to warranties of performance, merchantability, and fitness for a particular purpose.



Nº1 Assembly Bill No.2143

Nº2 **Applicability**

Nº3 **Prevailing Wage Requirements**

Nº4 **Apprentice Requirements**

Nº5 **Penalties**

Nº1



Assembly Bill No 2143



Assembly Bill No. 2143

Nº1

According to AB2143, the construction of renewable energy/battery storage facilities, after December 31, 2023 must incorporate prevailing wage requirements, maintaining and verifying payroll records, and submitting digital copies of payroll records on a bi-annual basis.

The DIR has recommended reaching out to the California Public Utilities Commission (CPUC) as they are the lead agency implementing the requirements of AB 2143.

CPUC Contact Page Linked [HERE](#).





Applicable Facilities



Application of Bill to Construction of Renewable Energy Facilities

- Per the CPUC.CA.GOV website, "Ongoing work that started before active and open interconnection application before that date prevailing wage requirements for purposes of accessing the net"
- Loss or rejection of such an application (from before January 1st requirements.)"





Exempt Facilities

The Prevailing Wage Requirement would not apply to the following facilities:

- The construction of residential facilities that generate a maximum of 15 kilowatts (KW) of electricity or that will be installed on a single-family home.
- A construction project that is already considered a public work project under existing law.
- A facility that serves only a modular home, a modular home community, or multi-unit housing that has 2 or fewer stories.



Nº3



Prevailing Wage Requirements



1. Payment of proper prevailing wage rates to journeymen and apprentices based on bid advertised date.

Prevailing Wage Requirement

2. Maintain and Furnish Records pursuant to Section 1776 of the Labor Code. This includes time cards, check stubs, fringe benefit remittances, and any other proof to prove the employees were paid prevailing wage.
3. Submit digital copies of CPR to the CPUC via the [SURGE portal](#) on July 1 and December 31. For information on how digital copies of certified payroll records are submitted to the CPUC, visit the [CPUC's FAQ page](#). The CPUC shall retain these records as public records for five years.
4. Contractor must also submit eCPR to the [DIR Website](#).
5. The Commissioner shall require each large electrical corporation to include the requirements of this section in any standard contract



Applicable Prevailing Wage Rate

To choose the prevailing wage rate for a worker you need to know the following:

1. DIR Website: [LINKED HERE](#)
2. Wage Determination – determine WD of project
3. Locality - the geographical location of the project
 - Statewide
 - Northern CA
 - Southern CA
 - County
 - San Diego
4. Craft – the classification which covers the duties and activities actually being performed on site by the worker(s)



Determining Prevailing Wage Rates: Step 2 — —

Step #2:

Wage Determination

- DIR publishes two (2) wage determinations each year:

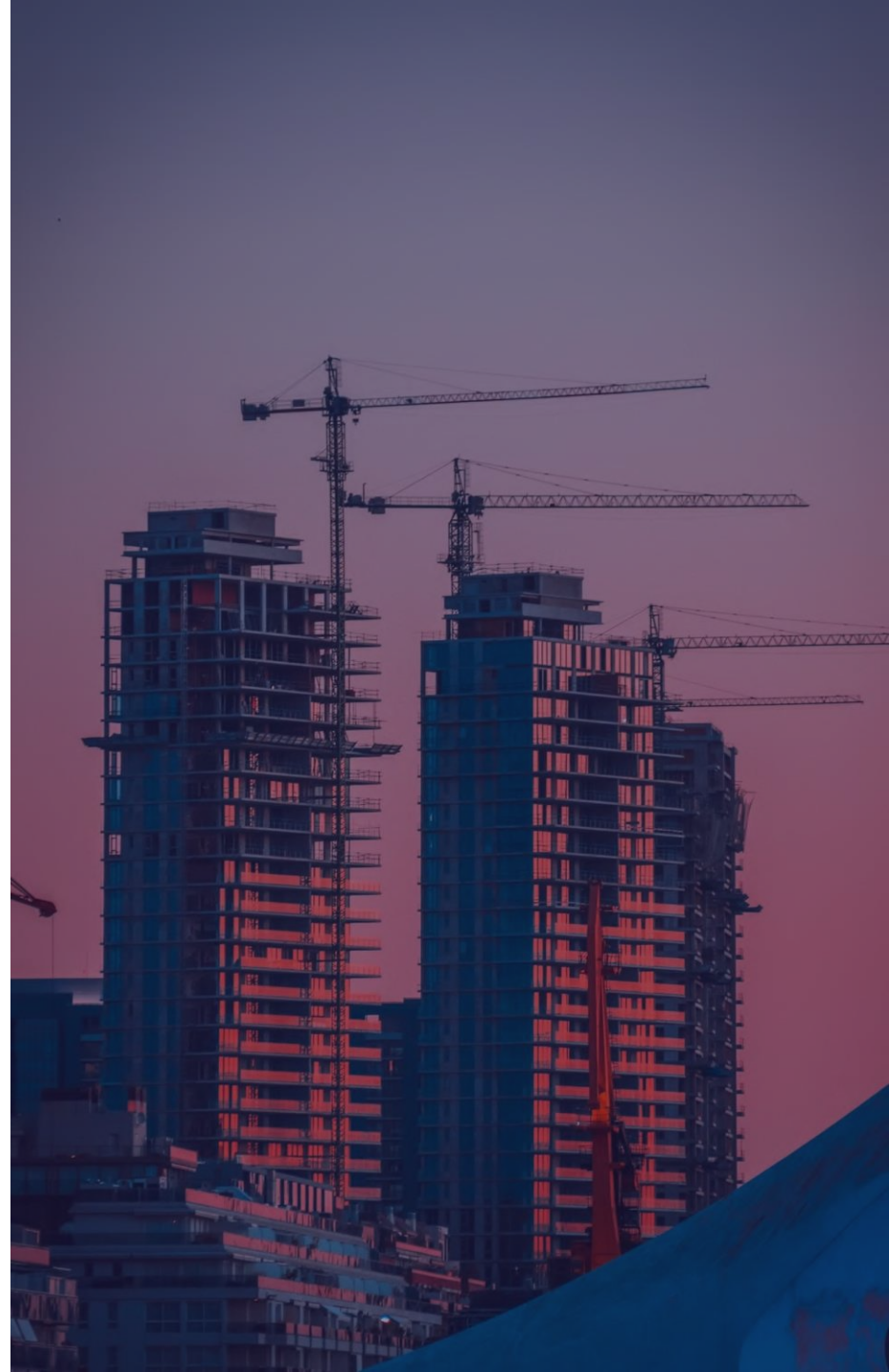
Feb 22 = "the year"-1 (Ex. 2022-1)

Aug 22 = "the year"-2 (Ex. 2022-2)

- The publish date + 10 days is the effective date of the determination:

Feb 22 + 10 Days = effective March 4
(watch for leap years)

Aug 22 + 10 Days = effective September 1





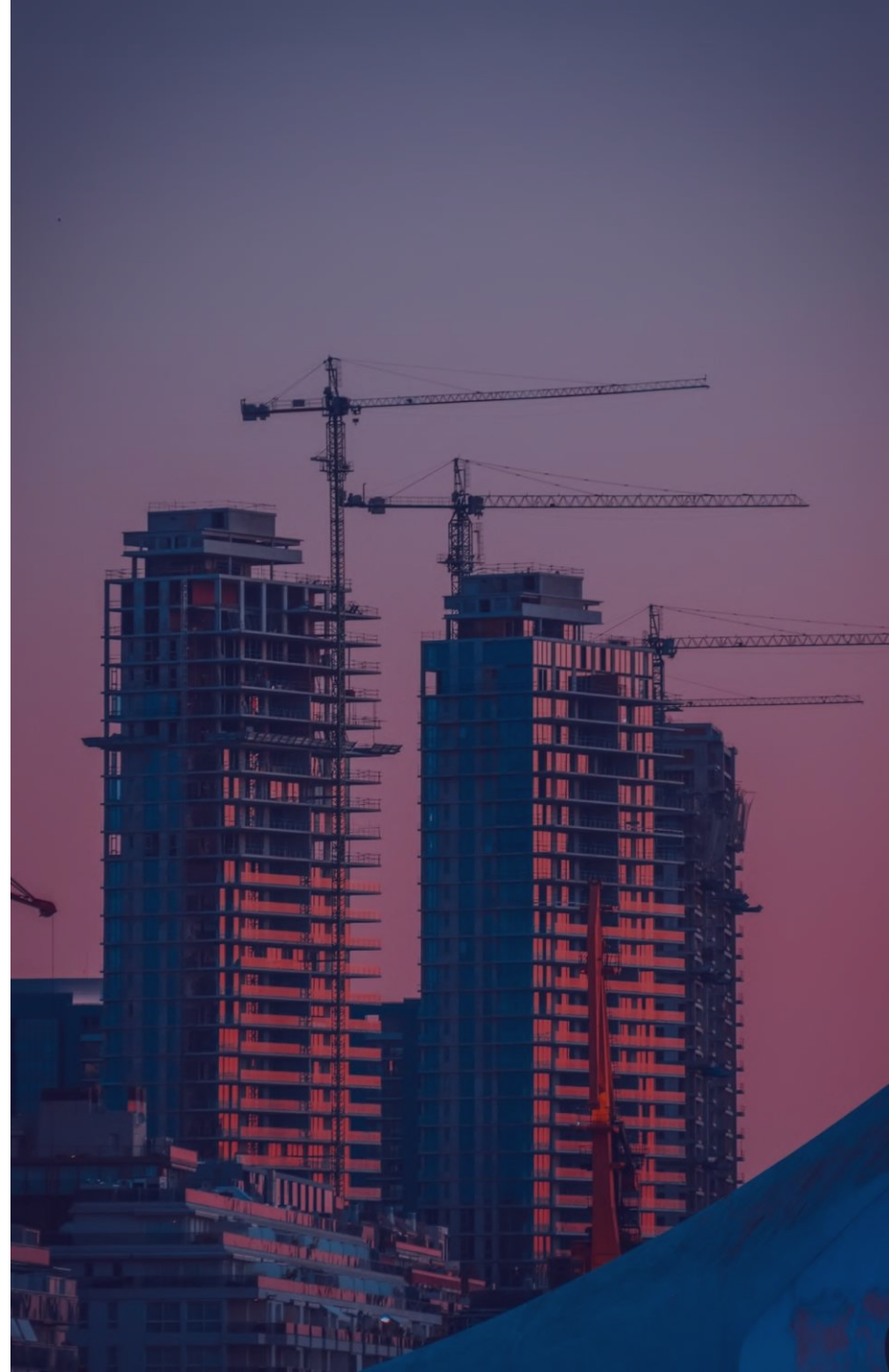
Determining Prevailing Wage Rates: Step 3 — —

Step #3:

Locality

After clicking on the correct Wage Determination for either JM or Apprentice, the **LOCALITY** is the next important factor in determining the prevailing wage rate.

- Determine which **region/county** your project is located.
- *Please note, where the contractors office is located does not affect the wage rates, unless working out of a batch plant for ready mix companies.*



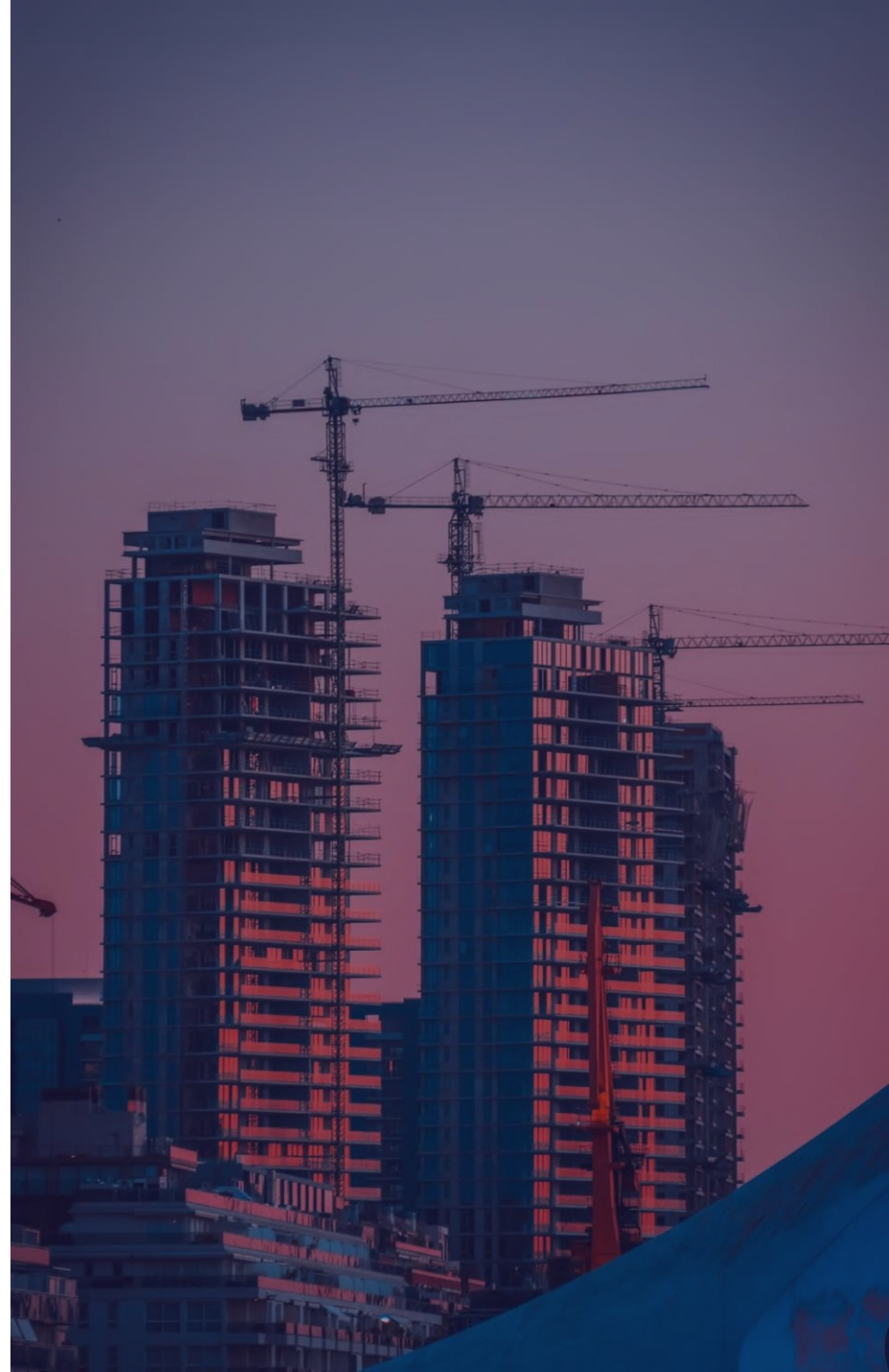


Determining Prevailing Wage Rates: Step 4

Step #4:

Craft

- **Craft** is the final variable in determining which wage rate to use. It is the actual work being performed by the worker(s) on site (DLSE Public Works Manual)
- To check the **scope of work** of crafts you may reference the DIR wage determination website "Scope" selection.





Understanding Wage Rate Sheets: (JM)

Journeyman:

FIND:

- WD: 2020-2
- Craft: Electrician, Inside Wireman
- County: San Diego County

FOR JOURNEYMAN RATE SHEET: [CLICK LINK](#)



Understanding Wage Rate Sheets: Calculation of Total Hourly Rate (THR)

Rates:

#	CRAFT	CLASSIFICATION	CRAFT FOOTNOTE	ISSUE DATE	EXPIRATION DATE	BASIC HOURLY RATE	BASIC HOURLY RATE FOOTNOTE	HEALTH AND WELFARE	HEALTH AND WELFARE FOOTNOTE	PENSION	PENSION FOOTNOTE	VACATION/HOLIDAY	VACATION/HOLIDAY FOOTNOTE	TRAINING	TRAINING FOOTNOTE	OTHER PAYMENTS	OTHER PAYMENTS FOOTNOTE	HOURS	HOURS FOOTNOTE	STRAIGHT-TIME TOTAL HOURLY RATE
	ELECTRICIAN:	INSIDE WIREMAN, TECHNICIAN		8/22/2020	05/31/2021*	47.650		7.160		6.850	K	-		0.870		0.240		8.0		64.200

BHR = Cash owed to employee

Fringes = Benefits or Cash owed to employee

Training = Amount owed to CAC or Union

BHR - \$47.65
NEBF - \$1.43
Fringes - \$14.25
Training - \$.87

***Note that the NEBF amount is not listed in the fringe section on the DIR break out. This is why footnotes are crucial to look at.*

Understanding Wage Rate Sheets: Calculation of Total Hourly Rate (THR)

Rates:

TOTAL HOURLY RATE		DAILY		SATURDAY		SUNDAY AND HOLIDAY
64.200	L	88.740	L	88.740		113.280

For Overtime Hourly Rates

Daily/Saturday = (BHR x 1.5) + NEBF + Fringes + Training

$$\$88.74 = (\$47.65 \times 1.5) + (\$1.43 \times 1.5) + \$14.25 + \$0.87$$

Sunday/Holiday = (BHR x 2) + NEBF + Other + Fringes + Training

$$\$122.13 = (\$47.65 \times 2) + (\$1.43 \times 2) + \$14.25 + \$0.87$$



Index 2022-2 General prevailing wage determinations

DETERMINATION: LOS-2022-2
PREDETERMINED INCREASES

General prevailing wage determinations
made by the director of industrial relations

Pursuant to California Labor Code part 7,
chapter 1, article 2, sections 1770, 1773, and 1773.1

County	Predetermined increase
Alameda	Increase
Alpine	Increase
Amador	Increase
Butte	Increase
Calaveras	Increase

CRAFT	CLASSIFICATION	CRAFT FOOTNOTE	ISSUE DATE	EXPIRATION DATE	DATE OF NEXT INCREASE 1	AMOUNT OF INCREASE 1	INCREASE FOOTNOTE 1
BRICKLAYER:	BRICKLAYER, CEMENT BLOCKLAYER, POINTER, CAULKER, CLEANER		08/22/2022	04/30/2023**	05/01/2023	\$2.10	A
BRICKLAYER:	STONEMASON, MARBLE MASON		08/22/2022	04/30/2023**	05/01/2023	\$2.10	A
BRICKLAYER:	MASON FINISHER		08/22/2022	04/30/2023**	05/01/2023	\$1.89	A
BRICK TENDER		B	08/22/2022	06/30/2023**	07/01/2023	\$2.60	A
BRICK TENDER	FORKLIFT OPERATOR		08/22/2022	06/30/2023**	07/01/2023	\$2.60	A
CARPET, LINOLEUM,	RESILIENT TILE LAYER		08/22/2022	12/31/2022**	01/01/2023	\$2.75	C
CARPET, LINOLEUM,	MATERIAL HANDLER	G	08/22/2022	12/31/2022**	01/01/2023	\$1.76	H
DRYWALL FINISHER		L	08/22/2022	08/31/2023**	09/01/2023	\$3.25	M
DRYWALL FINISHER			08/22/2022	08/31/2023**	09/01/2023	\$3.25	M
ELECTRICIAN:	INSIDE WIREMAN, RADIO MONITOR TECHNICIAN		08/22/2022	01/29/2023**	01/30/2023	\$2.20	A





CPR Requirement

What items have to be on payroll?

- Employee name
- Address
- Social security number
- Work classification
- Straight time and overtime hours worked each day and week
- Actual wages paid

The [SURGE](#) and [DIR](#) website will guide contractors through the process of submittal.

SURGE SUPPORT: reporting@cpucsurge.org or call (800) 549-2143

DIR SUPPORT: publicworks@dir.ca.gov or call (833) 526-4636

Please note, the DIR eCPR function is currently down. eCPR will not have to be submitted up to 6.22.25.



CPR Requirement
Example of what information may be required.

<https://www.dir.ca.gov/dlse/forms/pw/dlseforma-1-131.pdf>

Nº3



Apprentice Requirements

Distinguish Apprenticeable Crafts

A classification or trade is considered an "APPRENTICEABLE CRAFT" when the hashtag "#" symbol is found in front of craft on the wage determination.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS



CRAFT: # CARPENTER AND RELATED TRADES

DETERMINATION: SC-23-31-2-2019-1

ISSUE DATE: August 22, 2019

EXPIRATION DATE OF DETERMINATION: June 30, 2020** The rate to be paid for work performed 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 now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura counties.

Classification (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday	Training	Other	Hours	Total Hourly Rate	Daily ^g 1 1/2X	Saturday ^b 1 1/2X	Sunday and Holiday
^a AREA 1 Carpenter ^{c, h} , Cabinet Installer, Insulation Installer, Hardwood Floor Worker, Acoustical Installer	\$43.33	\$7.75	\$5.16	\$7.02 ^f	\$0.62	\$0.44	8	\$64.32	\$85.985	\$85.985	\$107.65

Apprentice Requirements on Public Works Projects Include:

- Filing the **Notice of Contract Award (DAS 140)** form for each trade to all applicable halls prior to starting work on site.
- **Showing good faith effort in utilizing apprentices on the project**, by meeting minimum 20% requirement (1 apprentice hour for every 5 JM hour ratio) or submit **Request for Dispatch (DAS 142)**.
- Verifying apprentices are **properly registered** in a valid apprenticeship program.
- Ensuring proper **supervision** (Non-Union is 1:1}
- Paying **training contributions** (must go to an approved training program or CAC}





DAS140 Notification of Contract Award
Notifies applicable apprenticeship halls within the locality of the project site that the contractor is awarded a public works project.

- Required to be submitted to **all applicable apprentices halls** per apprenticeable craft within the recognized locality found [HERE](#)
- Required to be submitted within 10 days of contract award but **no later than first day on site.**
- Required to be **filled out properly** without the use of "TBD" "NA" or leaving any area blank.
- Must be **filled out with the intent to utilize apprentices:** do not write 'for compliance purposes.'

Link to the [DAS140 Form](#) and [Instructions](#) for filling out.



DAS140- Submit to All Applicable Apprentice Halls

- Required to be submitted to **all applicable apprentice halls** per apprenticeable craft within the locality of the project.
- **Proof of submission** (via mail, fax transmittal, certified mail receipt or email) should be requested in order to verify date of submission and submission to all applicable halls.

Link to the [DAS140 Form](#) and [Instructions](#) for filling out.



DAS140 - Steps to Find All Applicable Apprentice Halls

Step #1

= Go to [LINK](#)

Step #2

= Use drop down menu to select county project is located

Step #3

= Select apprenticeable craft contractor will utilize

Apprenticeship programs information guide - Public Works search

Search available apprenticeship programs
by selecting a county and an occupation group

Data is current as of 04/26/2021

Disclaimer

The following is a listing of registered program sponsors in the construction industry, it does not signify they will dispatch apprentices. Program sponsors determine individually when they will dispatch apprentices.

Select a county

Select an occupation



DAS140 - Steps to Find All Applicable Apprentice Halls

Step #4

= List will show available apprentice halls where form should be submitted.

Apprenticeship programs information guide - Public Works search results

Data is current as of 04/26/2021

Contact information:	Northern California Heat & Frost Insulators And Allied Workers J.A.C. 3801 Park Road Benicia, CA 94510
Contact person:	Bill Hodges, Coordinator
Contact phone / e-mail:	(707) 748-0160

Search returned 1 sponsor(s)

[New search](#)



DAS140 - Submit No Later Than 1st Day on Site.

This form is **time sensitive** and maybe deemed invalid if submission is sent after first day on site.

- Penalties of up to **\$300/day/craft** accruing until the Notice of Completion is filed can be levied on non-compliant contractors per CCR 230.

Link to the [DAS140 Form](#)



Top Portion of the Form: COMPLETE FORM PROPERLY

Top portion of the form should be completed without leaving any of the boxes blank. It should **NOT** be completed with writing "TBD, NA, Unknown, or 0" as this verbiage will invalidate the form.

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/databases/das/pwaddrstart.asp> 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.

NAME OF YOUR COMPANY	CONTRACTOR'S STATE LICENSE NO
MAILING ADDRESS- NUMBER & STREET, CITY, ZIP CODE	AREA CODE & TELEPHONE NO.
NAME & ADDRESS OF PUBLIC WORKS PROJECT	DATE YOUR CONTRACT EXECUTED
	DATE OF EXPECTED OR ACTUAL START OF PROJECT
NAME & ADDRESS OF PUBLIC AGENCY AWARING CONTRACT	ESTIMATED NUMBER OF JOURNEYMEN HOURS
	OCCUPATION OF APPRENTICE
THIS FORM IS BEING SENT TO: (NAME & ADDRESS OF APPRENTICESHIP PROGRAM(S))	ESTIMATED NUMBER OF APPRENTICE HOURS
	APPROXIMATE DATES TO BE EMPLOYED



DAS 140 COMPLETE FORM PROPERLY

Bottom Portion of the Form:

The bottom portion of the form represents the contractor's relationship / status with an apprenticeship hall.

- **Specifies how the contractor will fulfill apprenticeship training & where training contributions will be paid to.**

This is not a request for dispatch of apprentices.

Contractors must make a separate request for actual dispatch, in accordance with Section 230.1(a) California Code of Regulations

Check One Of The Boxes Below

- ☐ We are already approved to train apprentices by the Apprenticeship Committee. We will employ and train under their Standards. Enter name of the Committee
- ☐ We will comply with the standards of Apprenticeship Committee for the duration of this job only. Enter name of the Committee
- ☐ 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 journeyman/men.

Signature

Date

Typed Name

Title

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

DAS 140 (REV. 1/04)



DAS140 COMPLETE FORM PROPERLY

TAKE NOTE OF BOXES 1,2,3:

CHECK 1:

SIGNATORY STATUS (approve to train/employ own apprentices). Contractors are only required to submit the form to the apprentice committee they are signatory to.

- DAS140 submitted **ONLY** to signatory hall; must cover all craft used

CHECK 2:

NOT approved to train but complying with the standards of the particular apprentice hall they indicate.

- DAS140 submitted to **ALL** applicable halls

CHECK 3:

NOT SIGNATORY to any hall. Usually non-union contractors. Training payments sent to the CAC.

- DAS140 submitted to **ALL** applicable halls





DAS142- Request for Dispatch

The **DAS142 form** is used to request apprentices and is required from all contractors to show **Good Faith Effort in meeting 20% ratio requirement per apprenticeable trade utilized.**

The DAS142 Form is required to be submitted to apprentice hall **at least 72 hours prior to expected use of apprentice** (NOT including weekends or holidays).

It must be sent to each apprenticeship program until the contractor reaches the proper **20% apprentice project ratio (1:5 apprentice-journeyman ratio)** OR until the form has been sent to all apprenticeship committees and no apprentices are dispatched.

Provide **form and proof of submission** to awarding agency to show good faith efforts with apprentice requirements.

Link to the [DAS142 Form](#)



1. Like the DAS140, the DAS142 form must be ~~completed without blanks, or verbiage "TBD, NA, 0, Unknown."~~ **DAS142 - COMPLETE FORM PROPERLY**

2. It should include the information necessary for apprentice committees to dispatch apprentices such as:

- **Current Date**
- **Applicable Apprentice Committee**
- **Contractor information Project Info**
- **Dispatch Request Info**

3. It must be sent at least **72 hours** (exclude weekends & holidays) prior to the date in which apprentices are requested. This should be confirmed by obtaining proof of submission (fax receipt, certified mail receipt, email receipt).

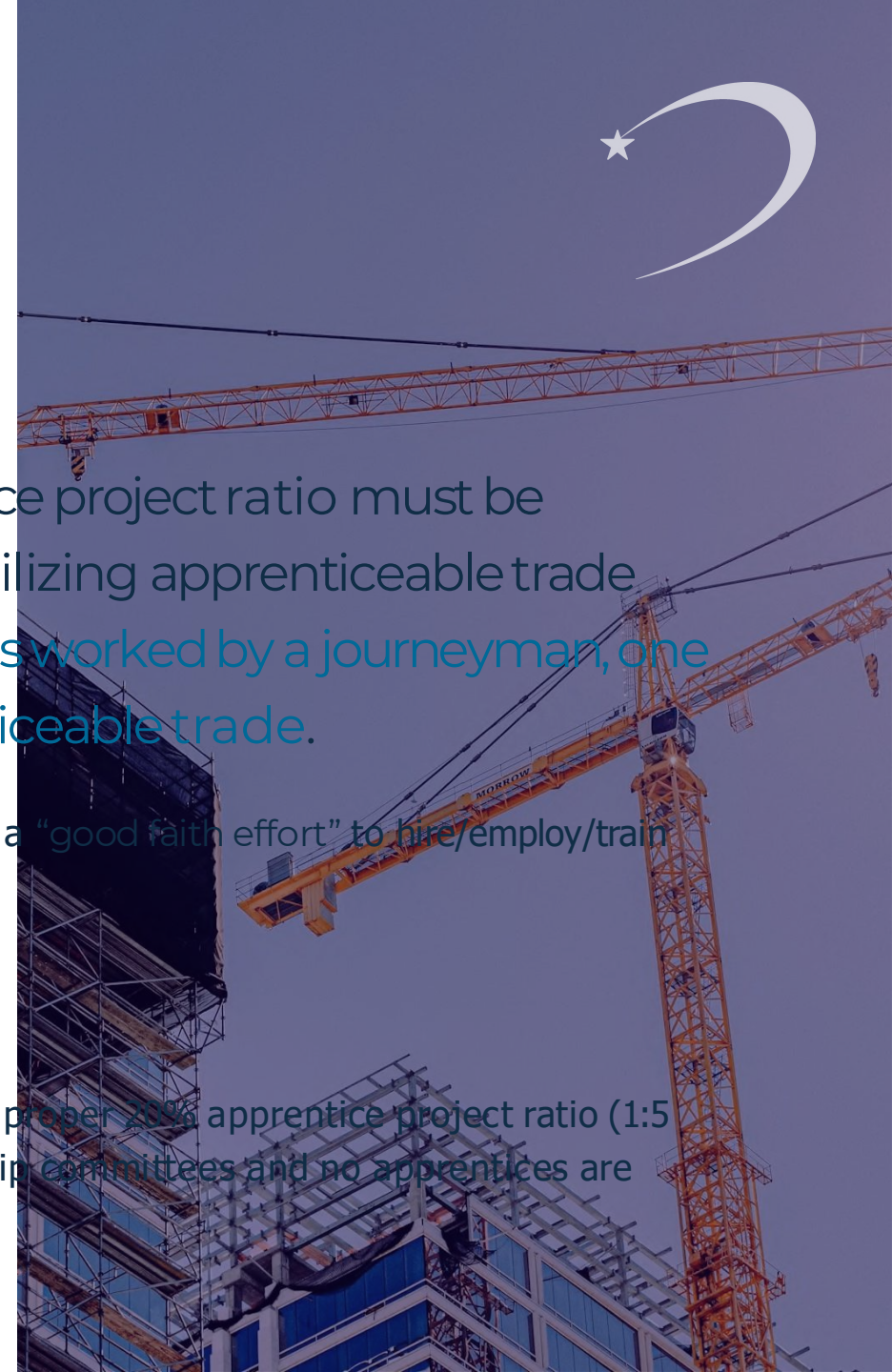


DAS142- Affirmative Defense Against the 20% Project Ratio Per Apprenticeable Craft Utilized

- As part of the apprenticeship requirement, a 20% apprentice project ratio must be satisfied, meaning by the end of the project, contractors utilizing apprenticeable trade must acquire apprentices in the ratio of, for every five hours worked by a journeyman, one hour should be worked by an apprentice for each apprenticeable trade.
 - Contractors must request apprentices to meet this requirement or show a “good faith effort” to hire/employ/train apprentices in trying to satisfy the requirement.

- GOOD FAITH EFFORT - AFFIRMATIVE DEFENSE

- By sending the DAS142 to each apprenticeship program in attempt to reach the proper 20% apprentice project ratio (1:5 apprentice-journeyman ratio) OR until the form has been sent to all apprenticeship committees and no apprentices are dispatched.





All apprentices utilized MUST BE properly registered in a valid apprenticeship program.

Apprentice Registration

- In order to confirm an apprentice is certified, the DIR provides a website look up: [LINKED HERE](#)
- The search string is a total of **nine letters and numbers** (no characters ', - , etc): **the first four letters of the last name** (use spaces to make four letters if the last name is shorter than four letters), the **first letter of the first name** and the **last four digits of the social security number (LLLLF9999)**.

EXAMPLES:

Uncle Sam (SSN 123-45-6789) would be entered as Sam U6789

Goddess Minerva (SSN 123-45-5555) would be entered as MineG5555

If a worker is not registered, they are **not considered an apprentice and cannot be paid less than the journeyman prevailing wage rate.*





Apprentice Project Ratio
Labor Code 1777.5(g) indicates that contractors must utilize / employ a minimum of 20% of their workforce as apprentices by end of project.

- This means that for every five Journeyman hours worked, there should be one hour of apprentice worked (1:5 ratio).
- This ratio requirement is applicable for every apprenticeable craft utilized by the contractor on the project.

Contractors must show a good faith effort in satisfying the project ratio requirement.





Apprentice Daily Rate

JOURNEYMAN ON DUTY RULE

- Apprentices must be directly supervised by a journeyman, **per DLSE Public Works Manual 3.3.2.4**: "...requires that apprentices so employed 'must at all times work with or under the direct supervision of journeyman/men.'"
- This means that when an apprentice is found on certified payroll, analyst must look for a journeyman of the same classification for all hours the apprentice worked on site.
- *If an apprentice is found unsupervised (working without a journeyman), restitution is owed to the apprentice at the journeyman rate*



Union vs. Non-Union Contractors

NON-UNION CONTRACTORS:

Non-Union contractors normally abiding by the rules and regulations of the California Apprenticeship Council (CAC) to satisfy requirement to employ **apprentices must, at all times, have supervised apprentices** when utilizing apprentices. (1 to 1 Supervision)

UNION CONTRACTORS:

Union contractors normally follow the standards of a specific apprenticeship program. Apprenticeship programs have Collective Bargaining Agreements (CBA) or Master Labor Agreements (MLA) that details apprentice supervision requirements.





Training Contributions

- Mandatory training contributions must be made for ALL hours worked per apprenticeable craft.
- Training amount is listed on the wage determination for each apprenticeable craft.
- Training payments can be directed to either the CA Apprenticeship Council (CAC) or a specific apprentice hall.

Non-Union Contractors direct their training payments to the CA Apprenticeship Council (CAC).

CAC Training Fund Website (New CAC2 Form) - **Linked [HERE](#)**

- Payments are posted on the DIR Website

Training Fund Search - Linked [HERE](#)



Nº2



Penalties



Penalties

Per Cal. Pub. Util. Code § 769.2, enforcement may happen through the following:

- Within 18 months after completing the renewable electrical generation facility, the Labor Commissioner can issue a Civil Wage and Penalty Assessment (CWPA)
- An underpaid construction worker or apprentice can file an civil action or administrative complaint.
- A joint labor-management committee through a civil action pursuant to Section 1771.2 of the Labor Code.
- A willful violation of this section will deem a facility not eligible to receive service

CA Legislative Information- AB2143

https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220AB2143

CA Department of Industrial Relations

<https://www.dir.ca.gov/public-works/prevaling-wage.html>

Prevailing Wage Rates

<https://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>

Apprentice Wage Rates

<https://www.dir.ca.gov/OPRL/pwappwage/PWAppWageStart.asp>

CA Legislative Information- Public Works

https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=LAB§ionNum=1720



Protecting YOU is our PURPOSE

Our team offers compliance services customizable to your company's needs:

Full Oversight

**Customized
Trainings**

**As- Needed
Oversight**

**Limited
Oversight**

**Audit &
Assessments**

For more information & upcoming trainings visit
our website:

www.go-alliant.com

Or Contact Us:

(877)-GO-ALLIANT

info@go-alliant.com



Additional Services



Thanks for joining.

Questions?