



**PREVAILING WAGE/  
LABOR COMPLIANCE SEMINAR**

**HANDOUT MATERIALS**

**Thursday – June 18, 2026**

**9:00 a.m. – 4:00 p.m.**

# AGENDA

THE SAN FRANCISCO OFFICE OF LABOR STANDARDS ENFORCEMENT • CALIFORNIA LABOR COMMISSIONER'S OFFICE • FOUNDATION FOR FAIR CONTRACTING

PRESENT

## PREVAILING WAGE/LABOR COMPLIANCE CONFERENCE

Thursday • June 18, 2026 • 9:00 a.m. – 4:00 p.m.

Time	Item	Speaker(s)
9:00 AM – 9:05 AM	<b>Welcome and Opening Remarks</b>	Jesse Jimenez
9:05 AM – 10:00 AM	<b>The San Francisco Office of Labor Standards Enforcement</b>	Patrick Mulligan, Director of OLSE
10:00 AM – 11:00 AM	<b>Office of the Director – Legal</b> <ul style="list-style-type: none"><li>○ Coverage/New Legislation</li></ul>	Ken Lau
11:00 AM – 11:15 AM	<i>Break</i>	
11:15 AM – 12:15 PM	<b>Skilled and Trained Workforce</b>	Johnny Dayao
12:15PM – 1:15 PM	<i>Lunch</i>	
1:15 PM – 2:00 PM	<b>Contractor Responsibilities</b>	Johnny Dayao
2:00 PM – 2:15 PM	<b>Department of Industrial Relations</b> <ul style="list-style-type: none"><li>○ Labor Enforcement Task Force</li></ul>	Dominic Forrest
2:15 PM – 2:30 PM	<i>Break</i>	
2:30 PM – 3:30 PM	<b>U.S. Department of Labor</b> <ul style="list-style-type: none"><li>○ Davis-Bacon Compliance Principles – Federal Requirements</li></ul>	Rebecca Clark
3:30 PM – 4:00 PM	<b>Closing Remarks/Evaluations</b>	Patrick Mulligan/Jesse Jimenez

[HTTPS://WWW.FFCCALIFORNIA.COM/REGISTRATION-HANDOUTS](https://www.ffccalifornia.com/registration-handouts)





# **City and County of San Francisco**

## **Office of Labor Standards Enforcement**

# **San Francisco Office of Labor Standards Enforcement**

**Patrick Mulligan**  
Director

**June 2026**

# About OLSE

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- Established by ordinance in 2001 – first local labor enforcement agency in the country
- Administers San Francisco Labor and Employment Code – first municipal labor code in the nation – effective January 1, 2024
- Implemented more than 40 different San Francisco labor laws
- 25th Year Anniversary – collected over \$200 million in worker restitution and penalties on behalf of over 100,000 workers





# **San Francisco Labor and Employment Code Legislative Update 2.19.2025**



Office of Labor Standards Enforcement

# San Francisco Labor and Employment (L.E.C.)

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- Consolidates prevailing wage laws into one location:  
L.E.C. Articles 101-109 – effective 2.19.2025
- Clarifies OLSE’s enforcement authority:
  - L.E.C. Articles 101 and 103 on Covered Local Projects (SF Admin Ch. 6 and 21),
  - State (CA Labor Code 1720), and
  - Real Estate (SF Admin 23)
- Standardizes penalty provisions for prevailing wage violations on Covered Project and Covered Contracts in L.E.C. Article 106





# San Francisco Prevailing Wage Requirements



Office of Labor Standards Enforcement

# San Francisco Labor and Employment (L.E.C.)

## Code Article 102

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- Establishes 10 prevailing wage work classifications that is:
  - Not cognized by the California Department of Industrial Relations (DIR)
  - Not public works
  - Non-construction
- Covers San Francisco service *contracts, leases, management agreements and permits*
- Covers work performed at any facility or property owned or leased by the City



# 10 Work Classifications of L.E.C. 102

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- Motor Bus Services (102.7) 1999
- Janitorial Services (102.2) 1999
- Parking Lots and Garages (102.3) 2003
- Theatrical Services (102.4) 2004
- Solid Waste Hauling (102.5) 2006
- Moving Services (102.6) 2004
- Trade Show / Special Event (102.8) 2014
- Parking Lots and Garages (102.3) 2003
- Loading / Unloading (102.10) 2016
- Security Guard Services (102.11) 2016



# Janitorial Services – L.E.C. 102.2

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Prevailing wage rate established: January 16, 2004

- Current total hourly rate including fringes: (for >4,850 hours): **\$36.25 per hour**
- Health and welfare contribution (employee has worked for employer for at least four months and a minimum of 105 hours the previous month): **\$11.13 per hour**
- Working more than 7.5 hours a day will require overtime pay



# Security Guard Services – L.E.C. 102.11

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Prevailing wage rate established: June 2, 2017

- Current total hourly rate including fringes (with >1 year of experience): **\$26.10 per hour**
- Applies to City contracts issued for security guard services performed on City owned or leased property
- HCSO may apply to employers with 20+ employees

*\*\*Review footnotes for additional guidance\*\**





# **San Francisco Administrative Code**

## **Chapter 23 (L.E.C. 101-108)**



Office of Labor Standards Enforcement

# San Francisco Administrative Code

## Chapter 23 – L.E.C. 101-108

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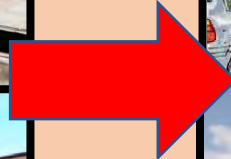
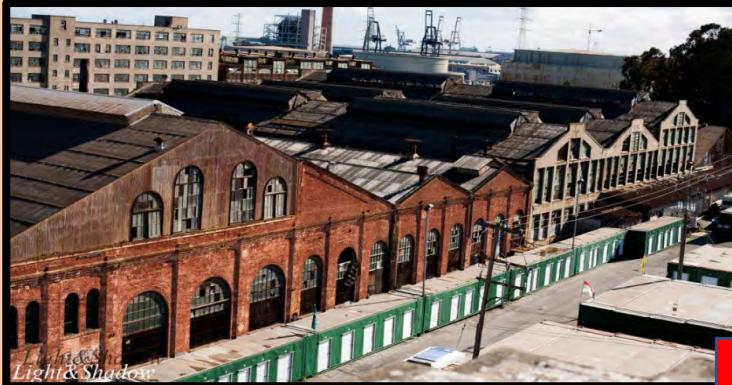
Mandates prevailing wage and apprenticeship requirements on:

- Private developments on City owned or leased property where the City is either landlord or tenant and value of work is greater than \$1,170,000.
- Private housing development on property that was sold or transferred by the City

Operative date: [April 20, 2016](#)



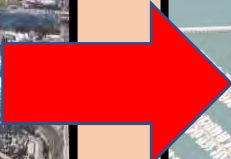
# Private Development on City Owned or Leased Property: Example 1



PIER 70: Leased by the City for private development and renovation in exchange for a long-term lease as a tenant



# Private Development on City Owned or Leased Property: Example 2



**GIANTS SEAWALL LOT 337**: Leased by the City for a new mixed-used development, including 40% affordable homes



# Private Development on City Owned or Leased Property: Example 3



**BALBOA RESERVOIR:** City-owned property sold for housing development





# Citywide Project Labor Agreement (PLA)



Office of Labor Standards Enforcement

# What is the Citywide PLA?

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- An agreement between the City & County of San Francisco and the San Francisco Building Trades Council and its affiliated unions
- Effective July 14, 2020
- Applies to Public Works and Recreation & Parks covered contracts
- Covered Project Thresholds:
  - \$1M (General Obligation / Revenue bond-funded projects)
  - \$10M (all other funding sources)
- Prohibits strikes, work stoppages, picketing, slowdowns and lockouts. Violations may result in \$15,000 per shift liquidated damages



# Local Business Enterprise (LBE Exemption)

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- All contractors must sign a Letter of Assent to be bound by the terms of the PLA before starting work. Except:
  - Qualifying LBEs certified under Amin. Code 14B may be eligible to submit a Statement of Exemption
  - Exempt LBEs are not bound to PLA terms while under \$5M in cumulative payments on Citywide PLA Covered Projects
  - Once an LBE exceeds \$5M in cumulative payments, PLA requirements apply



# Hiring Hall & Core Employees

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- All Trade workers must be dispatched through the appropriate union hiring hall
- Contractor and union alternate hires: one core worker, one from the out-of-work list (up to 5 core workers) (PLA 4.7.1)
- Core employee: must have no prior union affiliation, properly licensed, worked 1,000 craft hours in the past 3 years, and at least 500 payroll hours for the contractors within the past 5 months
- Union may request proof of core worker eligibility (PLA 4.7 and eligibility 2.1.8)



# Trust Funds & Jurisdiction Disputes

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- All contractors must make fringe benefit payments on behalf of all trade workers to the appropriate union trust fund
- Does not apply to exempt LBE contractors
- Jurisdictional disputes resolved through “The Plan” as cited in the PLA
- Jurisdictional disputes involving the Carpenters Union and their affiliates will go directly to arbitration



# Pre-Job Meeting

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- OLSE coordinates pre-job meetings at least 14 days prior to commencement of the Covered Project
- Every contractor and subcontractor must attend along with representatives from the Building Trades Council, the Awarding Body and affiliated Unions
- Prior to this meeting, Letters of Asset or LBE Exemption Forms and Craft Assignment Forms are required to be signed and submitted as directed
- Prime contractors are responsible for attendance and participation of their subs



# What is a Joint Administrative Committee (JAC)?

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- JAC is comprised of six members: three members selected by the City Administrator and three members selected by the Building Trades Council
- JAC shall meet as needed to review the implementation of the PLA and attempt to resolve problems or grievances by majority vote





# Questions?

Prevailing Wage and Citywide PLA Hotline:

**415-554-6573**

Email: [prevailingwage@sfgov.org](mailto:prevailingwage@sfgov.org)

OLSE Website: [www.sf.gov/olse](http://www.sf.gov/olse)



Office of Labor Standards Enforcement



# Public Works

State of California

Department of Industrial Relations

CA.GOV

Press room Careers at DIR Índice en español Settings

DIR State of California Department of Industrial Relations EST. 1927

Cal/OSHA - Labor Law Safety & Health Workers' Comp Self Insurance Apprenticeship Director's Office Boards Search

- Office of the Director – Legal Unit (OD Legal)
  - Assists the Director with drafting coverage determinations
  - Acts as hearing officers for appeals of wage/penalty assessments
- Office of the Director – Research (OD Research)
  - Issues Prevailing Wage Determinations
- Division of Labor Standards Enforcement (DLSE) ("Labor Commissioner's Office")
  - Enforces prevailing wage and apprenticeship laws
- Division of Apprenticeship Standards (DAS)
  - Administers apprenticeship laws, programs, and standards
  - Approves apprenticeship programs

Office of the Director - Decisions and Determinations

Quick Links

- Prevailing Wage
  - ▶ Prevailing Wage Coverage Determinations
  - ▶ Prevailing Wage Enforcement Decisions
  - ▶ Prevailing Wage Determinations
  - ▶ Prevailing Wage Regulations
  - ▶ Prevailing Wage Hearing Regulations
  - ▶ Prevailing Wage Training
- Apprenticeship
  - ▶ Apprenticeship Requirements
  - ▶ Apprenticeship Regulations
- Labor Compliance
  - ▶ Labor Compliance Programs
  - ▶ Labor Compliance Programs Regulations

Search

- ▶ Contractor Registration Search
- ▶ Public Works Project Search
- ▶ Electronic Certified Payroll Reports Search

Registration

# Department of Industrial Relations | Org Chart

Department of Industrial Relations reports to California Labor and Workforce Development Agency Secretary Stewart Knox who in turn reports to Governor Gavin Newsom.

Updated 3/27/26





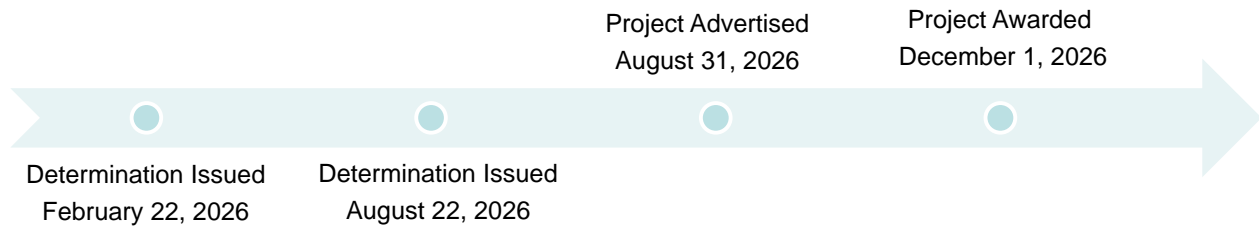
What exactly is the prevailing wage?





## Prevailing Wage Determinations

- General PW determinations issued twice a year: Feb 22 and Aug 22.
- Residential PW determinations issued once a year: Dec 1.
- PW determinations effective 10 days after issuance.
- PW determination in effect on the bid advertisement date is applicable





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What is the applicable prevailing wage determination?

Dec 1, 2025

Feb 22, 2026

Aug 22, 2026

Aug 31, 2026

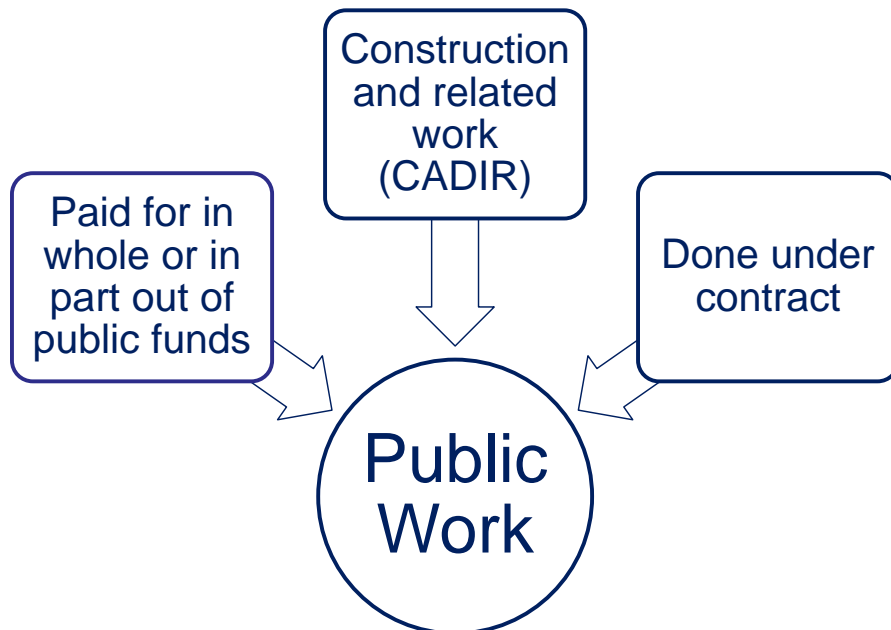
Dec 1, 2026



## What is a coverage determination?

- The DIR Director has the power to determine that a project or a type of work is public work through issuing what is known as a coverage determination.
- The administrative process consists of an initial coverage determination and a final determination on administrative appeal.

**Section 1773.5 and Cal. Code Regs., Title 8, Sections 16001-16002.5**



Standard definition of "public works."

Prevailing wages are required unless an exception applies.

Apprentices must be hired in a specified ratio unless an exception applies.



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## Labor Code Section 1720(a)(1)

- C-onstruction (includes preconstruction *and* post construction)
- A-lteration
- D-emolition
- I-nstallation (assembly/disassembly of modular office systems)
- R-epair

## Labor Code section 1771

- Maintenance (defined in 8 CCR 16000)
  - Tree trimming, street sweeping, graffiti/homeless encampment removal



## Paid for in whole or in part out of public funds

(Labor Code 1720(b))

1. The payment of money or the equivalent of money . . . directly to or on behalf of the public works contractor, subcontractor, or developer.
2. Performance of construction work . . . in execution of the project.
3. Transfer . . . of an asset of value for less than *fair market price*.



## Paid for in whole or in part out of public funds

(Labor Code 1720(b))

4. Fees, costs, rents, insurance or bond premiums, loans, interest rates, or other obligations that would normally be required in the execution of the contract, that are paid, reduced, charged at *less than fair market value*, waived, or forgiven . . . .

5. Money loaned . . . that is to be repaid on a contingent basis.

6. Credits that are applied . . . against repayment obligations . . . .



- For purposes of the prevailing wage law, public funds **do not** include:
- Proceeds from **Conduit Revenue Bonds**
  - Usually available to build schools, hospitals, and housing.
  - But see 1720.8 (charter schools) and 1720.7 (general acute care hospitals).
- **Low Income Housing Tax Credits**
  - LIHTC usually allocated by the CTCAC.



## Other definitions of “public work”

- Section 1720(e) [Work on electric transmission system]
- Section 1720.2 [Private construction leased to public entity]
- Section 1720.3 [On-haul of PGF/Off-haul of refuse]
- Section 1720.6 [Private renewable energy projects on public property]
- Section 1720.7 [Work done on general acute care hospitals]
- Section 1720.8 [Work done on charter schools]
- Section 1720.9 [Hauling of ready-mixed concrete]
- PUC 769.2 [renewable electrical generation facilities]



## PUC 769.2 [renewable electrical generation facilities]

- 1) Construction of any renewable electrical generation facility, and
- 2) Any associated battery storage
- 3) Receives NEM or NBT tariffs
- 4) Interconnection application submitted on or after 1/1/24

Except:

- 1) A residential facility that has a maximum generating capacity of 15 kilowatts or less of electricity;
- 2) A residential facility installed on a single-family home;
- 3) A facility that serves only a modular home, a modular home community, or multiunit housing that has two or fewer stories;
- 4) Already public work.



## PUC 769.2 [renewable electrical generation facilities]

### Contractor responsibilities:

- 1) Maintain and verify CPRs
- 2) Submit digital copies of CPRs to CPUC twice a year (7/1 and 12/31)
- 3) All other public works requirements:
  - a) Project registration
  - b) Contractor registration
  - c) eCPR submission
  - d) Employment of apprentices
- 4) **New: Register the Project with DIR (1/1/26/AB 1104)**



## PUC 769.2 [renewable electrical generation facilities]

### Other new provisions (AB 1104, effective 1/1/26):

- 1) Facility can continue to receive service, even if there has been a willful violation finding against the contractor, as long as restitution to workers has been made, and all fines and penalties have been paid.
- 2) Entity that engaged contractor to do AB 2143 work is *not* the awarding body. Only PW requirements in PUC 769.2 apply, and no PW requirements set forth in other law apply to this entity.



## Section 1720.2 [Private construction leased to public entity]

- 1) Construction contract between private persons;
- 2) The property is privately owned; and
- 3) Upon completion of construction, more than 50% of the assignable square feet is leased to the public agency.
- 4) Either:
  - A) The lease entered into before construction contract; OR
  - B) Work done according to plans, specifications, or criteria furnished by public agency, and the lease entered into during, or upon completion of, the construction work.



## Tenant Improvements Paid for by Private Landlord

Private Office Building  
with 100,000 total sq. ft.

**City and County  
of San Francisco  
60,000 sq. ft.**

Tenant improvements done by the private landlord before the City and County even signs a lease.

Tenant improvements are done according to the City and County's specs. Lease is then signed.



## Section 1720(c)(5)(e) exception

\*Unless the loan program or the public entity requires PW.

### Affordable Housing Project (20-40-80)

- 1) At least 40% of the units
- 2) Made Available to Households Making No More than 80% of the Area Median Income
- 3) These restrictions are in place for at least 20 years **and**
- 4) Only form of public funds is a below market interest rate loan



### 1720(c)(5)(E) – Does the Exception Apply?

Affordable Housing Project has 100 units.

- 20 units for families making no more than 80% of the AMI.
- 15 units for families making no more than 60% of the AMI.
- 5 units for families making no more than 50% of the AMI.
- 60 market-rate units.
- Affordability restrictions are in place for 55 years.

Project receives LIHTCs, conduit revenue bonds proceeds, commercial bank loans, a 65-year ground lease for \$1 a year, and a 65-year loan from County for 1% interest. The public agencies are silent on PW requirements.



## Miscellaneous Exceptions

- Section 1720.4 (Volunteers or Conservation Corps) (Sunsets 1/1/31)
- ~~➤ Section 1720.5 (Graffiti Removal Work in the City of LA Done by a Community Based Org Under Certain Circumstances) (Sunsets 1/1/24)~~
- 8 CCR 16000 (Janitorial, Custodial, Security Guards)



## New Laws Effective 2026

### AB 338

- Any fuel reduction work, including, but not limited to, residential chipping, rural road fuel breaks, and firebreaks
- Over \$500k; not on Indian land or w/ tribe; not "prescribed fire or grazing work"; not on private land; not to work by inmates.

#### Duties:

- Maintain CPRs; Contractor registration; Pay PW
- May be enforced by DLSE via CWPA

**Effective July 1, 2026 (July 1, 2027 for nonprofits)**



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## New Laws 2026

AB 889 – Elimination of Annualization Exemptions

AB 538 – Clarify CPR requirements

AB 1104 – Clarify PUC 769.2

AB 1445 – Expanding commercial to res conversion



## New Bills 2026

AB 909 Registration fee tweak, penalties

AB 978 Special rates for data centers; PW/STW

SB 983 SD Port District JOC pilot

SB 1065 Apprentices same craft/trade as journeyperson

SB 1185 Pharma facilities: skilled and trained workforce

AB 1198 PW rate applicable when work is done

SB 1241 Skilled and trained workforce amendments



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## New Bills 2026 (cont'd)

AB 1786 Best value counties, cities, and JPAs

AB 1838 Local gov bidders must disclose W&H violations

AB 1859 Allow JLMC to access PW job sites

AB 2033 Cities JOC pilot, PW

AB 2319 Film tax credits, PW



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Office of the Director – Legal Unit  
Public Works Inquiries

[PWCoverage@dir.ca.gov](mailto:PWCoverage@dir.ca.gov)

The screenshot shows the DIR website interface. At the top, there is a navigation bar with links for 'Press room', 'Careers at DIR', 'Índice en español', and 'Settings'. Below this is a secondary navigation bar with the DIR logo and menu items: 'Labor Law', 'Cal/OSHA - Safety & Health', 'Workers' Comp', 'Self Insurance', 'Apprenticeship', 'Director's Office', and 'Boards'. A search icon is also present.

The main content area features a 'Useful Links' section with the following items:

- DIR's Public Works Home Page
  - <http://www.dir.ca.gov/Public-Works/PublicWorks.html>
- The Director's Public Works Decisions and Determinations
  - <https://www.dir.ca.gov/Division/Decisions-and-Determinations.html>
- The Director's General Prevailing Wage Determinations
  - <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>
- DLSE's Public Works Manual
  - <http://www.dir.ca.gov/dlse/PWManualCombined.pdf>
- California Labor Code
  - <http://leginfo.legislature.ca.gov/faces/codes.xhtml>
- California Code of Regulations
  - <http://www.oal.ca.gov/>

On the right side, there is a 'Quick Links' sidebar under the heading 'Office of the Director - Decisions and Determinations'. The sidebar lists the following categories and links:

- Quick Links**
  - Prevailing Wage
    - ▶ [Prevailing Wage Coverage Determinations](#)
    - ▶ [Prevailing Wage Enforcement Decisions](#)
    - ▶ [Prevailing Wage Determinations](#)
    - ▶ [Prevailing Wage Regulations](#)
    - ▶ [Prevailing Wage Hearing Regulations](#)
    - ▶ [Prevailing Wage Training](#)
  - Apprenticeship**
    - ▶ [Apprenticeship Requirements](#)
    - ▶ [Apprenticeship Regulations](#)
  - Labor Compliance**
    - ▶ [Labor Compliance Programs](#)
    - ▶ [Labor Compliance Programs Regulations](#)
- Search**
  - ▶ [Contractor Registration Search](#)
  - ▶ [Public Works Project Search](#)
  - ▶ [Electronic Certified Payroll Reports Search](#)
- Registration**



# Prevailing wage LABOR COMPLIANCE SEMINAR Skilled & Trained Workforce Requirements

Public Works

California Labor Commissioner's Office

Department of Industrial Relations

May 13, 2025

# Disclaimer

California Labor Commissioner's Office

The following presentation is intended to summarize relevant portions of existing law in the Labor Code and California Code of Regulations, but those code sections, as interpreted by the courts, will govern actual enforcement. The information contained in this presentation is a general overview of existing law or regulation. Any opinions expressed are solely those of the author/speaker and are not necessarily the official position of the Department of Industrial Relations (DIR), its Director, or any related public entity. The information in this presentation is not intended as legal advice, and does not guarantee any outcome in specific enforcement or coverage proceedings within the jurisdiction of DIR.

# Additional Disclaimers

California Labor Commissioner's Office

- Presentation WILL NOT cover statutes and regulations that require use of Skilled and Trained Workforce.
  - Public Contract code 2600 does not require STW, but it provides the definition, compliance guidelines and enforcement measures.
  - Awarding Bodies/Public Entities should be aware which government code is applicable to agency.
- Apprenticeship requirements & STW requirements are separate requirements.
- Please bid on STW requirement projects only if confident compliance will be met.

# Objectives



Understand STW requirements including bidding, workforce composition, graduation percentage calculation, exceptions



Understand awarding body and contractor compliance and reporting obligations



Be aware of LCO enforcement, including penalties and debarment for noncompliance





State of California  
**Department of  
Industrial Relations**

# Skilled & Trained Workforce Requirement

Public Contract Code §2600

# Skilled & Trained Workforce Requirements

Public Contract Code §2600(a) & §2600(b)

Chapter applies when a public entity is required by statute or regulation to obtain an enforceable commitment that a bidder, contractor, or other entity will use a skilled and trained workforce to complete a contract or project.

- Awarding Bodies and public entities should be aware of which statutes and regulations apply to their agency. (EDC, HSC, PCC, PUC or any other government codes)

A public entity may require a bidder or contractor to use a skilled and trained workforce to complete a contract or project regardless of whether the public entity is required to do so by a statute or regulation.





State of California  
Department of  
Industrial Relations

# Bidding Requirements & Enforceable Agreements

Public Contract Codes §2600,  
§2600.5 & §2602

# Bid Requirements

Public Contract Code §2600(c) & §2600.5

When a skilled and trained workforce is required by statute or regulation or by requirement of a public entity, the public entity shall include in all bid documents and construction contracts a notice that the project is subject to the skilled and trained workforce requirement.

The failure of a public entity to provide a notice pursuant to subdivision (c) of Section 2600 shall not excuse either of the following:

- The public entity from the **requirement to obtain an enforceable commitment** that a contractor will use a skilled and trained workforce to complete a contract or project.
- A contractor from the obligation to use a skilled or trained workforce if such a requirement is imposed by a statute or regulation.



# Enforceable Agreements

Public Contract Code §2602

Whenever a contractor is subject to the STW requirements, the commitment shall be made in an enforceable agreement with the public entity or other awarding body that provides **BOTH** of the following:

- Contractor and subcontractors at every tier will comply with the STW requirements.
- Contractor and subcontractors will provide a report demonstrating compliance with the STW requirements to the public entity or awarding body on a monthly basis while the project or contract is being performed.
  - Subcontractors should supply monthly reports to prime contractor and prime contractor will supply awarding body or public entity with report for all contractors.





State of California  
Department of  
Industrial Relations

# What is a Skilled & Trained Workforce? ("STW")

Public Contract Code §2601

# What is a “Skilled & Trained Workforce”?

Public Contract Code §2601

A STW meets **ALL** of the following conditions:

- ALL workers performing work in an apprenticeable occupation in the building and construction trades are EITHER:
  - Skilled Journeypersons **OR**
  - DAS-Registered Apprentices
- Graduation Percentage Requirement:
  - 30% - 60% of ALL Skilled Journeypersons must be graduates of apprenticeship program.
  - Graduation percentage requirement varies depending on specific craft.
  - Graduation percentage requirement can be met by counting EITHER:
    - Number of Skilled Journeypersons employed (head count) **OR**
    - Number of hours worked by Skilled Journeypersons (hours worked by trade)



# Who is a “Skilled Journeyperson”?

Public Contract Code §2601(e)

A Skilled Journeyperson is a worker who EITHER:

- Graduated from a DAS-approved apprenticeship program for the applicable occupation or a DOL-approved apprenticeship program outside California **OR**
- Has at least as many hours of on-the-job experience in the applicable occupation as would be required to graduate from a DAS-approved apprenticeship program

\*Workers that have not graduated from an approved apprenticeship program or do not have the required on the job training hours are not considered skilled journeypersons and should not be allowed to work on skilled and trained workforce requirement projects.



# Skilled Journeyperson

Graduated DAS-approved  
apprenticeship program  
OR  
Graduated DOL-approved  
apprenticeship program

On the job (OJT) experience  
equal to number of hours  
required to graduate DAS-  
approved apprenticeship  
program

Count toward the  
30-60%  
requirement



# POLL QUESTION #1

A skilled and trained workforce includes all of the following except...?

- A. DAS registered apprentices
- B. Journeymen who have graduated from an approved apprenticeship program
- C. Journeymen who have the number of on the job hours needed to graduate from an apprenticeship program
- D. Unregistered apprentices or Journeymen with no on the job training

# POLL QUESTION #1

A skilled and trained workforce includes all of the following except...?

- A. DAS registered apprentices
- B. Journeymen who have graduated from an approved apprenticeship program
- C. Journeymen who have the number of on the job hours needed to graduate from an apprenticeship program
- D. Unregistered apprentices or Journeymen with no on the job training

## POLL QUESTION #2

A skilled journey person who has worked the number of on the job hours required to graduate from an approved apprenticeship program may be counted in the graduation percentage requirement?

- A. Yes
- B. No
- C. Not sure

## POLL QUESTION #2

A skilled journeyperson who has worked the number of on the job hours required to graduate from an approved apprenticeship program may be counted in the graduation percentage requirement?

- A. Yes
- B. No**
- C. Not sure



State of California  
Department of  
Industrial Relations

# STW Apprenticeship Graduation Requirement

Public Contract Code §2601

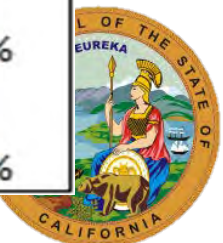
# Graduation Percentage Requirement

Applies to <u>work performed</u> on or after:	% of journeypersons who must be graduates of apprenticeship program:	<b>Not applicable to work performed by the following trades/occupations:</b>	Authority
January 1, 2017	30%	Teamster	Pub. Contract Code §2601 (d)(2)(A)
January 1, 2018	40%	Acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, <b>teamster</b> , terrazzo worker or finisher, and tile layer, setter, or finisher.	Pub. Contract Code §2601 (d)(2)(B)
January 1, 2019	50%	Same as above. (Including Teamster)	Pub. Contract Code §2601 (d)(2)(C)
January 1, 2020	60%	Same as above. (Including Teamster)	Pub. Contract Code §2601 (d)(2)(D)



# Graduation Percentage Requirement

Period Beginning	Period Ending	Classification	Minimum Graduation Percentage Required
1/1/2017	12/31/2017	Teamster	0.00%
		All Others	30.00%
1/1/2018	12/31/2018	Teamster	0.00%
		Acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher	30.00%
		All Others	40.00%
1/1/2019	12/31/2019	Teamster	0.00%
		Acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher	30.00%
		All Others	50.00%
1/1/2020	N/A	Teamster	0.00%
		Acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher	30.00%
		All Others	60.00%



## POLL QUESTION #3

<b>Applies to <u>work performed</u> on or after:</b>	<b>% of journeypersons who must be graduates of apprenticeship program</b>	<b>Not applicable to work performed by the following trades/occupations:</b>
January 1, 2017	30%	Teamster
January 1, 2018	40%	Acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
January 1, 2019	50%	Same as above. (Including Teamster.)
January 1, 2020	60%	Same as above. (Including Teamster.)

Looking at this chart, what would be the graduation percentage requirement for carpenters? Work was performed in June 2019.

- A. 50%
- B. 30%
- C. 40%
- D. 60%

## POLL QUESTION #3

Applies to <u>work performed</u> on or after:	% of journeypersons who must be graduates of apprenticeship program	Not applicable to work performed by the following trades/occupations:
January 1, 2017	30%	Teamster
January 1, 2018	40%	Acoustical installer, bricklayer, <u>carpenter</u> , cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
January 1, 2019	50%	Same as above. (Including Teamster.)
January 1, 2020	60%	Same as above. (Including Teamster.)

Looking at this chart, what would be the graduation percentage requirement for carpenters? Work was performed in June 2019.

- A. 50%
- B. 30%**
- C. 40%
- D. 60%

# Apprenticeship Graduation Percentage Requirement

The graduation percentage requirement may be satisfied by **EITHER** using the **head count** of apprenticeship program graduates OR **percentage of hours worked** by apprenticeship program graduates in a particular calendar month.

- The method used to calculate the graduation percentage can be changed month to month based on the contractor's workforce that month, and which calculation will allow them to meet the graduation percentage requirement.



## Head Count Method

At least the required percentage of the Skilled Journeypersons employed by the contractor or subcontractor to perform work on the contract or project meet the graduation percentage requirement.

- Example: Graduation percentage requirement - 60%
- Contractor employs 10 Skilled Journeypersons:
  - 6 skilled journeypersons must be graduates of apprenticeship program.
  - 4 skilled journeypersons may have on the job hours.
  - 6 apprenticeship program graduates out of 10 skilled journeypersons = 60% graduation requirement met

$$\frac{\text{Total number of Graduated J/M}}{\text{Total number of J/M (Graduates+OJT)}} = \% \text{ of Graduated J/M}$$



# Hours Worked Percentage Count Method

The percentage of hours of work performed by Skilled Journeypersons employed by the contractor or subcontractor on the project, who met the graduation requirement is at least equal to the required graduation percentage.

- Example: Graduation percentage requirement - 60%
- Hours worked in a month: 100 hours
  - At least 60 hours must be worked by graduates of apprenticeship program to meet requirement.
  - 40 hours may be worked by skilled journeypersons with on the job hours.
  - 60 hours worked by apprenticeship graduates/100hrs worked in total =  $0.6 \times 100 = 60\%$  graduation requirement met.

$$\frac{\text{Total hours performed by Graduated J/M}}{\text{Total hours performed by J/M (Graduates+OJT)}} = \% \text{ of hours performed by Graduated J/M}$$



## POLL QUESTION #4

Classification	Total Number of Skilled Journeypersons	Number of Skilled Journeypersons Graduated From Apprenticeship Program	Number of Skilled Journeypersons With On The Job Training	Graduation Percentage Requirement
Laborer	13	6	7	60%

Does this workforce meet the skilled and trained workforce graduation percentage requirement for the month?

- A. Yes
- B. No
- C. Not sure

## POLL QUESTION #4

Classification	Total Number of Skilled Journeypersons	Number of Skilled Journeypersons Graduated From Apprenticeship Program	Number of Skilled Journeypersons With On The Job Training	Graduation Percentage Requirement
Laborer	13	6	7	60%

Does this workforce meet the skilled and trained workforce graduation percentage requirement for the month?

A. Yes

B. No –  $6 / 13 = 46\%$

C. Not sure

## Exceptions to the Apprenticeship Graduation Percentage Requirement

**If no DAS-approved apprenticeship program existed before January 1, 1995 for any apprenticeable craft:**

- **Up to one-half (1/2) of the graduation percentage requirements may be satisfied** by Skilled Journeypersons who commenced working in the apprenticeable craft before DAS approved an apprenticeship program for that craft in the county in which the project is located.
- A contractor or subcontractor does not need to meet the graduation percentage requirements for any apprenticeable craft in which it **performs less than 10 hours of work** during that calendar month.



## Exceptions to the Apprenticeship Graduation Percentage Requirement

A subcontractor does not need to meet the graduation percentage requirements (for all crafts it employs) if **BOTH** of the following requirements are met:

- Subcontractor **was not a listed on the bid** pursuant to Public Contract Code §4104\* or performing work as a substitute for a subcontractor that was listed.
- Subcontract does not exceed **one-half of 1 percent (0.5%)** of the price of the prime contract.

\*NOTE: These exceptions apply only to the graduation percentage requirements– NOT to the STW requirements generally.





State of California  
**Department of  
Industrial Relations**

# Monthly Reports & Awarding Body Obligations

Public Contract Code §2600

# Failure to Provide or Incomplete Monthly Report

Public Contract Code §2602(b)

- If the prime contractor fails to provide the monthly report, or provides an incomplete one, the awarding body (AB) shall withhold further payments until a complete report is provided.
- If a monthly report is incomplete because a subcontractor failed to timely submit the required information to the contractor:
  - AB shall withhold an amount only equal to 150 percent (150%) of the value of the monthly billing for the relevant subcontractor.
  - The prime contractor may withhold the same amount from the subcontractor until the subcontractor provides a complete report and the AB pays the contractor the withheld payments.
- AB required to immediately resume making payments to the contractor (including all previously withheld payments) if the contractor substitutes a subcontractor for its failure to provide a complete report and replaces it with one that provides an enforceable commitment to use a STW to complete the work.



# Monthly Report Failing to Demonstrate Compliance

Public Contract Code §2602(c)

- If a **monthly report does not demonstrate compliance** with the STW requirements the **AB is required to do ALL** of the following:
- **Withhold further payments** until the contractor provides a plan to achieve “substantial compliance” with regard to the relevant trade/craft prior to contract completion.
  - Withholding amount equal to 150 percent (150%) of the value of the monthly billing for the contractor or subcontractor that failed to comply with the STW requirements.
  - Contractor may withhold the same amount from the subcontractor.
  - AB required to immediately resume making payments to the contractor (including all previously withheld payments) if the contractor substitutes a subcontractor for its failure to demonstrate compliance.
  - AB required to immediately resume making payments to the contractor (including all previously withheld payments) if a plan to achieve substantial compliance with the STW requirement is submitted
  - **AB may reject the plan as insufficient and explains the reasons for the rejection within a reasonable time.**



# Monthly Report Failing to Demonstrate Compliance

Public Contract Code §2602(c)

- If a **monthly report does not demonstrate compliance** with the STW requirements or the **plan for substantial compliance submitted is rejected** by the awarding body, then **AB is required** to do the following:
- **Forward** a copy of the monthly report to the Labor Commissioner for issuance of a Civil Wage and Penalty Assessment.
- **Forward** a copy of the plan to achieve “substantial compliance” (if any), and its response to that plan (if any) to the Labor Commissioner.





State of California  
Department of  
Industrial Relations

# Labor Commissioner's Enforcement Process

Under Public Contract Code §2603

## Penalties Under Contract Code §2603



Penalties of **up to \$5,000 per month of work performed** in violation of the STW requirements assessed against contractor or subcontractor that failed to use a STW.

- **Increased penalties up to \$10,000 per month for a second or subsequent violation within a three-year period.**

Factors considered by the Labor Commissioner in determining penalty amount:

1. Whether the violation was intentional;
2. Whether the contractor or subcontractor has committed other violations of this chapter or of the Labor Code;
3. Whether, upon notice of the violation, the contractor or subcontractor took steps to voluntarily remedy the violation;
4. The extent or severity of the violation; and
5. Whether a contractor or subcontractor submitted and followed a plan to achieve substantial compliance.



# Penalties Under Contract Code §2603

- Prime contractors are not liable for penalties for violations of subcontractor unless the prime contractor **had knowledge of the subcontractor's failure to comply OR fails to comply with ANY of the following requirements:**
  - For contracts entered into on or after January 1, 2019, the **contract** executed between the contractor and the subcontractor for the performance of work on the project **included a copy of chapter 2.9 of the Public Contract Code;**
  - The **contractor periodically monitored** the subcontractor's use of a STW;
  - Upon becoming aware of a failure of the subcontractor to use a STW, the **contractor took corrective action**, including, but not limited to, retaining 150% of the amount due to the subcontractor for work performed on the project until the failure is corrected; AND
  - Prior to making the final payment to the subcontractor for work performed on the project, the contractor shall **obtain a declaration signed under penalty of perjury** from the subcontractor that the subcontractor has met the requirements of chapter 2.9 of the Public Contract Code.



## Labor Commissioner's Enforcement Process

Violations of the STW requirement are enforced by the Labor Commissioner using the same process set forth in Labor Code §§ 1741 & 1742 currently used for prevailing wage and apprenticeship requirements.

Up to three years of debarment when the Labor Commissioner finds a contractor or subcontractor to have:

- Violated the STW requirements **with the intent to defraud OR**
- Committed **two or more separate willful violations** of the STW requirements **within a 3-year period.**



# Skilled and Trained Workforce Statute & FAQs

Summary of Skilled and Trained Workforce Statutes:

<https://www.dir.ca.gov/Public-Works/ADA-Compliant-STW-Chart-without-New-PRC-Provision.pdf>

Skilled and Trained Workforce Frequently Asked Questions:

<https://www.dir.ca.gov/Public-Works/ADA-Compliant-STW-FAQ.pdf>



**THANK YOU!**

Public Works  
California Labor Commissioner's Office  
Department of Industrial Relations





# PUBLIC WORKS LABOR COMPLIANCE SEMINAR Contractor Responsibilities

California Labor Commissioner's Office  
Department of Industrial Relations



# Disclaimer

California Labor Commissioner's Office

The following presentation is intended to summarize relevant portions of existing law in the Labor Code and California Code of Regulations, but those code sections, as interpreted by the courts, will govern actual enforcement. The information contained in this presentation is a general overview of existing law or regulation. Any opinions expressed are solely those of the author/speaker and are not necessarily the official position of the Department of Industrial Relations (DIR), its Director, or any related public entity. The information in this presentation is not intended as legal advice, and does not guarantee any outcome in specific enforcement or coverage proceedings within the jurisdiction of DIR.



# Contractor Responsibilities

## Prevailing Wage

>\$1,000

## Contractor Registration

>\$15,000  
M

>\$25,000  
CADIR

## Apprenticeship

≥\$30,000

Labor Code 1771, 1725.5, and 1777.5



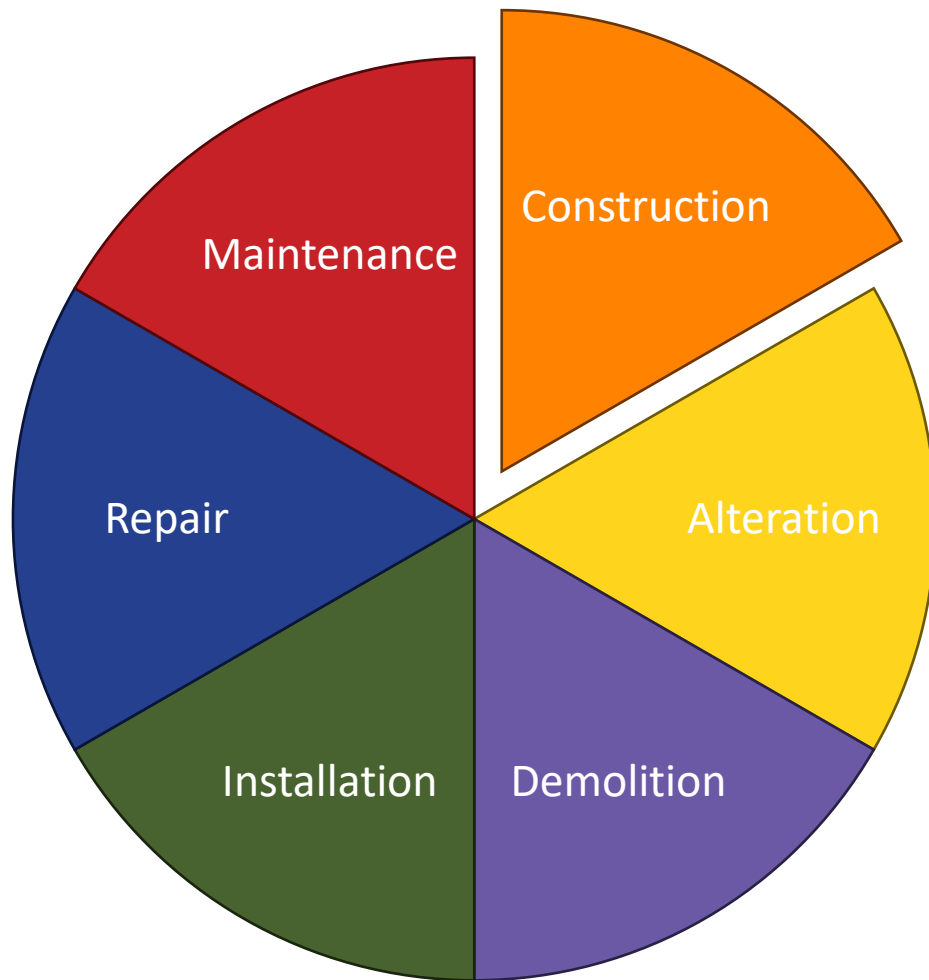
# Who is a Public Works Contractor?



Labor Code(s) 1720(1) and 1722.1



# Public Works Project



## Preconstruction

- Design
- Site Assessment
- Feasibility Study
- Inspection
- Land Surveying

## Postconstruction

- Cleanup



\$1,000.00

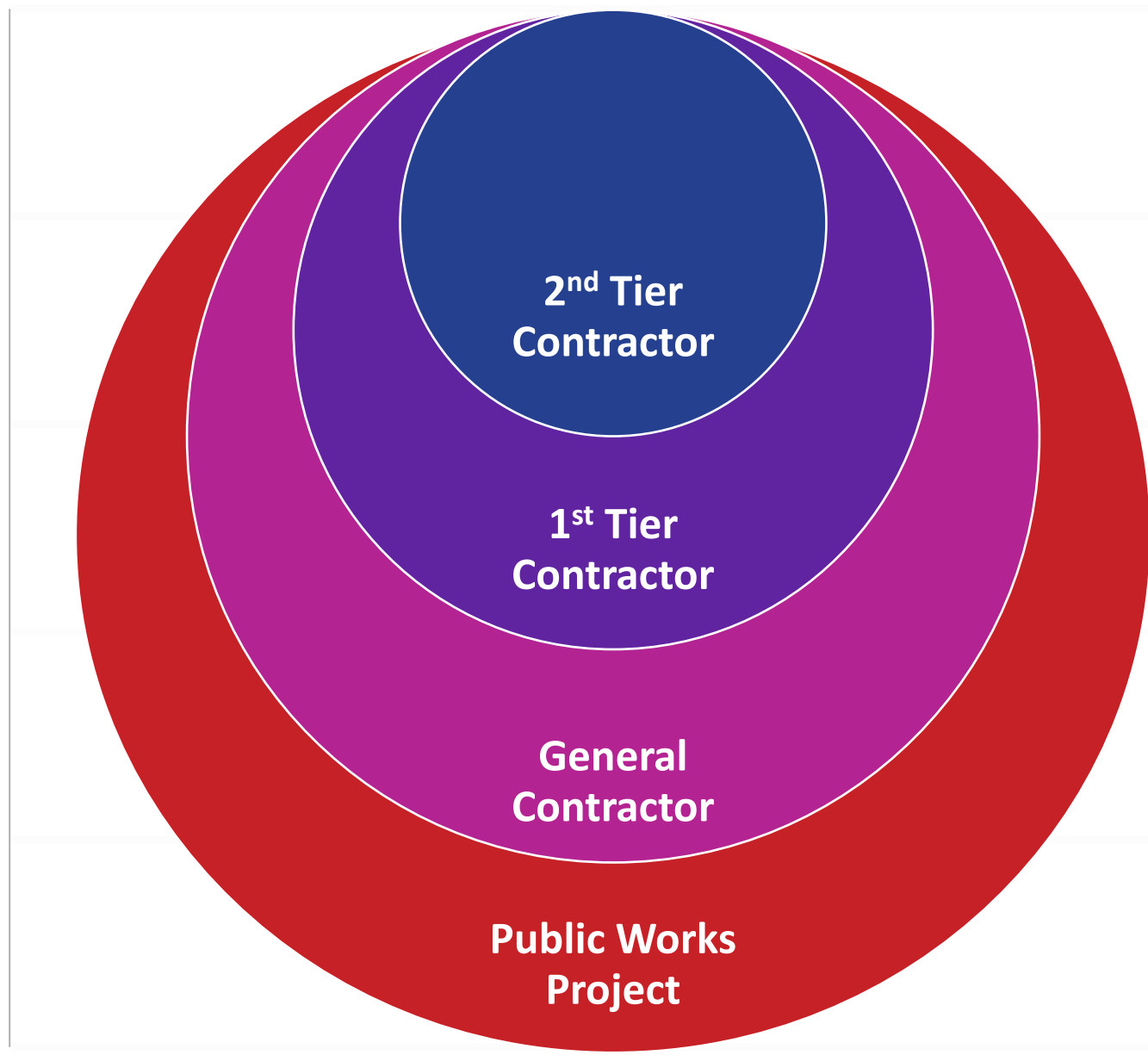
\$800.00

\$600.00

\$400.00

\$200.00

\$0.00



Labor Code 1771



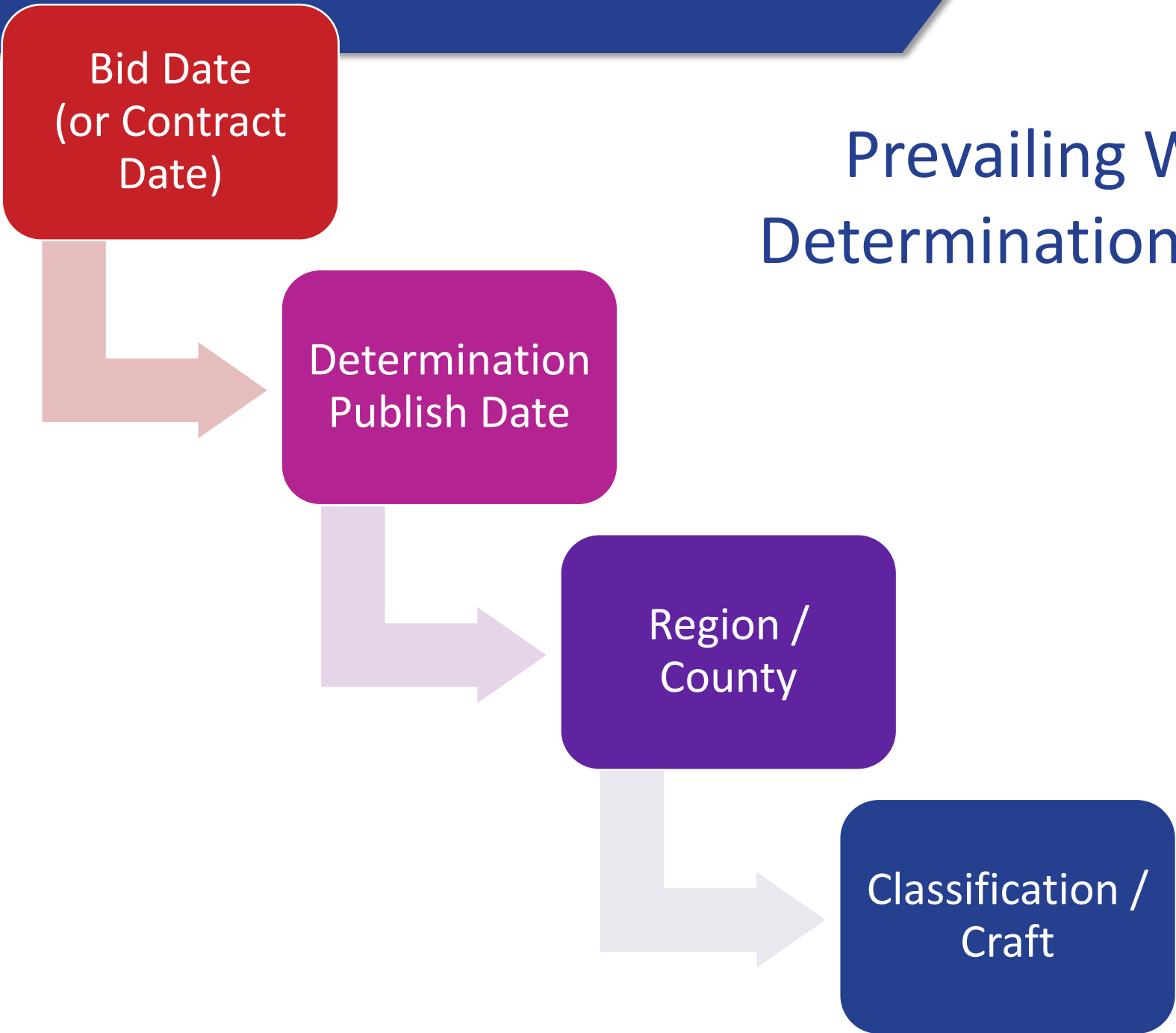
# Pay Prevailing Wages



Labor Codes 1771, 1774 and 1813



# Prevailing Wage Determination Search



## Office of the Director - Research (OD-Research)

### Programs and Initiatives

#### Research and Statistics

The Office of the Director - Research conducts research and prepares and maintains databases on alternative workweek programs, the California Consumer Price Index, occupational injuries & illnesses, and public works projects.

## Prevailing Wage Determinations, Statistics, and Databases

### Public Works Projects

#### Determinations

- [List of Charter Cities That Meet Requirements of Senate Bills 7, 829, and 922](#)
- [Prevailing wage determinations, general](#)
- [Prevailing wage determinations, residential](#)
- [Prevailing wage rates below the California minimum wage, 12/16/2022](#)

### Office of the Director - Research

#### Quick Links

- [Alternative workweek](#)
- [Director's Office Home](#)
- [Office of Legislative and Regulatory Affairs](#)
- [Office of the Director - Research](#)
- [Office of the Director - Determinations](#)

 [Request a DIR Spe](#)

 [Labor Law FAQs](#)

 [Fraud Prevention](#)

[COVID-19 Information](#)

[Plans and Forms](#)

[Plans](#)

[ment](#)

[Public Participation](#)

# Navigating Website Wage Determination

[Office of the Director](#) / [Director's General Prevailing Wage Determinations](#)

## Director's General Prevailing Wage Determinations

- [Public Works Modernization Project Case for Change](#) **NEW**
- [Upgrades to DIR's Public Works Website Services](#) **NEW**
- [2024-1 General prevailing wage determinations menu \(journeyman\)](#)

Most recent journeyman wage determination published

Most recent apprentice wage determination published

Journeyman wage determinations published in prior periods

Residential wage determinations (current and prior periods)

- [Frequently asked questions - Hauling under Labor Code Section 1720.3](#)
- [Still have questions on prevailing wage?](#)

March 2024



# Navigating Website Wage Determination

## Superseded prevailing wage determinations

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

Index: 2023-2 (Superseded)

*Applies to projects advertised for bid: 9/1/2023 – 3/2/2024*

[General prevailing wage determinations](#)

[General prevailing apprentice schedules](#)

Index: 2023-1 (Superseded)

*Applies to projects advertised for bid: 3/4/2023 – 8/31/2023*

[General prevailing wage determinations](#)

[General prevailing apprentice schedules](#)

Index: 2022-2 (Superseded)

*Applies to projects advertised for bid: 9/1/2022 – 3/3/2023*

[General prevailing wage determinations](#)

[General prevailing apprentice schedules](#)

Index: 2022-1 (Superseded)

*Applies to projects advertised for bid: 3/4/2022 – 8/31/2022*

[General prevailing wage determinations](#)

[General prevailing apprentice schedules](#)



# Journeyman Wage Determinations

## Index 2023-1 general prevailing wage journeyman determinations

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

The effective date of each determination is ten (10) days after the issue date. (8 CCR § 16000). The general determinations are issued twice a year (February 22nd and August 22nd) and go into effect ten days thereafter (March 3rd in a leap year and March 4th in a non-leap year for determinations issued on February 22nd, and September 1st for determinations issued on August 22nd).

To locate a particular journeyman craft or classification's prevailing wage determination, holiday, advisory scope of work, or travel and subsistence provision, please follow the six steps in the table below:

Step one	<a href="#">Statewide</a>	First examine if your craft's determination is among the basic trades that apply to most counties in California.
Step two (A)	<a href="#">Northern California</a>	If you have not found your craft in step one, check this area to see if your craft's determination is one of Northern California's basic trades.
Step two (B)	<a href="#">Southern California</a>	If you have not found your craft in step one, check this area to see if your craft's determination is one of Southern California's basic trades.
Step three	<a href="#">San Diego</a>	After following steps one and two (B), examine this area if your project is in San Diego County.
Step four	<a href="#">County Determinations (subtrades)</a>	If you have not found your craft in steps 1, 2, or 3, choose the county where work is being performed to examine the subtrades.

## Index 2023-1 Statewide basic trade journeyman rates

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

Determination	Holidays, scope of work, travel & subsistence	Predetermined increase
<a href="#">Boilermaker-Blacksmith</a>	Select One ▾	No increase *
<a href="#">Driver (On/Off-Hauling To/From Construction Site)</a>	Select One ▾	Increase
<a href="#">Electrical Utility Lineman (a)</a>	Select One ▾	Increase
<a href="#">Electrical Utility Lineman (b)</a>	Select One ▾	No increase *
<a href="#">Electrical Utility Lineman (c)</a>	Select One ▾	No increase *
<a href="#">Iron Worker</a>	Select One ▾	Increase
<a href="#">Metal Roofing +</a>	Select One ▾	Increase
<a href="#">Stator Rewinder</a>	Select One ▾	No increase *
<a href="#">Telecommunications Technician</a>	Select One ▾	Increase
<a href="#">Telecommunications Technician (d)</a>	Select One ▾	Increase
<a href="#">Tree Trimmer (High Voltage Line Clearance)</a>	Select One ▾	Increase
<a href="#">Tree Trimmer (High Voltage Line Clearance) (b)</a>	Select One ▾	No increase *
<a href="#">Operating Engineer (Heavy and Highway Work) +</a>	Select One ▾	Increase
<a href="#">Operating Engineer (Building Construction) +</a>	Select One ▾	Increase



# Scope, Holiday, Travel, Increases

## COUNTY

Determination	Holidays, scope of work, travel & subsistence	Predetermined increase
Blacksmith	Select One	No increase *
-Hauling To/From Site)	Select One	Increase

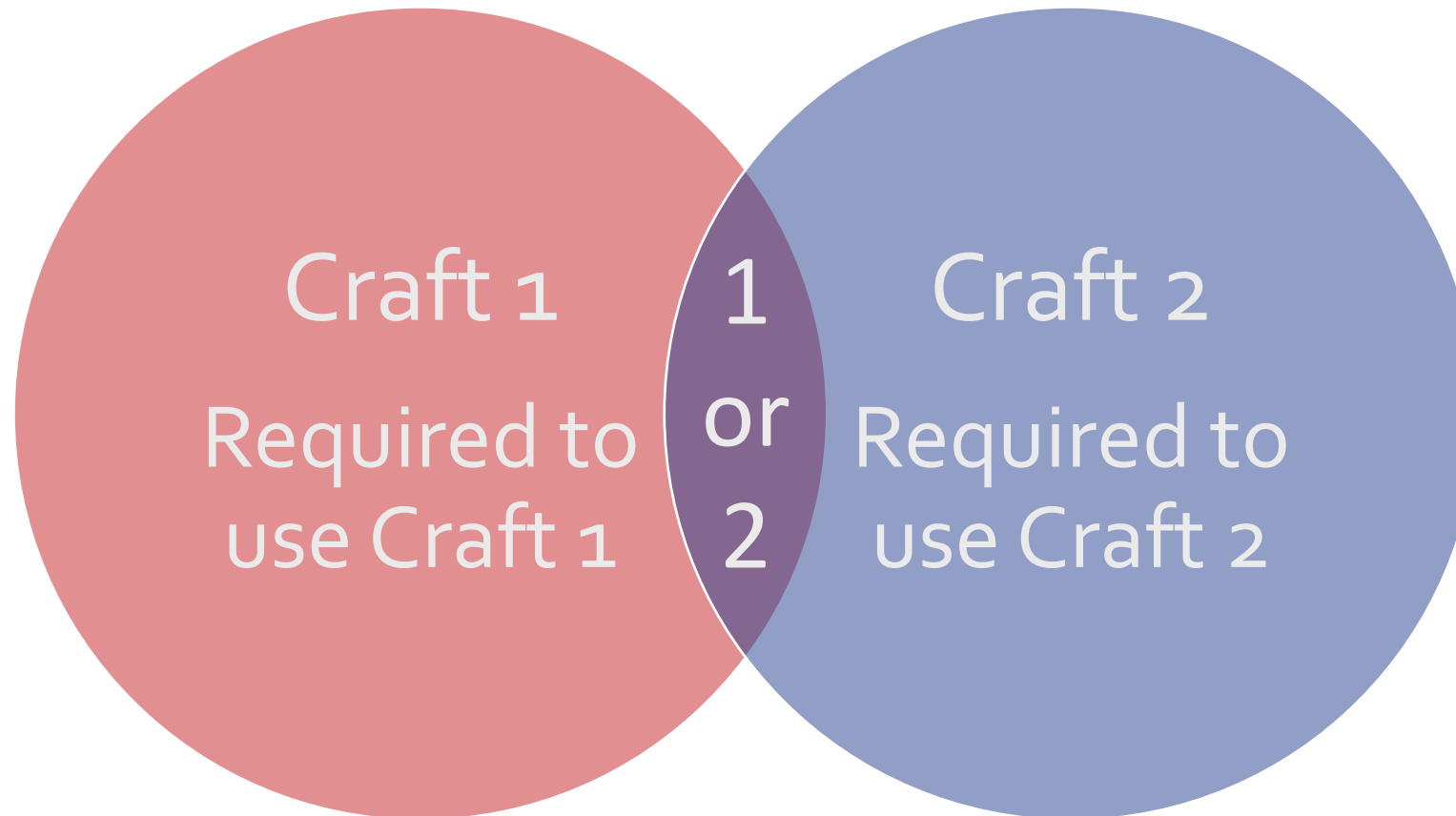
- Select One
- Select One
- Holidays
- Scope
- Travel

County	Predetermined increase
Alameda	Increase
Alpine	Increase

## REGION

CRAFT	CLASSIFICATION	HOLIDAY PROVISIONS	SCOPE OF WORK PROVISIONS	TRAVEL & SUBSISTENCE PROVISIONS
#BRICKLAYER, BLOCKLAYER:	BRICKLAYER, BLOCKLAYER, STONEMASON	<a href="#">Holidays</a>	<a href="#">Scope of Work</a>	<a href="#">Travel &amp; Subsistence</a>

# Work Classification Overlap (Incidental Work)



# Wage Determination Examined

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: Drywall Installer/Lather (Carpenter)#**

**Determination:**

**Issue Date:**  
August 22, 2022

**Effective Date:**  
September 1, 2022

**on:**  
aid for work performed after this date has been determined. If work will extend past this date, the new rate incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at

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

**Wages and Employer Payments:**

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>a</sup>	Training	Other <sup>b</sup>	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X)
Drywall Installer/Lather	\$47.24	\$8.00	\$5.66	\$7.31	\$0.67	\$2.77	8.0	\$71.65	\$95.27	\$95.27	\$118.89



# Wage Determination Examined

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: Drywall Installer/Lather (Carpenter)#**

**Determination:**  
SC-31-X-41-2022-1

**Issue Date:**  
August 22, 2022

**Expiration date of determination:**  
June 30, 2023\*\*

work performed after this date has been determined. If work will extend past this date, the new rate contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at

(415) 757-7174.

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

**Wages and Employer Payments:**

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>a</sup>	Training	Other <sup>b</sup>	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X)
Drywall Installer/Lather	\$47.24	\$8.00	\$5.66	\$7.31	\$0.67	\$2.77	8.0	\$71.65	\$95.27	\$95.27	\$118.89



# Wage Determination Examined

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: Drywall Installer/Lather (Carpenter)#**

**Determination:**

SC-31-X-41-2022-1

**Issue Date:**

August 22, 2022

**Expiration date of determination:**

June 30, 2023\*\* 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.

**Localities:**

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

Wages and Employer Payment  Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>a</sup>	Training	Other <sup>b</sup>	Daily Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X)
							\$95.27	\$95.27	\$118.89
Drywall Installer/Lather	\$47.2	\$8.00	\$5.66	\$7.31	<del>\$0.67</del>	\$2.77			



# Basic Hourly Rates

## Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>a</sup>	Training	Other <sup>b</sup>	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X)
Drywall Installer/Lather	\$47.24	\$8.00	\$5.66	\$7.31	\$0.67	\$2.77	8.0	\$71.65	\$95.27	\$95.27	\$118.89

Basic Hourly Rate		Basic Hourly Rates	Employer Payments		
47.24		47.24	+ 24.41 =	71.65	Total Hourly Rate
47.24	X 1.5 =	70.86	+ 24.41 =	95.27	Daily Overtime Hourly Rate (1 ½ X) Saturday Overtime Hourly Rate (1 ½ X)
47.24	X 2.0 =	94.48	+ 24.41 =	118.89	Sunday / Holiday Overtime Hourly Rate (2 X)

$$24.41 = 8.00 + 5.66 + 7.31 + 0.67 + 2.77$$



# Predetermined Increase

## **DRYWALL INSTALLER/LATHER (CARPENTER)**

Determination SC-31-X-41-2022-1 is currently in effect and expires on June 30, 2023\*\*.

Effective July 1, 2023, there will be a \$3.25 increase to be allocated to wages and/or employer payments.

Effective July 1, 2024, there will be a \$3.25 increase to be allocated to wages and/or employer payments.

Effective July 1, 2025, there will be a \$3.50 increase to be allocated to wages and/or employer payments.

There will be no further increases applicable to this determination.

Issued 8/22/2022, Effective 9/1/2022 until superseded.

This page will be updated when wage rate breakdown becomes available.

Last Updated: September 1, 2022

## **DRYWALL INSTALLER/LATHER (CARPENTER)**

Determination SC-31-X-41-2022-1 is currently in effect and expires on June 30, 2023\*\*.

Effective July 1, 2023, there will be a \$3.25 increase to be allocated as follows: \$1.62 to Basic Hourly Rate, \$0.25 to Health & Welfare, \$0.25 to Pension, \$0.08 to Vacation/Holiday, \$0.05 to Training and \$1.00 to Other Payments.

Effective July 1, 2024, there will be a \$3.25 increase to be allocated to wages and/or employer payments.

Effective July 1, 2025, there will be a \$3.50 increase to be allocated to wages and/or employer payments.

There will be no further increases applicable to this determination.

Issued 8/22/2022, Effective 9/1/2022 until superseded.

This page will be updated when wage rate breakdown becomes available.

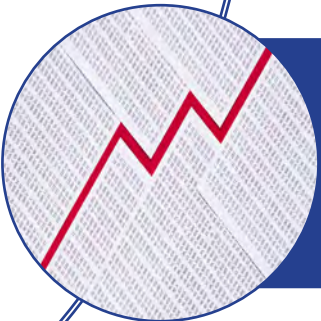
Last Updated: June 23, 2023



Pay prevailing wage on any project receiving >\$1,000 in public funds



Find prevailing wage determinations, set by the Director's Office, on the web for each craft/classification



Be sure to include any predetermined increases to the rate, fringe benefits, and overtime rates as required by law



# Contractor Responsibilities

Prevailing  
Wage

>\$1,000

**Contractor  
Registration**

>\$15,000  
M

>\$25,000  
CADIR

Apprenticeship

≥\$30,000

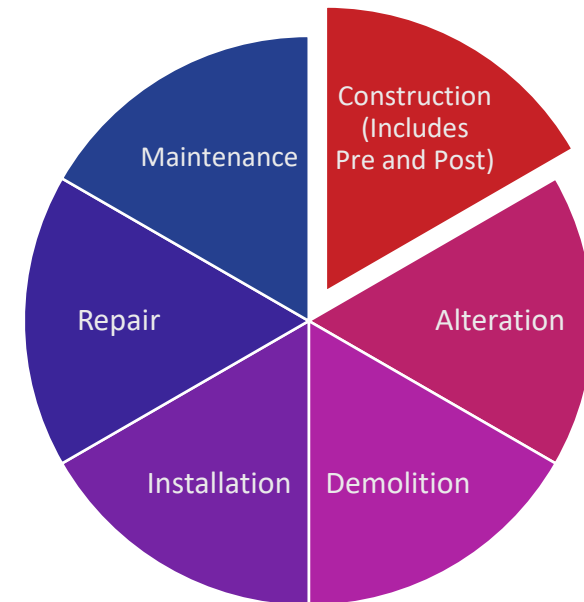
Labor Code 1771, 1725.5, and 1777.5



# Register as a Public Works Contractor



	BID	
		AMT
	General Contractor	\$\$\$
	Subcontractor 1	\$\$
	Subcontractor 2	\$\$
	Total	\$\$\$\$



Labor Codes(s) 1725.5 & 1771.1



# Fiscal Periods for Registrations

- *Users can register/renew to be active during **one, two, or three** fiscal periods*
  - *Fiscal periods cover periods from **July 1** thru **June 30***
  - ***\$400** non-refundable fee per fiscal period*

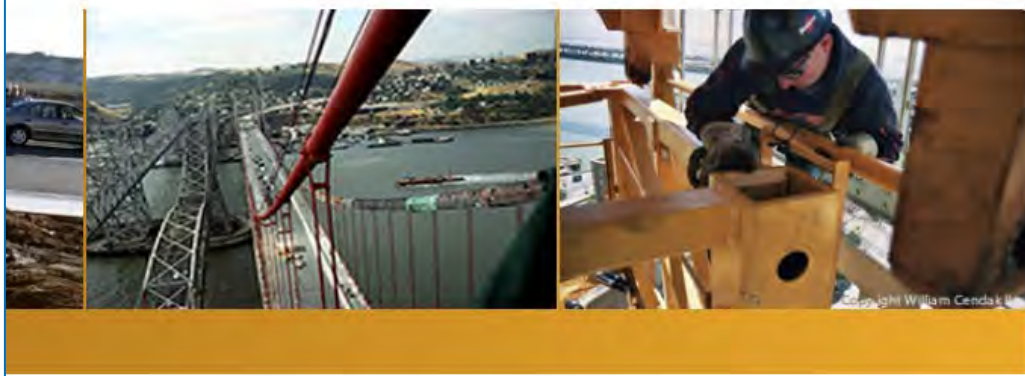


# Navigating Website: Contractor Registration



- Labor Law
- Cal/OSHA - Safety & Health
- Workers' Comp
- Self Insurance
- Apprenticeship
- Director's Office
- Boards

- Public Works
  - Labor Commissioner's Office
  - Judgment Enforcement Unit
  - Wages
  - Offices
  - BOFE
  - Minors
  - Outreach
  - Policy
  - Databases
  - Opinions
  - Retaliation
  - Training
  - Postings
  - Registration Services
  - Public Works**
- Public Works
  - Contractors
  - It can
  - For a
- Anyone v
- \$30,000
- require



## Resources

- [Awarding Bodies](#)
- [Contractors](#)
- [Summary of Skilled and Trained Workforce \("STW"\) Statutes](#)
- [Frequently Asked Questions on Skilled and Trained Workforce \("STW"\) Requirements](#)
- [Public Works Pre-Qualification of Contractors](#)
- [Apprenticeship Requirements](#)
- [Certified Payroll Reporting](#)

**Public Works**  
Electrician Certification  
for Contractors, Awarding  
Bodies & Developer Proponents

**DIR Support Center**  
for latest training and FAQs



## Public Works Portal

Sign up

Log in

### How to get started on the Public Works Portal

If you are new to the Public Works platform, for first time users of the new Public Works Portal, you will need to start by signing up your email to create an account. You'll then need to verify your email through a link sent to your email address. Lastly, you'll need to link to a newly registered business/organization or an existing business/organization within the Public Works portal.



#### Create a new account

Create a username and password for your new account. Your old logins will not work. Use your business/organization email.



#### Verify your account

Once you've completed verifying your account via email, you can access the Public Works portal to access services and submit documentation.



#### Link to a business/organization

You will need to link to a business/organization with a registration code or create a new one during the account creation process.

Ready to get started on the Public Works Portal?

Create an account →

Or [log in](#) if you have an existing account.



# Create an account

Highlight Required Information

• Indicates required

## What will this account be used for?

Your selection will customize the next step.



### I am an awarding body

I need to submit projects and award contracts for Public Works



### I am a contractor

I need to submit payments for prevailing wages and payroll data

Go to next section



Account type  Account details  Create account  Review

Account type  Account details  Create account  Review

# Create an account

Highlight Required Information

• Indicates required

• Indicates required

## Your account details

First name

Reginald

Last name

Piddlewick

Email

PiddlewickCarpentry@gmail.com

Phone number

(123) 456-7890

Password

••••••••

SHOW

Re-enter "Password"

••••••••

Return to previous section

Go to next section



## Business/organization registration code

Do you have a registration code?

Yes

No

I need to...



Look up an existing business/organization



Create a new business/organization

[Return to previous step](#)

[Go to next section](#)



# Required Information

- DBA information
- Legal Entity Name & Type
- Business email & phone #
- SOS Number
- President Name
- Street Address
- City, State & Zip
- Country
- TIN (only numbers allowed)



# Welcome, TEST

Search for help, guides, and resources



## Registration notice

Provide additional information and pay the fee to complete registration.

[Complete Registration](#)

## DIR TEST

PWCR Number: 1000064915

Registration Code:

Registration Status: Registration Expired

## I want to...

Edit contractor information

Edit my business contacts

Edit my employees

Unlink myself from business

## Project Actions

[Link to a project](#)

[Archive project](#)

## Active Projects

No projects found.



# Support Center

Got a question? Explore our [Frequently Asked Questions](#).

Need to get in touch? [Reach out to DIR Public Works](#).

The current Public Works Contractor Registration year has now started for the period covering July 1, 2025 to June 30th, 2026.

You can sign up for a Public Works Online System user account here at <https://services.dir.ca.gov/pw> and begin the process of registering for a Public Works Contractor Registration Number.

For more assistance, please refer to the PW Workshops and PW system guides below.

## **NEW** Contractor Registration and Renewal live Workshop

The Public Works team will be hosting live workshop on ZOOM to support contractors with any registration and renewal issues.

To sign up, please rsvp at the following link(s)

Monday May 11, 2026 9:30 - 11:30 AM

Topic: PWCR - Registration & Renewal Workshop

Registration link

[https://dir-ca-gov.zoom.us/webinar/register/WN\\_8HTvOWKTvaWTbNKH7P7mA](https://dir-ca-gov.zoom.us/webinar/register/WN_8HTvOWKTvaWTbNKH7P7mA)

Monday June 8, 2026 9:30 - 11:30 AM

Topic: PWCR - Registration & Renewal Workshop

Registration link

[https://dir-ca-gov.zoom.us/webinar/register/WN\\_X7D67KMQSw2BovhY9S8DPA](https://dir-ca-gov.zoom.us/webinar/register/WN_X7D67KMQSw2BovhY9S8DPA)

## How-To Guides

Subject	Audience	Steps
DIR Account Registration Guide	Contractors	<a href="#">Guide</a>
Create New Contractor	Contractors	<a href="#">Guide</a>
Register or Renew Contractor Registration	Contractors	<a href="#">Guide</a>
Add New Employees	Contractors	<a href="#">Guide</a>
Bulk Upload Employees	Contractors	<a href="#">Guide</a>
Request Addition to a project	Contractors	<a href="#">Guide</a>
Archive a project	Contractors	<a href="#">Guide</a>

## Public Works

### Links

- [Summary of Skilled and Trained Workforce \("STW"\) Statutes](#)
- [Frequently Asked Questions on Skilled and Trained Workforce \("STW"\) Requirements](#)
- [Awarding Bodies](#)
- [Contractors](#)
- [Apprenticeship Requirements](#)
- [Certified Payroll Reporting](#)
- [Enforcement of Public Works Law](#)
- [Labor Compliance Programs](#)
- [Prevailing Wage Requirements](#)

### Need Help?

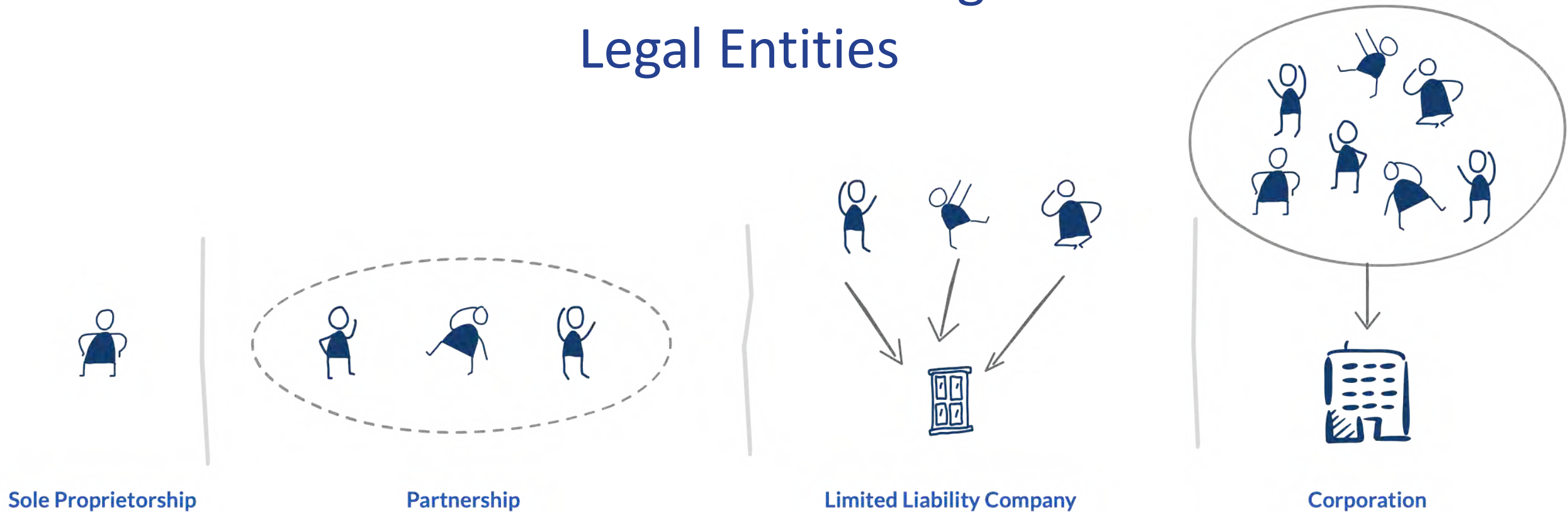
- [Contractor Registration Support Center](#)
- [Frequently Asked Questions on Skilled and Trained Workforce \("STW"\) Requirements](#)
- [Frequently Asked Questions](#)
- [Prevailing Wage Training and Tutorials](#)
- [Public Works Contacts](#)
- [Get Public Works Email Updates](#)

Guides

th Sign up Log in



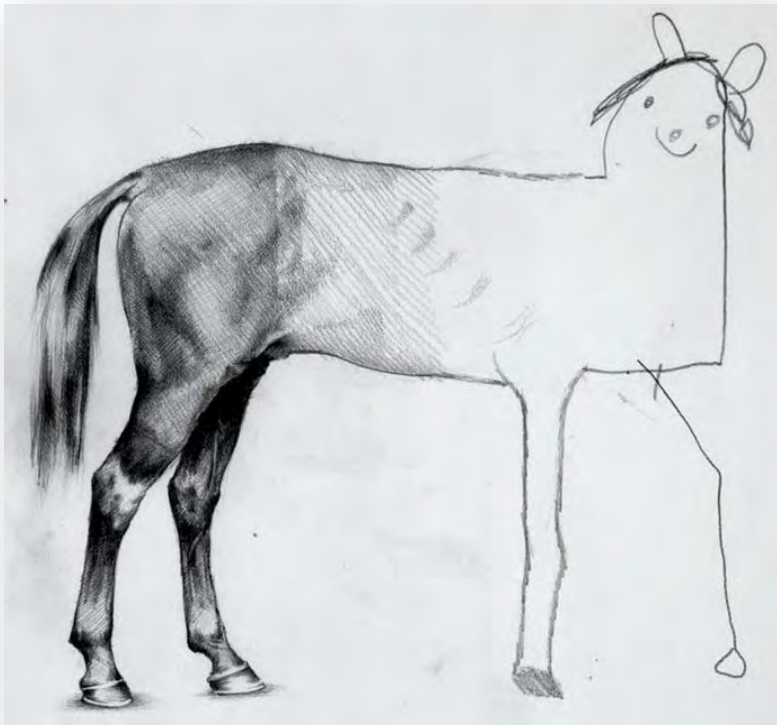
# Public Works Contractor Registration Legal Entities



- Public Works Contractor Registrations are valid *per* legal entity
- A transition to different legal entity type will require a new registration



# Maintain and Furnish Payroll Records



CPR  
10 days  
>1,000

eCPR  
(Online Form)  
30 days  
>15,000 M  
>25,000 CADIR

LC 1776

LC 1771.4

eCPR  
(XML file)  
30 days  
>15,000 M  
>25,000 CADIR

Labor Code(s) 1776 and 1771.4



# Form A-1-131

**NOTICE TO PUBLIC ENTITY**

**For Privacy Considerations**

**Fold back along dotted line prior to copying for release to general public (private persons).**

(Paper Size then 8-1/2 x 11 inches)

-----

I, \_\_\_\_\_, the undersigned, am the  
(Name – print)

\_\_\_\_\_ with the authority to act for and on behalf of  
(Position in business)

\_\_\_\_\_, certify under penalty of perjury  
(Name of business and/or contractor)

that the records or copies thereof submitted and consisting of \_\_\_\_\_  
(Description, number of pages)

are the originals or true, full, and correct copies of the originals which depict the payroll record(s)  
of the actual disbursements by way of cash, check, or whatever form to the individual or  
individuals named.

Date: \_\_\_\_\_

Signature: \_\_\_\_\_



# Form A-1-131



California  
Department of  
Industrial Relations

## PUBLIC WORKS PAYROLL REPORTING FORM

Page \_\_\_\_\_ of \_\_\_\_\_

NAME OF CONTRACTOR: OR SUBCONTRACTOR	CONTRACTOR'S LICENSE NO.:	ADDRESS:
	SPECIALITY LICENSE NO.:	

PAYROLL NO.:	FOR WEEK ENDING:	SELF-INSURED CERTIFICATE NO.:	PROJECT OR CONTRACT NO.:
		WORKERS' COMPENSATION POLICY NO.:	PROJECT AND LOCATION:

(1) NAME, ADDRESS AND SOCIAL SECURITY NUMBER OF EMPLOYEE	(2) NO OF WITH- HOLDING EXEMPTIONS	(3) WORK CLASSIFICATION	(4) DAY							(5) TOTAL HOURS	(6) HOURLY RATE OF PAY	(7) GROSS AMOUNT EARNED	(8) DEDUCTIONS, CONTRIBUTIONS AND PAYMENTS								(9) NET WGS PAID FOR WEEK		CHECK NO.				
			M	T	W	TH	F	S	S				DATE		THIS PROJECT	ALL PROJECTS	FED. TAX	FICA (SOC. SEC.)	STATE TAX	SDI	VAC/ HOLIDAY	HEALTH & WELF.		PENSION	NET WGS PAID FOR WEEK	CHECK NO.	
			HOURS WORKED EACH DAY										TRAING.	FUND ADMIN													DUES

Form A-1-131 (New 2-80)

S = STRAIGHT TIME  
O = OVERTIME  
SDI = STATE DISABILITY INSURANCE

\*OTHER - Any other deductions, contributions and/or payments whether or not included or required by prevailing wage determinations must be separately listed. Use extra sheet(s) if necessary

CERTIFICATION **MUST** be completed  
(See reverse side)





Register your company with DIR to bid on, be listed on bids for, or perform work on public works projects



Maintain active registration for every fiscal period you will engage in any of the above activities



Comply with all certified payroll record requirements



# Contractor Responsibilities

Prevailing  
Wage

>\$1,000

Contractor  
Registration

>\$15,000  
M

>\$25,000  
CADIR

Apprenticeship

≥\$30,000

Labor Code 1771, 1725.5, and 1777.5



\$30,000.00

\$25,000.00

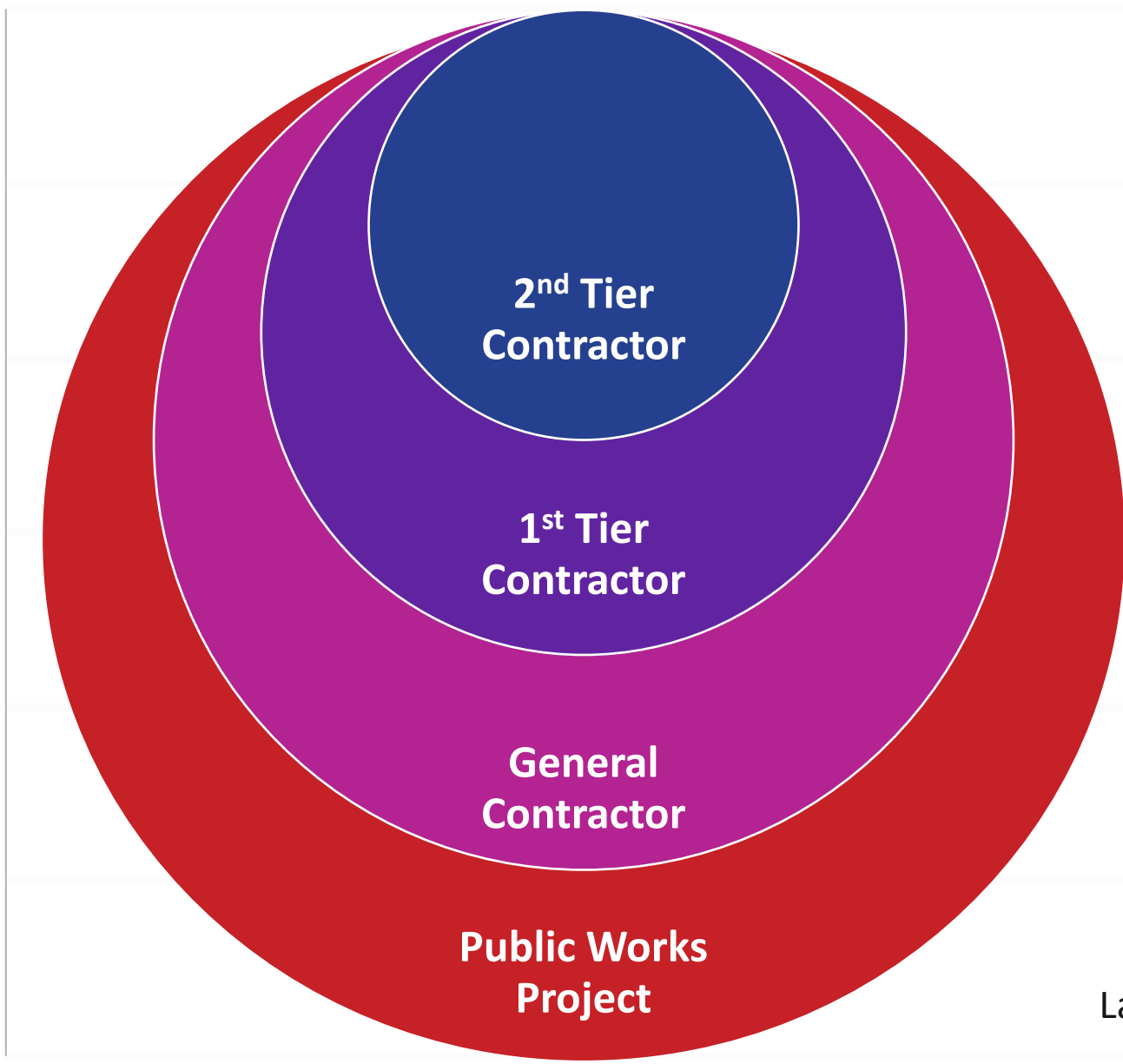
\$20,000.00

\$15,000.00

\$10,000.00

\$5,000.00

\$0.00



Labor Code 1777.5  
≥\$30,000



# Wage Determination Examined

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: Drywall Installer/Lather (Carpenter)#

**Determination:**  
SC-31-X-41-2022-1

**Issue Date:**  
August 22, 2022

**Expiration date of determination:**  
June 30, 2023\*\* 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.

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

### Wages and Employer Payments:

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>a</sup>	Training	Other <sup>b</sup>	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X)
Drywall Installer/Lather	\$47.24	\$8.00	\$5.66	\$7.31	\$0.67	\$2.77	8.0	\$71.65	\$95.27	\$95.27	\$118.89



# Contract Award Information

## 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 AWARDING 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



***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***

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

*Signature* \_\_\_\_\_

*Date* \_\_\_\_\_

*Typed Name* \_\_\_\_\_

*Title* \_\_\_\_\_

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

DAS 140 (REV. 1/04)



	Minimum Ratio	Contract Award Information	Maximum Ratio	Journeyman On Duty
Box 1	One apprentice hour for every five journeyman hours	May be sent only to apprenticeship committee that approved the contractor	May be found in the apprenticeship standards under which the contractor has agreed to be bound by. Calculated at the end of the project and not on a daily basis.	Not a CAC Regulation but will enforce DAS approved apprenticeship standards
Box 2		Must be sent to all applicable apprenticeship committees		
Box 3			Not Applicable	



# Public Works Apprenticeship Requirements

All public works contracts valued at \$30,000 or more carry an obligation to hire apprentices, unless the craft or trade does not require the use of apprentices, as indicated in the corresponding prevailing wage determination. This duty applies to all contractors and subcontractors on a project, even if their part of the project is less than \$30,000.

The Division of Apprenticeship Standards (DAS) provides assistance to contractors who need to

Division of Apprenticeship Standards

## Funding

- Funding Resources
- Equal Representation in Construction Apprenticeship Grant



- Labor Law
- Cal/OSHA - Safety & Health
- Workers' Comp
- Self Insurance
- Apprenticeship
- Director's Office
- Boards

Paid Sick Leave

Minimum Wage

File a Claim or Complaint

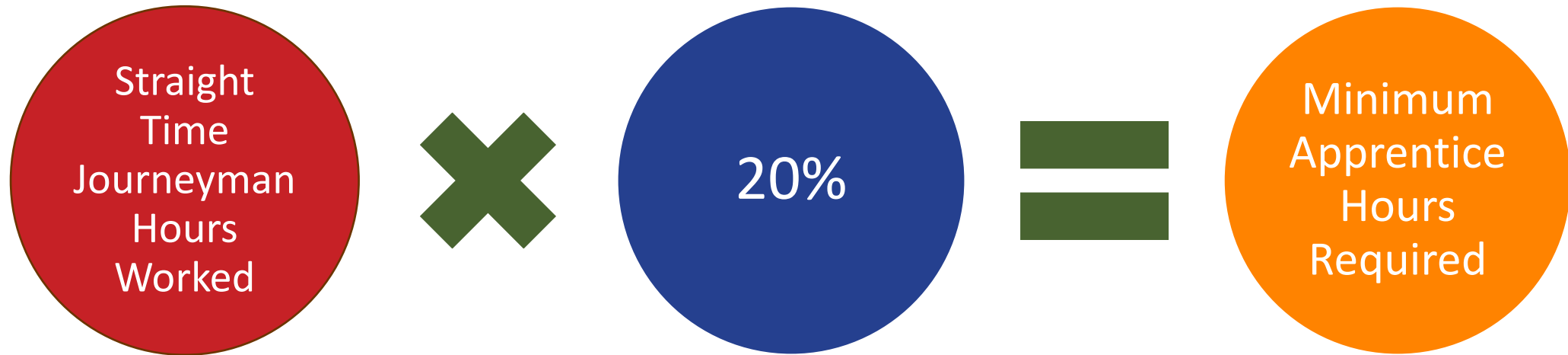
COVID-19 Guidance and Resources

- Apprenticeship Home
- Apprenticeship Search
- Public Works**
- Sponsors
- Overview
- Educators
- Employers
- Veterans

Ratios.  
 Provide worker's compensation benefits to apprentices.



# Minimum Apprenticeship Ratio



LC 1777.5  
CCR 230.1



# Minimum Apprenticeship Hours Required Example

	#Craft 1	#Craft 2
Journeyman ST Hours Worked	1000	500
Journeyman OT Hours Worked	500	200


## Minimum Apprenticeship Hours Required

	#Craft 1	#Craft 2
Journeyman ST Hours Worked x 20%	200	100

All apprenticeship hours count towards the minimum ratio requirement



# Request for Dispatch of an Apprentice

 <b>REQUEST FOR DISPATCH OF AN APPRENTICE – DAS 142 FORM</b> <b>DO NOT SEND THIS FORM TO DAS</b>	
<p>You may use this form to request dispatch of an apprentice from the Apprenticeship Committee in the craft or trade in the area of the public work. Go to: <a href="http://www.dir.ca.gov/databases/das/pwaddrstart.asp">http://www.dir.ca.gov/databases/das/pwaddrstart.asp</a> for information about programs in your area and trade. You may also consult your local Division Apprenticeship Standards (DAS) office whose telephone number may be found in your local directory under California, State of, Industrial Relations, Division of Apprenticeship Standards. <b><u>Except for projects with less than 40 hours of journeyworkers work, you must request and employ apprentices in no less than 8 hour increments.</u></b></p> <p><b>List one occupation/craft per form</b></p>	
<b>Date:</b> _____	<b>Contractor Requesting Dispatch:</b>
<b>To Applicable Apprenticeship Committee:</b>	<b>Name:</b> _____
<b>Name:</b> _____	<b>Address:</b> _____
<b>Address:</b> _____	_____
_____	<b>License No.</b> _____
<b>Tel. No.</b> _____ <b>Fax No.</b> _____	<b>PWC Registration Number:</b> _____
	<b>Tel. No.</b> _____ <b>Fax No.</b> _____



Project Information: PWC Project Number \_\_\_\_\_ Contract Number \_\_\_\_\_

Total Contract Amount. \_\_\_\_\_ Sub-Contract Amount \_\_\_\_\_

Name of the Project: \_\_\_\_\_

Address: \_\_\_\_\_

**Dispatch Request Information:**

Number of Apprentice(s) Needed: \_\_\_\_\_ Craft or Trade: \_\_\_\_\_

Date Apprentice(s) to Report: \_\_\_\_\_ (72 hrs. notice required) Time to Report: \_\_\_\_\_

Name of Person to Report to: \_\_\_\_\_

Address to Report to: \_\_\_\_\_

\_\_\_\_\_

*You may use this form to make your written request for the dispatch of an apprentice. Requests for dispatch must be in writing and submitted at least 72 hours in advance (excluding weekends and holidays) via first class mail, fax or email. **Proof of submission may be required.** Please take note of California Code of Regulations, Title 8, § 230.1 (a) for all applicable requirements regarding apprenticeship requests and/or*

*visit <https://www.dir.ca.gov/das/PublicWorksForms.htm>*

*DAS 142 (Revised 10/18)*



# At Least 72 Hours' Notice Required



# Apprenticeship Status and Safety Training Certification

Apprenticeship status certification for public works

Enter search string ( LLLLF9999 ) here



How to compile the search string:

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). Letters can be entered as lower or upper case.

Examples:

Uncle Sam ssn 123-45-6789 would be entered as Sam U6789

Goddess Minerva ssn 123-45-5555 would be entered as MineG5555

Richard Al-Ham ssn 111-44-1111 would be entered as AlhaR1111

Robert O'Brian ssn 111-22-3333 would be entered as OBriR3333

James McHenry ssn 555-66-1234 might be entered as McHeJ1234 or Mc HJ1234

<https://www.dir.ca.gov/das/appcertpw/AppCertSearch.asp>



DEPARTMENT OF INDUSTRIAL RELATIONS  
**DIVISION OF APPRENTICESHIP STANDARDS**

P.O. Box 420603

San Francisco, CA 94142-0603



To whom it may concern:

The Division of Apprenticeship Standards hereby certifies that, according to transactions recorded as of August 25, 2019, the below named individual is registered with the State of California as an apprentice in the occupation during the period between the start date and the end date or completion (comp) date listed below. If there is no end date for an occupation, the Apprentice is currently registered in that occupation. Occupations marked with an asterisk (\*) are certified as apprenticeable occupations for Public Works projects. For individuals who have completed an approved 20 hour safety training, the course and the date completed are listed below.

**Name**

Mason Smith

Mason Smith

**Occupation**

\* Cement Mason

\* Cement Mason

**Action**

Start

Comp

**Effective Date**

03-02-2016

12-25-2017

**Cert. id**

SmitM1234

SmitM1234

If you have any questions please contact your local Division of Apprenticeship Standards office.

Glen Forman  
 Deputy Chief



# Wage Determination Examined

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: Drywall Installer/Lather (Carpenter)#**

**Determination:**

SC-31-X-41-2022-1

**Issue Date:**

August 22, 2022

**Expiration date of determination:**

June 30, 2023\*\* 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.

**Localities:**

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

**Wages and Employer Payments:**

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacatio and Holiday <sup>a</sup>	Training	Other <sup>b</sup>	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X)
Drywall Installer/Lather	\$47.24	\$8.00	\$5.66	\$7.31	\$0.67	2.77	8.0	\$71.65	\$95.27	\$95.27	\$118.89



# CAC - Public works Training Fund Search

## Training Fund Search

This search function allows awarding agencies, labor and contract compliance organizations, contractors, and other interested parties to view and print a specific contractor's Training Fund contribution paid to the California Apprenticeship Council for the previous 48 months. The payment of the training funds is regulated by California Labor Code 1777.5(m)(1)

Please enter the contractor's license number to begin search.

If you do not know the contractor's license number you may search for it at this site: [www.cslb.ca.gov](http://www.cslb.ca.gov)

For employers without a Contractor's license you may look up the id number that was assigned

Don't see your recent training fund contribution in the payment history?

Possible reasons:

1) Wrong Remit address, our current remit address is as follows:

Department of Industrial Relations

California Apprenticeship Council

P. O. Box 511283

Los Angeles, CA 90051-7838

[dir.ca.gov/CAC/trainingfund/Tfsearch.html](http://dir.ca.gov/CAC/trainingfund/Tfsearch.html)



**CALIFORNIA APPRENTICESHIP COUNCIL**

P.O. Box 420603  
 San Francisco, CA 94142-0603  
 (415) 703-4920



Re: Training Fund Contribution Inquiry for:

ACME, Inc.  
 9876 Ocean Blvd  
 Long Beach, CA 90802

Lic.# 987654

To whom it may concern:

The California Apprenticeship Council hereby certifies that, according to transactions recorded as of August 25, 2019, the training fund contributions shown below have been received from the contractor above during the last four years. The contributions are sorted by County, Check date, Project and Occupation.

<b>County</b>	<b>Occupation</b>	<b>Check date</b>	<b>Amount in \$</b>
<b>Project</b>			
Los Angeles	Cement Masons	04/05/2017	97.92
SP-98765			
Los Angeles	Laborers	04/05/2017	142.14
SP-98765			

If you have any questions please contact the Division of Apprenticeship Standards. [trainingfund@dir.ca.gov](mailto:trainingfund@dir.ca.gov)

Glen Forman  
 for the Secretary, California Apprenticeship Council





Notify apprenticeship committees of contract award information



Employ apprentices in at least the minimum ratio, requesting dispatch if needed



Pay required training fund rate to the applicable committee(s) or CAC

# Contractor Responsibilities

Prevailing  
Wage

>\$1,000

Contractor  
Registration

>\$15,000  
M

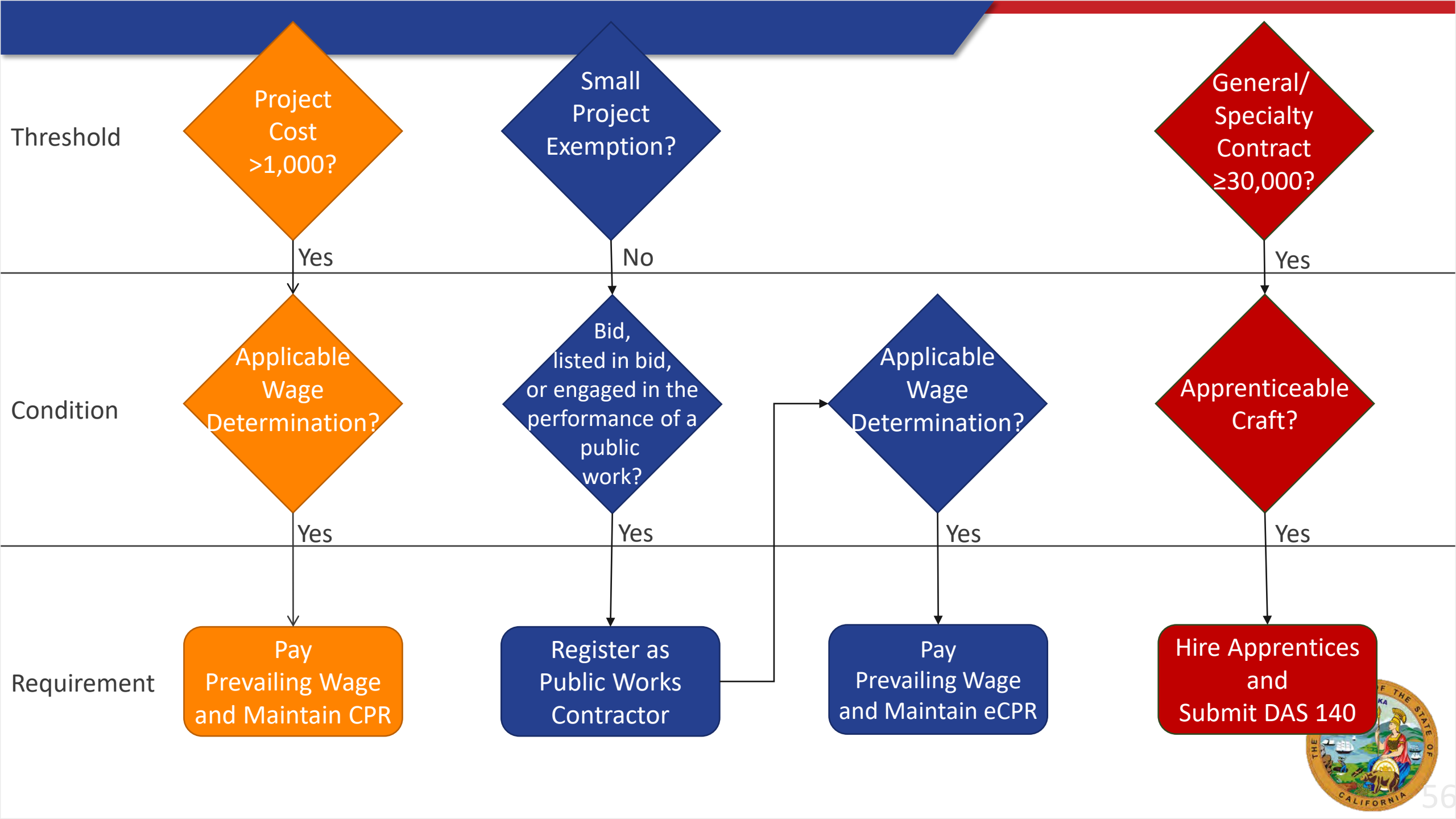
>\$25,000  
CADIR

Apprenticeship

≥\$30,000

Labor Code 1771, 1725.5, and 1777.5





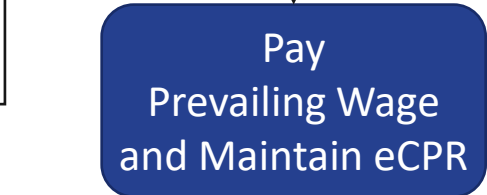
Threshold



Condition



Requirement



# Contractor Responsibilities

## Prevailing Wage

≤\$200 Per  
Calendar Day of  
Noncompliance  
Per Worker

## Contractor Registration

Subcontracting With  
Unregistered Contractor  
\$100/day 10,000/project

Engaged in Performance  
of Public Work Contract  
\$100/day \$8,000/project

## Apprenticeship

≤\$300 Per  
Calendar Day of  
Noncompliance

Labor Code 1771, 1725.5, and 1777.5



DEPARTMENT OF INDUSTRIAL RELATIONS  
Division of Labor Standards Enforcement

Headquarters Office  
1515 Clay Street, Ste. 1302  
Oakland, CA 94612  
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San Francisco, CA 94142-0603



**Lilia Garcia-Brower**  
California Labor Commissioner

October 28, 2022

Sent Only Via E-Mail

### Contractors' Responsibilities, Statutory Obligations

Re : Successful Bidding and Work on California Public Works Projects

Dear Contractor,

The State Labor Commissioner's Office (LCO) is mandated under law to ensure compliance with Public Works Laws (PWL). This letter seeks to inform and ensure potential and successful contractors understand the legal requirements and potential consequences when bidding or working on a project under California's PWL. (*Lab. Code* §§ 1720 – 1861.) For all projects requiring payment of prevailing wages, all contractors<sup>1</sup> must:

- [Register](#) as a public works contractor with the Department of Industrial Relations (DIR) and remit an application fee. (*Lab. Code* § 1725.5(a).)
- Pay prevailing wages to all workers employed on public works projects. (*Lab. Code* §§ 1770, 1771.)
- Follow apprenticeship standards, more information found [here](#). (*Lab. Code* § 1777.5.)
- For certain projects, comply with California's Skilled and Trained Workforce Requirements. (*Pub. Contract Code* §§ 2600-2603.)
- Maintain and properly submit certified payroll records. More information can be found [here](#). (*Lab. Code* §§ 1771.4, 1776.)

Failing to register as a public works contractor can subject a contractor to civil penalties, accruing at \$100.00 for each day of violation, not to exceed \$8,000.00. A higher tiered public works contractor who contracts with an unregistered lower tier subcontractor is subject to a civil penalty of \$100.00 for each day of violation, not to exceed \$10,000.00. (*Lab. Code* § 1771.1(g), (h).)

A contractor's failure to pay prevailing wage may lead to costly consequences. Recently, a contractor was found liable for **\$1.3 million** in kickbacks and wage theft by its crew leader, covering 27 workers. The LCO

<sup>1</sup> A contractor is any person or company who bids or contracts to work on a public works job. A contractor includes a subcontractor and owner/operator. (*Lab. Code* § 1722.1.)

also recovered **\$2.6 million** in wages on behalf of 120 workers from the surety and awarding body in another enforcement action. Those violations involved kickbacks and failing to report all workers on the certified payroll. A third contractor recently was fined **\$200,000** for not paying overtime on a public works project.

With some exceptions, all public works contracts valued at \$30,000 or more carry a duty to hire apprentices. This duty applies to all contractors and subcontractors on a project, even if their part of the project totals less than \$30,000. Contractors who fail to follow apprenticeship standards are liable for civil penalties of up to \$300 for each full calendar day of noncompliance.

Recent changes to the *Public Contract Code* require employment of a Skilled and Trained Workforce (STW) on certain projects. With few exceptions, all workers employed on STW projects must be skilled journeypersons or registered apprentices; and 30-60% of all skilled journeypersons must be graduates of an apprenticeship program. Contractors and subcontractors who violate STW rules can face civil penalties of up to \$10,000 per month of work performed and debarment. More information on STW may be found [here](#).

Contractors must submit certified payroll records to the LCO using DIR's electronic certified payroll system. If not submitted, penalties accrue of \$100 per day, limited to \$5,000 per project. Submission of eCPRs is a separate and distinct reporting requirement from the statutorily required maintenance of certified payroll records.

In addition, contractors who fail to timely submit certified payroll records following a written request of the LCO are subject to a different and additional penalty of \$100 per worker per day.

A contractor's failure to adhere to these requirements compromises the important goals of the PWL, the state, its workers and employers. A contractor who willfully ignores these requirements may be subject to debarment from bidding or working on public works projects. (*Lab. Code* § 1777.1.)

Please refer to the [FAQs](#) on our website for more information regarding PWL requirements. Contact our Public Works Unit at [publicworks@dir.ca.gov](mailto:publicworks@dir.ca.gov) if you have questions regarding your obligations when awarded a project subject to PWL. For general information on the laws enforced by the LCO you may call 833-LCO-INFO (833-526-4636).

My office is committed to promoting compliance with workplace protections for vulnerable workers, which also levels the playing field and supports law-abiding contractors. We hope to continue in strong partnership with your company toward these worthy goals.

Sincerely,

Lilia Garcia-Brower  
California Labor Commissioner

# Thank you for attending!

## General questions or system issues?

### Labor Commissioner's Office - [publicworks@dir.ca.gov](mailto:publicworks@dir.ca.gov)

- Provide screenshots and contact information for user experiencing the issues
- Identify details in the subject line
  - PWCR (Public Works Contractor Registration)
  - eCPR (Electronic Certified Payroll Reporting)
  - Awarding Body (Project Registration)



## The work I am engaged in requires prevailing wages, what is the applicable craft?

### Office of the Director – Research Unit - [statistics@dir.ca.gov](mailto:statistics@dir.ca.gov)

Request a wage determination. Provide county, bid date, and scope of work

## Is my specific project a public work? The work I am engaged in is innovative and not found in any scope of work provision, am I required to pay prevailing wages?

### Office of the Director – Legal Unit - [pwcoverage@dir.ca.gov](mailto:pwcoverage@dir.ca.gov)

Request a coverage determination. Provide as much documentation as possible (contract, funding source, lease information, scope of work, etc.)





**PUBLIC WORKS  
LABOR COMPLIANCE SEMINAR  
Contractor Responsibilities:  
Electronic Certified Payrolls (eCPRs)**

California Labor Commissioner's Office  
Department of Industrial Relations



# Disclaimer

California Labor Commissioner's Office

The following presentation is intended to summarize relevant portions of existing law in the Labor Code and California Code of Regulations, but those code sections, as interpreted by the courts, will govern actual enforcement. The information contained in this presentation is a general overview of existing law or regulation. Any opinions expressed are solely those of the author/speaker and are not necessarily the official position of the Department of Industrial Relations (DIR), its Director, or any related public entity. The information in this presentation is not intended as legal advice, and does not guarantee any outcome in specific enforcement or coverage proceedings within the jurisdiction of DIR.



# Electronic Certified Payrolls (eCPRs) Updates

- The project dashboard and eCPR dashboard redesigns offer better navigation and clarity for project list views and eCPR submissions.
- The new manual eCPR submission interface has improved navigation and form clarity, such as:
  - The eCPR form now clearly separates sections for hours worked, wages paid, deductions, contributions, with subtotals displaying progress.
  - The eCPR form now also has a preview function before final submission.
- Sequencing logic has been updated, based on eCPR week ending date\*.
- The eCPR Search function has doubled capacity. The new quota will allow increased usage for all users.
  - DIR IT is also monitoring ensure capacity is not maximized.
  - Also, network traffic management efficiencies are being added.
- An export button, available on the successful submission page .

## Upcoming Updates

- The ability to delete nonperformance Payrolls
- XML help text, with guide and file, presented on the submission page.
- XML eCPR submission can be marked as a 'final payroll'



# Contractor Registration

CA

DIR State of California Department of Industrial Relations EST. 1927

Home Get started Sign up Log in

## DIR Services Portal

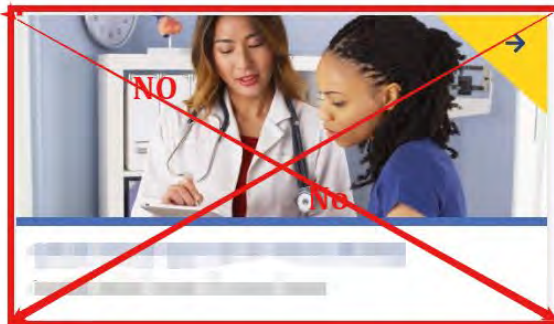
Improving working conditions in California since 1927

Sign up Log in

[Public Works Registration - Public Works Portal](https://dirhelp.service-now.com/pw)



## Popular Services



<https://dirhelp.service-now.com/pw>



# Contractor Registration

The screenshot shows the 'Create an account' page for contractors on the California Department of Industrial Relations (DIR) website. At the top, there is a navigation bar with 'Home', 'How-To Guides', 'Search', 'Sign up', and 'Log in'. Below this is a progress indicator with four steps: 'Account type' (checked), 'Account details' (selected), 'Create account', and 'Review'. The main heading is 'Create an account' with a 'Highlight Required Information' toggle. A legend indicates that a red asterisk denotes required fields. The question 'What will this account be used for?' is followed by the instruction 'Your selection will customize the next step.' Two options are presented: 'I am an awarding body' (with a yellow highlight) and 'I am a contractor' (with a green highlight and a green border). The 'I am a contractor' option includes the text 'I need to submit payments for prevailing wages and payroll data'. A green arrow points to a 'Go to next section' button.

CA

DIR State of California Department of Industrial Relations EST. 1927

Home How-To Guides Search Sign up Log in

Account type Account details Create account Review

## Create an account

Highlight Required Information

Indicates required

### What will this account be used for?

Your selection will customize the next step.

**I am an awarding body**  
I need to submit projects and award contracts for Public Works

**I am a contractor**  
I need to submit payments for prevailing wages and payroll data

Go to next section



# Contractor Registration

Account type  Account details  **Create account**  Review

## Create an account

Highlight Required Information

\* Indicates required

### Your account details

First name

Last name

Email

Phone number

Password  [HIDE](#)

Re-enter "Password"

[Return to previous step](#) [Go to next section](#)

Public Works Registration - Public Works Portal

[https://dirhelp.service-now.com/pw?id=pw\\_registration](https://dirhelp.service-now.com/pw?id=pw_registration)

# Contractor Registration (with Registration Code)

CA

DIR State of California Department of Industrial Relations EST. 1927

Home How-To Guides Search Sign up Log in

✓ Account type ✓ Account details ✓ Create account ✓ Review

## Create an account

### Business/organization registration code

Do you have a registration code?

Yes  
 No

### Enter your code

Registration code

7a659349

This code allows you auto associate to an existing business. You can receive this code from the primary contact of your business. If no code

### Enter your code

Registration code

7a659349

This code allows you auto associate to an existing business. You can receive this code from the primary contact of your business. If no code

## Showtime Enterprises

PWCR Number: 2000020360

**Registration Code: 7a659349**

Registration Status: **Approved**

Current registration 04/15/2026-06/30/2026



# Contractor Registration

CA

DIR EST. 1937 State of California Department of Industrial Relations

Home How-To Guides Search Sign up Log in

Account type Account details **Create account** Review

## Create an account

Highlight Required Information

Indicates required

### Business/organization registration code

Do you have a registration code?

Yes

No

#### I need to...

Look up an existing business/organization

Create a new business/organization

Return to previous step Go to next section

CA

DIR EST. 1937 State of California Department of Industrial Relations

Home How-To Guides Search Sign up Log in

### Business/organization registration code

Do you have a registration code?

Yes

No

#### I need to...

Look up an existing business/organization

Create a new business/organization

#### Look up an existing business/organization

PWCR Number

CS&E Number

Legal Entity Name

Search

Return to previous step

CA

DIR EST. 1937 State of California Department of Industrial Relations

Home How-To Guides Search Sign up Log in

Account type Account details **Create account** Review

## Create an account

Highlight Required Information

### Business/organization registration code

Do you have a registration code?

Yes

No

#### I need to...

Look up an existing business/organization

Create a new business/organization

#### Legal information

Do you have a DBA?

Yes

No

Legal entity type

Legal entity name



# Linking Projects

The screenshot displays the user interface for Kurt Kooper on the DIR website. At the top, the navigation bar includes 'Home', 'Services', 'How-To Guides', 'Search', 'Your information', and the user's name 'Kurt Kooper'. A search bar is located on the right side of the header.

The main content area is titled 'Welcome, Kurt' and features a profile card for 'Los Angeles World Char...' with a PWCR Number of 2000013649 and a registration status of 'Approved'. Below this card are two prominent buttons: 'Link to a project' and 'Archive project', which are highlighted by a large white oval. To the right of these buttons are three smaller buttons: 'View all contacts', 'Edit my employees', and 'Unlink myself from business'.

On the left side, there is a 'Project Actions' sidebar with buttons for 'Link to a project' and 'Archive project'. Below this is a 'Filters' section with options for 'My favorites', 'All projects', 'Active projects', and 'Archived projects'.

The main area below the profile card is titled 'Active Projects' and contains a search bar and a table of project entries. The table has columns for 'Project Name', 'DIR Project ID', 'Awarding body', 'Submit new eCPR', and 'View submitted eCPRs'. Two projects are listed:

★	Project Name	DIR Project ID	Awarding body	Submit new eCPR	View submitted eCPRs
☆	<a href="#">ACTRI Voice Cable Install</a>	100096	<a href="#">University of California, San Diego</a>	Submit... ▼	View eCPRs
☆	<a href="#">Gymnasium HVAC Ductsox Replacement Proje</a>	10177	<a href="#">Antelope Valley Community College Distri...</a>	Submit... ▼	View eCPRs

At the bottom of the page, there is a 'Public Works Popular services' section with a 'View all services' button. The footer includes the 'THE GREAT SEAL OF THE STATE OF CALIFORNIA' logo.

# Linking Projects

## Request Addition to Project

Add your account to a Project and/or request a sub-contractor join

\* Indicates required

\* DIR PROJECT ID or PROJECT NAME

20250588488

\* Contractor

2000013649 - Los Angeles World Champion

Project Additions

Request a sub-Contractor

Submit

Required information

DIR PROJECT ID or PROJECT NAME

Add a project by using:

- 11-digit DIR Project Number, or
- Project Name, or
- DIR Project ID



# Linking Projects

Home > Public Works > Contractor Services > Request Addition to Project

Search Catalog



## Request Addition to Project

Add your account to a Project and/or request a sub-contractor join

\* Indicates required

\* DIR PROJECT ID or PROJECT NAME

20250588488	ITS ongoing power meter project	University of California - San Diego
20000130477 Los Angeles World Championship		

DIR 11-Digit Project #

Awarding Body Project Name

*Awarding Body Sponsor*

Project Additions

Request a sub-Contractor

Submit

### Required information

DIR PROJECT ID or PROJECT NAME



# eCPRs: Accessing Payroll Records

CA

DIR State of California Department of Industrial Relations EST. 1927

Home Services How-To Guides Search Your information Kurt Kooper

## Welcome, Kurt

Search for help, guides, and resources

### Los Angeles World Champion

PWCR Number: 2000013649

Registration Status: **Approved**

Current registration 03/05/2026-06/30/2027

### I want to...

[View all contacts](#) [Edit my employees](#) [Unlink myself from business](#)

#### Project Actions

[Link to a project](#)

[Archive project](#)

#### Filters

★ My favorites

All projects

Active projects

Archived projects

#### Active Projects


Search by name, awarding body, etc.

★	Project Name	DIR Project ID	Awarding body	Submit new eCPR	View submitted eCPRs
☆	<a href="#">ACTRI Voice Cable Install</a>	100096	<a href="#">University of California, San Diego</a>	<a href="#">Submit...</a>	<a href="#">View eCPRs</a>
☆	<a href="#">Gymnasium HVAC Ductsox Replacement Proje</a>	10177	<a href="#">Antelope Valley Community College Distri...</a>	<a href="#">Submit...</a>	<a href="#">View eCPRs</a>

Viewing 1 - 2 of 2



# eCPRs: Accessing Payroll Records

Home Services How-To Guides Search Your information  Kurt Kooper

ne, Kurt


### Los Angeles World Champion


PWCR Number: 2000013649


Registration Status: **Approved**

Current registration 03/05/2026-06/30/2027

### I want to...

 View all contacts

 Edit my employees

 Unlink myself from business

### Project Actions

### Filters

★ My favorites

All projects

Active projects

Archived projects

### Active Projects

★	Project Name	DIR Project ID	Awarding body	Submit new eCPR	View submitted eCPRs
☆	<a href="#">ACTRI Voice Cable Install</a>	100096	<a href="#">University of California, San Diego</a>	<input type="button" value="Submit..."/>	<input type="button" value="View eCPRs"/>
☆	<a href="#">Gymnasium HVAC Ductsox Replacement Proje</a>	10177	<a href="#">Antelope Valley Community College Distri...</a>	<input type="button" value="Subn"/> <input type="button" value="Manual XML"/>	<input type="button" value="View eCPRs"/>

Viewing 1 - 2 of 2



# eCPRs: Accessing Payroll Records

OR

Search by name, awarding body, etc.

Submit new eCPR    View submitted eCPRs

Submit...    View eCPRs

Submit...    View eCPRs

*Use the View Function*

## eCPR Payroll List

Project name: ACTRI Voice Cable Install    Project status: Approved    DIR Project ID: 100096

Expand all rows

All

eCPR sequence number	System payroll ID	Start date	End date	Submitted	Payroll type	Submission type	State	eCPR Actions
Draft	PRRUN2728610	04-24-2026	05-09-2026		Non-Performance	Manual	Draft	Actions
Draft	PRRUN2728612	04-05-2026	04-11-2026		Regular	Manual	Draft	Actions
1	PRRUN2728557	03-29-2026	04-04-2026	04-16-2026	Regular	Manual	Submitted	Actions

Viewing 1 - 3 of 3

Home    Services    How-To Guides    Search    Your Information    Kurt Kooper

Submit eCPR

Submit eCPR

Manual eCPR  
XML eCPR



# eCPRs: Adding Payroll Records

Payroll Dates:

Project Name: ITS ongoing power meter project

eCPR Sequence Number: Draft

Actions ▾

Save as Draft

Payroll Setup

Employee Payroll

Review and Submit

## Payroll Setup

Highlight Required Information

\* Indicates required

### Payroll Selection

Contract With

Project Name

ITS ongoing power meter project

Non-performance

Select non-performance if there was no work performed during this pay period

Select reporting type

Weekly

Biweekly

Semi-monthly

Select semi-monthly if payroll period is from 1st-15th OR 16th-last day of the month



# eCPRs: Adding Payroll Records

Home > ACTRI Voice Cable Install > Submit eCPR

## Payroll Dates:

Project Name: ACTRI Voice Cable Install  
eCPR Sequence Number: Draft

Actions

● Payroll Setup ————— ● Employee Payroll ————— ● Review and Submit

## Payroll Setup

Highlight Required Information

\* Indicates required

### Payroll Selection

Contract With

Project Name

Select payroll type

- Regular  
 Non-performance

Select non-performance if there was no work performed during this pay period

Select reporting type

- Weekly  
 Biweekly  
 Semi-monthly

Select semi-monthly if payroll period is from 1st-15th OR 16th-last day of the month

\* Payroll starting

Please add required information.

\* Payroll ending

Please add required information.

Is this the final payroll for the project?

- No  
 Yes



# eCPRs: Adding Payroll Records

Payroll Dates: 05/17/2026 to 05/23/2026  
Project Name: ITS ongoing power meter project  
eCPR Sequence Number: Draft

Actions ▾

\* Indicates required

## Payroll Selection

Contract With

University of California - San Diego

Project Name

ITS ongoing power meter project

Select payroll type

Regular

Non-performance

Select non-performance if there was no work performed during this pay period

Select reporting type

Weekly

Biweekly

Semi-monthly

Select semi-monthly if payroll period is f

Payroll starting

05/17/2026

May 2026

Mo	Tu	We	Th	Fr	Sa	Su
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
1	2	3	4	5	6	7

Clear Today

oll for the project?

Current Day

Payroll starting

05/17/2026

May 2026

Mo	Tu	We	Th	Fr	Sa	Su
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
1	2	3	4	5	6	7

Clear

Today

oll for the

Day Selected

Payroll Dates: 05/17/2026 to 05/23/2026  
Project Name: ITS ongoing power meter project  
eCPR Sequence Number: Draft

Payroll ending

05/23/2026

Go to next section



# eCPRs: Adding Payroll Records

Home > ITS ongoing power meter project > Submit eCPR

Payroll Dates: 05/17/2026 to 05/23/2026  
Project Name: ITS ongoing power meter project  
eCPR Sequence Number: Draft

Payroll Setup

## Employee Payroll

Indicates required

### Select Employees

Click add employees to payroll to create a list of employee payroll records.

[Add employees to payroll](#)

No records in Payroll Employee Summary

#### Add Employees

You can filter or search for a particular employee. Use the 'Register New Employee' button to add a net new employee to your payroll. To edit an employee's information, navigate to your [Employees list](#).

[Register New Employee](#) Search by employee name, ID number, etc.

Select	First name	Last name	Employee ID	SSN/ITIN
<input type="checkbox"/>	Smoking	Man	780	***-**-6780
<input checked="" type="checkbox"/>	Alex	Krycek	789	***-**-6789
<input checked="" type="checkbox"/>	Cassandra	Spender		***-**-6789
<input type="checkbox"/>	Steve	Austin		***-**-6789

Viewing 1 - 4 of 4



# eCPRs: Adding Payroll Records- Employees

### Add Employees

You can filter or search for a particular employee. Use the 'Register New Employee' button to add a net new employee to your payroll. To edit an employee's information, navigate to your [Employees List](#).

Select	First name	Last name	Employee ID	SSN/ITIN
<input type="checkbox"/>	Smoking	Man	780	***-**-6780
<input type="checkbox"/>	Alex	Krycek	789	***-**-6789
<input type="checkbox"/>	Cassandra	Spender		***-**-6789
<input type="checkbox"/>	Steve	Austin		***-**-6789

Viewing 1 - 4 of 4



### Add New Employee

## Add New Employee

Highlight Required Information

\* Indicates required

First Name  Employee ID

Middle Name  Email Address

Last Name  Social Security Number



# eCPRs: Adding Payroll Records- Employees

Add New Employee

Progress: Add New Employee, Employee Address, Employee Classifications

## Employee Address

Highlight Required Information

Employee Address

Street Address: Hoover Building

Unit/Suite:

Zip: 20260

City: Washington

State: DC

Return to previous step | **Go to next section**

Add New Employee

## Add Row

Select Craft: Cement Mason

Select the employee's current level for this Classification:  Apprentice  Journeyman

Select Classification: Cement/Mason, Curb and Gutters

Cancel | Add

Actions: Select Craft, Select Classification, Select the employee's current level for this Classification

No data to display

Return to previous step | **Submit**

Add Employees

You can filter or search for a particular employee. Use the 'Register New Employee' button to add a net new employee to your payroll. To edit an employee's information, navigate to your [Employees list](#).

Register New Employee | Search by employee name, ID number, etc.

Select	First name	Last name	Employee ID	SSN/ITIN
<input checked="" type="checkbox"/>	Walter	Skinner	789D	****-6789
<input type="checkbox"/>	Steve	Austin		****-6789
<input checked="" type="checkbox"/>	Cassandra	Spender		****-6789
<input type="checkbox"/>	Smoking	Man	780	****-6780
<input type="checkbox"/>	Alex	Krycek	789	****-6789

Viewing 1 - 5 of 5



# eCPRs: Adding Payroll Records

Home > ITS ongoing power meter project > Submit eCPR

Payroll Dates: 05/17/2026 to 05/23/2026  
Project Name: ITS ongoing power meter project  
eCPR Sequence Number: Draft

Actions

Progress bar with three steps: **Payroll Setup** (checked), **Employee Payroll** (active), and **Review and Submit** (disabled).

## Employee Payroll

Highlight Required Information

\* Indicates required

### Select Employees

Click add employees to payroll to create a list of employee payrolls to complete. Click on an employee's first or last name to begin adding their payroll information.

Edit payroll	First name	Last name	Employee ID	SSN/ITIN	Payroll status	Total hours worked	Remove payroll
<input type="button" value="Edit payroll"/>	<a href="#">Cassandra</a>	<a href="#">Spender</a>		***-**-6789	Not started		<input type="button" value="Remove payroll"/>
<input type="button" value="Edit payroll"/>	<a href="#">Walter</a>	<a href="#">Skinner</a>	789D	***-**-6789	Not started		<input type="button" value="Remove payroll"/>

Viewing 1 - 2 of 2

Go to



# eCPRs: Adding Payroll Records

**+ Add craft/classification/level**

Employee Payroll

## Employee: Spender, Cassandra

Indicates required

Highlight Required Information

**+ Add craft/classification/level**

Craft	Classification	Level	Period	Edit
No classifications added yet.				

Travel & subsistence payments for this project

Deductions

Total lump sum

Total gross in this period

Fed tax

Check Number

\* Gross Wages

Total Deductions

Net Wages

Additional Information

Employee notes

Cancel Save

Add Classification

Craft: Drywall Finisher

\* Classification: [ ]

Cancel Add

Employee Payroll

## Employee: Spender, Cassandra

Indicates required

Highlight Required Information

**+ Add craft/classification/level**

Craft	Classification	Level	Period	Edit
Drywall Finisher	Smooth Finish	Journeyman		

Craft/Classification/Level **Please add required information**

Drywall Finisher : Smooth Finish : Journeyman

Employer Contributions

Employer contributions paid to **Learn when to fill out fringe rates**

Paid Directly to Worker

Paid to Fringe Benefit Plan

Rates				Fringe Benefit Plan				Prevailing Wage		
ST	OT	DT	H/W	Pension	Vac/Hol	Training	Other	Total ST rate	Total OT rate	Total DT rate
\$53.00	\$79.00	\$106.00	\$9.00	\$6.00	\$7.00	\$1.00	\$0.00	\$76.00	\$102.00	\$129.00

Hours Worked

Type	Sun 05/17	Mon 05/18	Tue 05/19	Wed 05/20	Thu 05/21	Fri 05/22	Sat 05/23
ST	0	8	8	8	8	8	0

Total Hours

Total	Total ST	Total

Cancel Save



# eCPRs: Adding Payroll Records

Payroll Dates: 05/17/2026 to 05/23/2026  
Project Name: ITS ongoing power meter project  
eCPR Sequence Number: Draft

Actions ▾

✓ Payroll Setup — ✓ Employee Payroll — ● Review and Submit

## Employee Payroll

Highlight Required Information

• Indicates required

### Select Employees

Click add employees to payroll to create a list of employee payrolls to complete. Click on an employee's first or last name to begin adding their payroll information.

➕ Add employees to payroll

Search by employee name, ID number, etc.

Edit payroll	First name	Last name	Employee ID	SSN/ITIN	Payroll status	Total hours worked	Remove payroll
<input type="button" value="Edit payroll"/>	<a href="#">Cassandra</a>	<a href="#">Spender</a>		***-**-6789	Entered	40	<input type="button" value="Remove payroll"/>
<input type="button" value="Edit payroll"/>	<a href="#">Walter</a>	<a href="#">Skinner</a>	789D	***-**-6789	Entered	40	<input type="button" value="Remove payroll"/>

⏪ ⏩ Viewing 1 - 2 of 2



# eCPRs: Adding Payroll Records

Home > ITS ongoing power meter project > Submit eCPR

Payroll Dates: 05/17/2026 to 05/23/2026  
Project Name: ITS ongoing power meter project  
eCPR Sequence Number: Draft

Actions

Payroll Setup Employee Payroll Review and Submit

## Review and Submit

Highlight Required Information

### Payroll Information

Payroll type	Reporting type	Payroll start	Payroll end
Regular	Weekly	05/17/2026	05/23/2026
Contractor	Contract with	Project name	
Los Angeles World Champion Lakers	University of California - San Diego	ITS ongoing power meter project	

### Employee Information

Name	Total gross wages (all)	Total deductions	Total net wages (check amount)
Spender, Cassandra	3,040	550	2,490
Skinner, Walter	3,080	700	2,380

Viewing 1 - 2 of 2

### Payroll Preview

Preview eCPR submission Edit eCPR

### Acknowledgement

I, Kurt Kooper, the undersigned, certify on 05/07/2026, that I have the authority to act for and on behalf of Los Angeles World Champion Lakers. I certify under penalty of perjury that the records or copies thereof submitted and consisting of certified payroll records for the dates 05/17/2026 to 05/23/2026 are the originals or true, full, and correct copies of the originals which depict the payroll record(s) of the actual disbursements by way of cash, check, or whatever form to the individual or individuals named.


Contractor Signature

Kurt K.

I agree to the certification under penalty of perjury

Return to previous step Submit

## Thank you for your submission!



Date Submitted	05/07/2026
Contractor Name	Los Angeles World Champion I
PWCR Number	2000013649
Contractor Address	Great Western Forum, Inglewood, CA 90032
Awarding Body	University of California - San Diego
DIR Project ID	20250588488
Project Name	ITS ongoing power meter project
Contract with	University of California - San Diego
Payroll Period	05/17/2026 - 05/23/2026
System Payroll Number	PRRUN2728662
eCPR Sequence Number	1

Export eCPR to PDF

View Submission

Return to Project Dashboard

Print This Confirmation



# eCPRs: Submitting XML Records

Project Name	DIR Project ID	Awarding body	Submit new eCPR
<a href="#">ACTRI Voice Cable Install</a>	100096	<a href="#">University of California, San Diego</a>	Submit...
<a href="#">Gymnasium HVAC Ductsox Replacement Proje</a>	10177	<a href="#">Antelope Valley Community Colleg</a>	Manual XML

Viewing 1 - 2 of 2

## Upload ECPR XML

Upload ECPR XML File

For more information on DIR XML schema requirements, access this [User Guide](#).

For an example XML schema file, use this [LINK](#).

\* Indicates required

\* Contractor

Contract With

\* DIR Project ID

Is this XML upload an Amendment to a previous payroll?

\* Is this the final payroll for the project?

No

Yes

\* Upload XML File

I, the undersigned, certify that I have the authority to act for and on behalf of this contractor, certify under penalty of perjury that the records or copies thereof submitted and consisting of certified payroll records from the dates indicated below are the originals or true, full, and correct copies of the originals which depict the payroll record(s) of the actual disbursements by way of cash, check, or whatever form to the individual or individuals named.

\* Signature

Today's Date

Required information





# eCPRs: Public Search

## eCPR Public Search

### How to run a search

To run a search, enter your date range (to and from) and search text in at least one of the fields below.

You can also type part of a word in any optional field to run a wildcard search. For example, if you enter "San" as your search for Awarding Body Name, your search result set will contain Awarding Body names including "Santa Maria", "San Francisco" and "Sandstone, Inc".

Date From:  Date To:

PWCR Number:  DIR Project ID:  Project Name:  Contractor Name:  Awarding Body Name:  County:

I'm not a robot  reCAPTCHA

Awarding Body Name:  County:

I'm not a robot  reCAPTCHA

Found 375 results. Search complete.

Search within results:  Showing 375 results with both Non-Performance and Regular Payroll Types. Payroll Type:

Filter:         0 Payroll Entries Selected

<input type="checkbox"/>	eCPR	PWCR	Contractor name	System Payroll number	eCPR Sequence number	Start date	End date	Submission date	Project name	DIR Project ID	Awarding body name
<input type="checkbox"/>	<a href="#">Download PDF</a>	100000157	A.O. REED & CO.	PRRLN45023922	1	03/17/2026	03/23/2026	03/27/2026	UCSD Franfurter Hall tea Repair	20260622001	University of California - San Diego
<input type="checkbox"/>	<a href="#">Download PDF</a>	100000157	A.O. REED & CO.	PRRLN45133349	2	03/24/2026	03/30/2026	04/08/2026	UCSD Franfurter Hall tea Repair	20260622001	University of California - San Diego
<input type="checkbox"/>	<a href="#">Download PDF</a>	100054170	AE BUILDING INC.	PRRLN44852384	3	02/23/2026	03/01/2026	03/10/2026	UCSD Water Damage Remediation	20260618051	University of California - San Diego
<input type="checkbox"/>	<a href="#">Download PDF</a>	100054170	AE BUILDING INC.	PRRLN44879884	1	02/09/2026	02/15/2026	02/19/2026	UCSD Water Damage Remediation	20260618051	University of California - San Diego
<input type="checkbox"/>	<a href="#">Download PDF</a>	100054170	AE BUILDING INC.	PRRLN44965446	3	03/09/2026	03/15/2026	03/20/2026	UCSD Water Damage Remediation	20260618051	University of California - San Diego
<input type="checkbox"/>	<a href="#">Download PDF</a>	100054170	AE BUILDING INC.	PRRLN4581055	1	01/26/2026	02/01/2026	02/09/2026	UCSD HCH water damage remediation	20260617306	University of California - San Diego
<input type="checkbox"/>	<a href="#">Download PDF</a>	100054170	AE BUILDING INC.	PRRLN44914156	4	03/02/2026	03/08/2026	03/15/2026	UCSD Water Damage Remediation	20260618051	University of California - San Diego




# Support Center

www.dir.ca.gov

The screenshot shows the top navigation bar of the DIR website. It includes social media icons for LinkedIn, Facebook, X, YouTube, and Twitter, along with links for 'Press room', 'Careers at DIR', 'Índice en español', 'Settings', and 'Translate'. The main header features the DIR logo (State of California Department of Industrial Relations, EST. 1927) and a search bar. A green arrow points to the 'Labor Law' dropdown menu, which is open, showing a list of sub-topics including Judgment, Wages, Offices, ROFF, Minors, Outreach, Policy, Databases, Opinions, Retaliation, Training, Postings, Registration, Public Works (highlighted with a green box), Electrician, and other registrations. Below the navigation bar, there are four main service icons: Minimum Wage, File a Claim or Complaint, Certifications, Licenses, Permits, and Public Works Registration. The page content is divided into sections for 'Workers' (with links like 'Get a License, registration, certification or permit', 'Pay a fee or invoice online', 'Workplace postings', 'Workers' compensation requirements', 'Public Works', and 'Fraud Prevention'), 'Employers', and 'About DIR' (which includes a video and text stating 'DIR protects and improves working conditions in California for more than 18 million workers and helps employers follow labor laws'). The bottom right corner features the Great Seal of the State of California.



# Support Center



Search

Labor Law  Cal/OSHA Safety & Health  Workers' Comp  Self Insurance  Apprenticeship  Director's Office

Public Works / Support Center

## Support Center

Got a question? Explore our [Frequently Asked Questions](#).

Need to get in touch? [Reach out to DIR Public Works](#).

The current Public Works Contractor Registration year has now started for the period covering July 1, 2025 to June 30th, 2026.

You can sign up for a Public Works Online System user account here at <https://services.dir.ca.gov/pw> and begin the process of registering for a Public Works Contractor Registration Number.

For more assistance, please refer to the PW Workshops and PW system guides below.

How-To Guides

Subject	Audience	Steps
DIR Account Registration Guide	Contractors	<a href="#">Guide</a>

Public Works

Links


- Summary of Skilled and Trained Workforce ("STW") Statutes
- Frequently Asked Questions on Skilled and Trained Workforce ("STW") Requirements
- Awarding Bodies
- Contractors
- Apprenticeship Requirements
- Certified Payroll Reporting
- Enforcement of Public Works Law

## Upload eCPR


(Electronic Certified Payroll Record)

### Section 1: Submitting Manual eCPR

**Step 1:** As a contractor, navigate to the main landing page at <https://dirhelp.servicenow.com/pw>  
Next to your project, select Submit → Manual from the dropdown.



**Step 2:** Fill out the Payroll Setup page.



# Support Center

Public Works

## Certified Payroll Reporting

Contractors and subcontractors on most public works projects are required to submit certified payroll records (CPRs) to the Labor Commissioner using DIR's Public Works Website Services.

[A few categories of public works projects are exempt from reporting online to DIR.](#)

Submit Payroll Records

[Enter Payroll Online](#)

Find Payroll Records Online

Payroll records are available to the public using the [CPR Public Search](#). Confidential information has been removed.

\* Software Requirements for XML Files:

- Create your own template using the **CPR XML schema V1.3**.
  - Download and use the [XML schema file](#).
  - Detailed instructions are provided in the [CPR XML guidelines](#)
  - View a [sample XML file](#).

Updated: June 2025

Public Works

Links

- ▶ [Summary of Skilled and Trained Workforce \("STW"\) Statutes](#)
- ▶ [Frequently Asked Questions on Skilled and Trained Workforce \("STW"\) Requirements](#)
- ▶ [Awarding Bodies](#)
- ▶ [Contractors](#)
- ▶ [Apprenticeship Requirements](#)
- ▶ [Certified Payroll Reporting](#)
- ▶ [Enforcement of Public Works Law](#)
- ▶ [Labor Compliance Programs](#)
- ▶ [Prevailing Wage Requirements](#)

Need Help?

- ▶ [Contractor Registration Support Center](#)
- ▶ [Frequently Asked Questions on Skilled](#)

## 3. XML File Validation

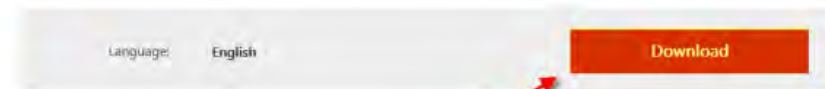
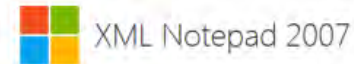
### 3.1 Software Installation

- There are several freeware, and commercial products to validate XML files against a schema. Following software is a free XML editor from Microsoft:

#### 1. XML Notepad

- To download:

1. Go to this Webpage: <https://microsoft.github.io/XmlNotepad/>
2. Click "Download".



XML Notepad 2007 provides a simple intuitive user interface for browsing and editing



# Strategic Enforcement of Public Works Construction

## Labor Enforcement Task Force (LETF)



State of California  
Department of  
Industrial Relations



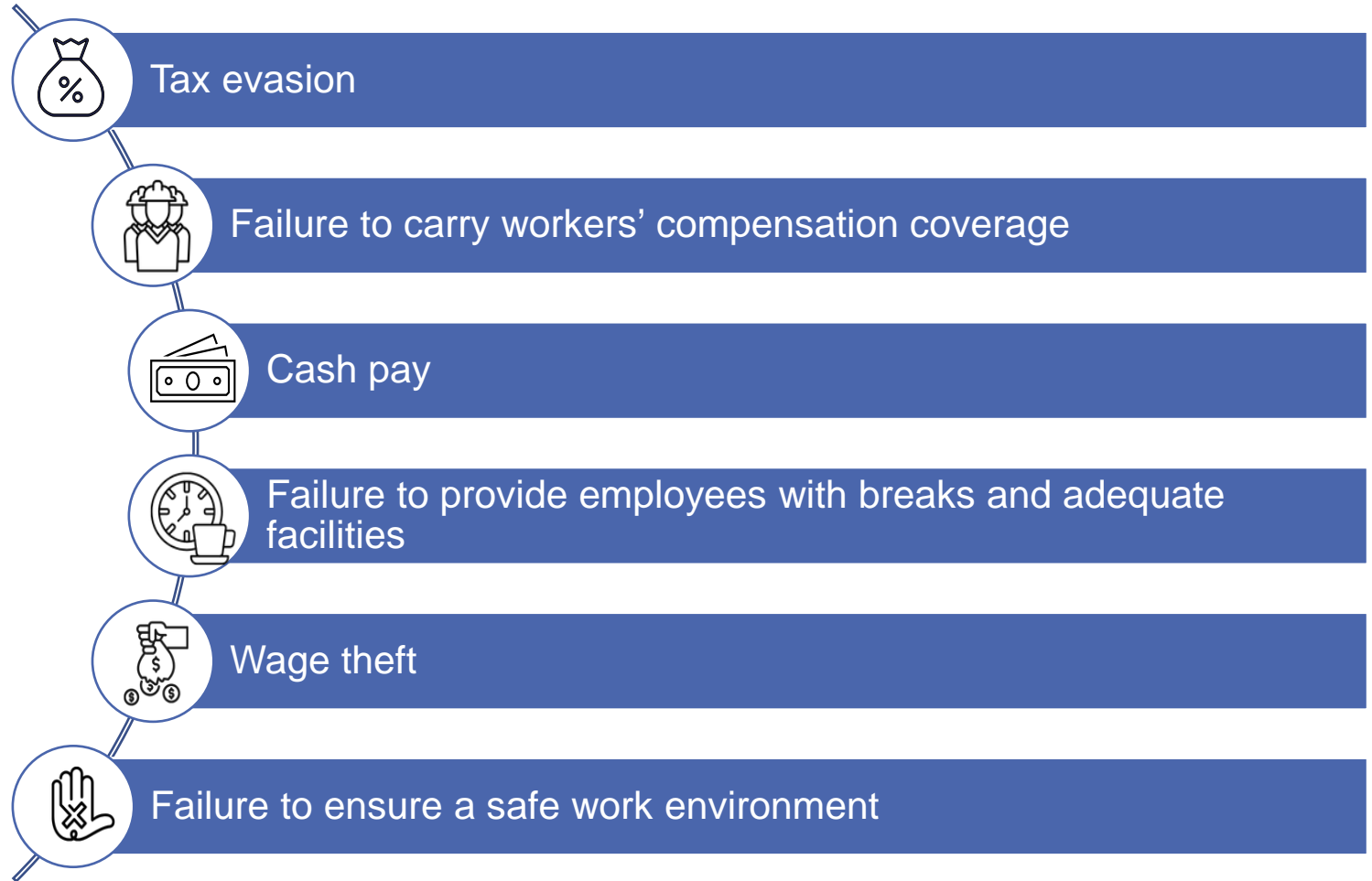
State of California  
Gavin Newsom  
Governor



The Labor Enforcement Task Force (LETF), under the direction of the Department of Industrial Relations (DIR), is a coalition of California State government enforcement agencies that work together and in partnership with local agencies to combat the underground economy. In this joint effort, information and resources are shared to ensure employees are paid properly and have safe work conditions and honest, law-abiding businesses have the opportunity for healthy competition.

# Underground Economy

The term “underground economy” refers to any business which operates without the necessary licensing, does not pay taxes or carry the required insurance or worker's compensation coverage, forces its employees to work in unsafe conditions, or otherwise attempts to gain an unfair economic advantage by avoiding its tax and labor responsibilities.



# Strategic Enforcement of Public Works Projects



Starting in 2021, LETF has been leading an initiative to inspect publicly funded residential housing construction sites. The enforcement effort includes teams from DIR's Divisions of Occupational Safety and Health (Cal/OSHA) and Labor Standards Enforcement (Labor Commissioner's Office), in collaboration with other enforcement partners.

# Homekey Program

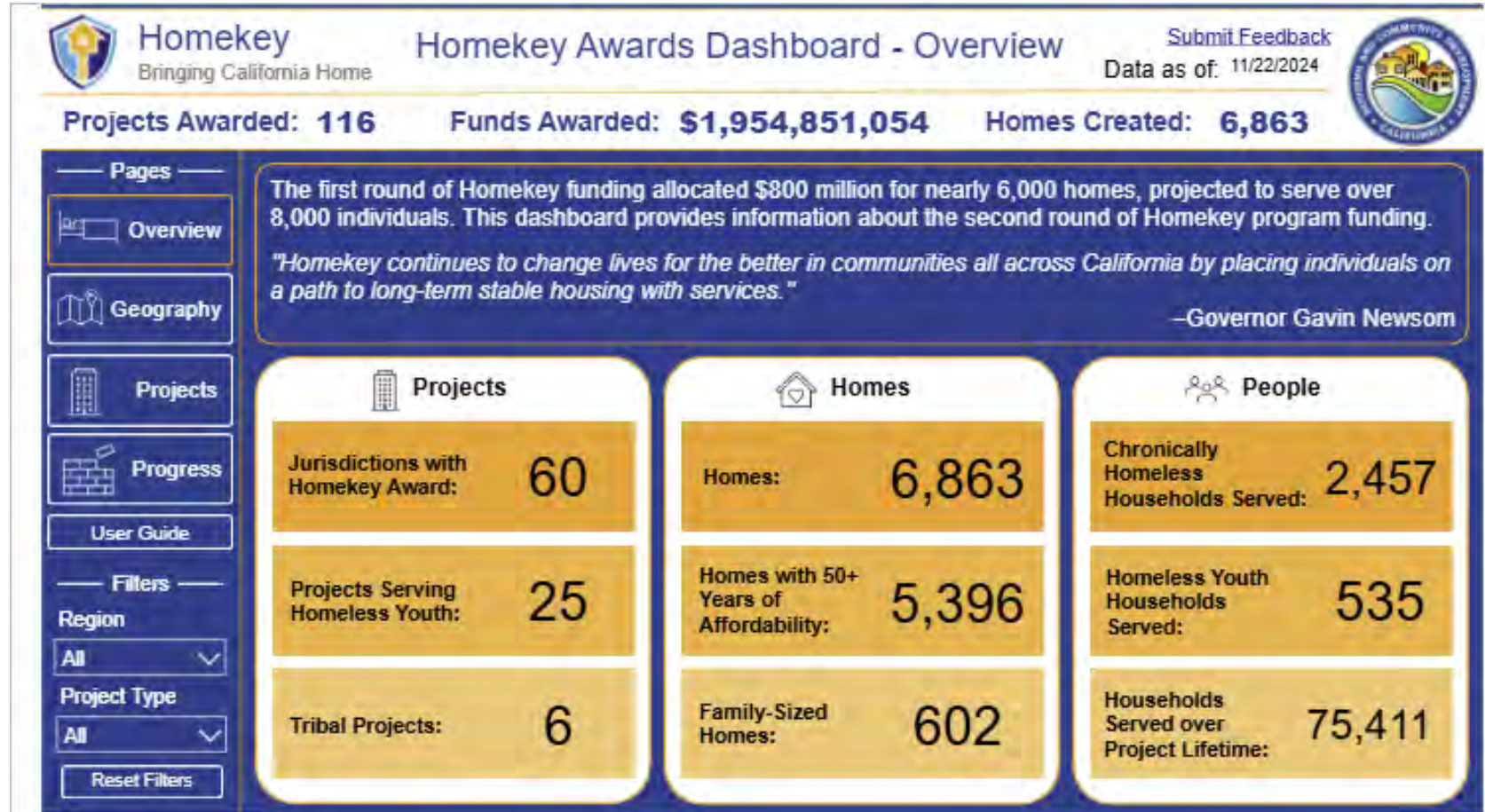
## Homekey

A statewide effort to sustain and rapidly expand housing for persons experiencing homelessness or at risk of homelessness.

### Bringing California Home

Homekey is an opportunity for state, regional, and local public entities to develop a broad range of housing types, including but not limited to hotels, motels, hostels, single-family homes and multifamily apartments, adult residential facilities, manufactured housing, and to convert commercial properties and other existing buildings to permanent or interim housing for the target population.

# Homekey Round 3 Overview



# Homekey+ Program

**Homekey+**  
A place to live — and thrive.



NOFA	DESCRIPTION	ESTIMATED NOFA AMOUNT
<b>GENERAL NOFA</b>	Veteran-serving projects	<b>TOTAL \$1.033 billion (Proposition 1)</b>
	All Projects (includes Prop 1 and HHAP Homekey supplemental funds)	\$805 million (Proposition 1) \$291 million HHAP Homekey Supplemental (General Fund) <b>TOTAL \$1.096 billion</b> to include: homeless or at-risk youth target (age 18-25) of approximately \$74 million
<b>TRIBAL NOFA</b>	Tribal Applicants (includes Prop 1 and HHAP Homekey supplemental funds)	\$89 million (Proposition 1) \$32 million HHAP Homekey Supplemental <b>TOTAL \$121 million</b>
<b>Total Funds Available</b>		<b>\$2.250 billion</b>

# LETF Strategic Enforcement: Non-Homekey

LCO PW and Cal/OSHA are reviewing all current and new complaints and leads to determine if they meet the criteria for joint enforcement operations at active on-site residential construction projects.



# Contact LETF

**Hotline: 855-297-5322**

**Email: [LETF@dir.ca.gov](mailto:LETF@dir.ca.gov)**

**[www.dir.ca.gov/letf](http://www.dir.ca.gov/letf)**



State of California  
Department of  
Industrial Relations



State of California  
Gavin Newsom  
Governor

# Davis-Bacon and Related Acts



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# Coverage



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# Statutory Language

“Every contract in excess of \$2,000, to which the Federal Government or the District of Columbia is a party, for construction, alteration, or repair, including painting and decorating, of public buildings and public works of the Government or the District of Columbia that are located in a State or the District of Columbia and which requires or involves the employment of mechanics or laborers shall contain a provision stating the minimum wages to be paid various classes of laborers and mechanics.”



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# Contracts for Construction

- “Construction” includes all types of work done on a particular building or work on the site of the work, as defined in the regulations (29 CFR 5.2)
- A contract is for construction as long as it requires more than an incidental amount of construction
- This means that the Davis-Bacon Act (DBA) can apply to a federal contract even if the primary purpose of the contract is not construction



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# Alteration or Repair

- Restoration or improvement of a facility by modifications to the facility's components, systems, or materials is considered to be alteration or repair
- Alterations or repairs will generally improve the building or work, either by fixing something that is broken or by improving upon the building or work's existing condition
- In contrast, maintenance work that is routinely and regularly performed to keep the building or work functioning in the same condition is not considered construction



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# Other Coverage Provisions

- Demolition
- Green energy projects
- Survey crews



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# Hybrid Contracts

- Because the DBA applies to any contract with more than an incidental amount of construction, it is possible for work on other types of contracts, such as supply or service contracts, to be covered under the DBA
- Construction work on a service or supply contract will be covered under the DBA when the contract requires a substantial and segregable amount of construction



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# Public Building or Public Work

- Includes any building or work, when its construction:
  - Is carried on directly by authority of or with funds of a federal agency
  - To serve the general public interest
- A building or work does not have to be owned or operated by the federal government to serve the general public interest, so long as it fulfills a significant need or a goal of the relevant federal agency



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# Portion of a Building or Work

*Building or work* includes not only construction involving an entire building, structure, or improvement, but also construction activity involving just a portion of a building, structure, or improvement, including the installation of equipment or components



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# What is a Related Act?

- Many federal statutes authorize federal assistance for state or local construction work
- Where such federal statutes specifically include a statutory provision applying the Davis-Bacon prevailing wage requirements to the assisted work, the statute is considered a Davis-Bacon Related Act (DBRA)



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# Davis-Bacon Related Acts

Davis-Bacon (DB) requirements extend to numerous “Related Acts” that provide federal assistance by, for example:

- Grants
- Loans
- Loan guarantees
- Insurance



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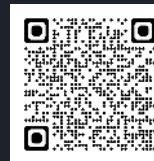
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# Identifying Related Acts

- Many, but not all, statutes providing federal assistance for construction are Related Acts
- Funding agencies will inform funding recipients whether their funding is subject to Davis-Bacon requirements, and funding recipients are required to inform their contractors
- A listing of Related Acts can be found at <https://www.dol.gov/agencies/whd/government-contracts>



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# Funded In Whole Or In Part

- Davis-Bacon prevailing wage requirements generally apply to construction funded or assisted in whole or in part under a Related Act, regardless of how the recipient allocates the funding
- Even if funding is allocated only to a portion of the construction of a project, prevailing wage requirements generally will still apply to all construction work on the project



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# Geographic Scope

- The DBAonly applies to construction work performed within the fifty states, the District of Columbia, and the Commonwealth of the Northern Mariana Islands
- The DBA does not apply to construction work performed in Guam, Puerto Rico, the U.S. Virgin Islands, or other U.S. territories; however, some Related Acts do apply to construction in the territories



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# Labor Standards Clauses

- Contracting agencies must ensure that the Davis-Bacon labor standards clauses in 29 CFR 5.5 and the applicable wage determination(s) are included in all construction contracts for projects assisted in whole or in part under a Related Act
- Contracting agencies must also advise prime contractor(s) that they must include Davis-Bacon labor standards clauses and applicable wage determination(s) in all subcontracts



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# Day-to-Day Oversight

Contracting agencies should also engage in day-to-day oversight, including:

- Ensuring that the contractor(s) have posted the Davis-Bacon Employee Rights poster (WH-1321), the applicable wage determination(s), and any approved conformances on the site of the work
- Reviewing certified payroll and related documents
- Interviewing workers to confirm compliance in accordance with any enforcement procedures established by the federal funding agency



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A photograph of a large-scale construction project, likely a bridge or highway interchange. The image shows concrete pillars supporting a structure with green-painted steel beams. Several yellow tower cranes are visible against a blue sky with scattered white clouds. The scene is captured from a low angle, looking up at the structure.

# Wage Determinations



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# Selecting Correct WD Type



- Selecting and incorporating the appropriate general wage determination for the project type
- Guidance provided in AAM130
- Four categories:
  - Building
  - Residential
  - Highway
  - Heavy



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# Application of Multiple WDs

- When a project has construction work in more than one category of construction, the wage determination from each category will apply if the cost of the work involved in the category is substantial
- The cost is generally considered substantial if it exceeds 20% of the overall cost of the project or is over \$3.3 million



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# Selecting Correct WD Date

## Incorporate most current WD:

- Negotiated contracts (“RFPs”) – Time of award
- Sealed bid contracts: In effect 10 days or more before opening of bids
- Exceptions
- If the contract is not awarded within 90 days of bid opening, any modification to the WD must be incorporated unless the federal agency requests and obtains an extension of the 90-day period



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# Updating WDs in Revised Contracts

After contract award, the contracting agency must include the most recent applicable wage determination modification(s) when:

- a contract or order is changed to include additional and substantial work not within the scope of work of the original contract, or to require the contractor to perform work for an additional time period
- an option to extend the term of a contract is exercised



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# Updating WDs in Ongoing Contracts

Where contracts require a general commitment to perform necessary construction as the need arises, over a time period not tied to the completion of any particular project, the contracting agency must incorporate the most recent applicable WD modification(s) on each anniversary date of the contract's award



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# Contracting Agency Responsibilities



- Ensure proper wage determination (WD) is identified and applied
- Advise contractors which schedule of rates applies to various construction items
- After consulting with WHD, advise contractors regarding the duties performed by various crafts in the WD



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# Compliance Principles



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# Prime Contractor

- Broadly defined as any person or entity that enters into a covered contract with an agency, including non-profit organizations, owners/developers, borrowers or recipients, project managers, or single-purpose entities
- Also includes the controlling shareholder or member of any entity holding a prime contract, the joint venturers or partners in any entity holding a prime contract, and any contractor that has been delegated the responsibility for overseeing all or substantially all of the construction anticipated by the prime contract



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# Flow-Down of Clauses: Prime Contractors

- Prime contractors are responsible for flowing down both the contract clauses and the applicable wage determinations to their subcontracts
- The prime contractor must cover any unpaid wages or other liability for any subcontractor violations
- Prime contractors may be debarred for disregarding their obligations



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# Flow-Down: Upper Tier Contractors



- Upper-tier subcontractors may also be held liable for back wages owed to the workers
- Upper-tier subcontractors may also be debarred for disregarding their obligations



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# Laborers and Mechanics

- Workers whose duties are manual or physical in nature
- Applies to any individual who performs laborer or mechanic duties, regardless of any alleged contractual relationship
- No employment relationship required – independent contractors usually should receive prevailing wages



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# Exempt Workers

- Business owners are excluded from the term “laborers and mechanics” when they:
  - Own at least a 20% equity interest in the company in which they are employed, **and**
  - Are actively engaged in its management
- A working supervisor is generally not an exempt employee under the FLSA and 29 CFR part 541



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# Prevailing Wage Requirements

- All laborers and mechanics employed or working upon the site of the work must be paid at least the applicable prevailing wage rate for the classification of work performed as listed in the applicable wage determination or a rate approved in accordance with the “conformance process” set forth at 29 CFR 5.5(a)(1)(iii), without regard to skill
- Laborers and mechanics who perform work in more than one classification may be paid the different applicable rates for the work they actually perform if the employer keeps an accurate record of the time spent working in each classification and pays accordingly



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# Site of the Work Types

- Primary construction site
- Secondary construction site
- Adjacent or virtually adjacent dedicated support sites



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# Site of the Work: Secondary Sites

- Any site where a significant portion of a building or work is constructed for specific use in that building or work, as long as the site is either:
  - established specifically for the performance of the contract or project, or
  - is dedicated exclusively, or nearly so, to the performance of the contract or project for a specific period of time



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# Site of the Work: Flaggers

Workers engaged in traffic control and related activities adjacent or virtually adjacent to the primary construction site are working on the site of the work



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# Fringe Benefits



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# Fringe Benefits Examples

**Life  
insurance**

**Health  
insurance**

**Pension**

**Vacation**

**Holiday**

**Sick leave**



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# Wages and Fringe Benefits Payment

- Fringe benefits are a component of the DBA “prevailing wage”
- The prevailing wage obligation may be satisfied by:
  - Paying the base hourly rate (BHR) and FB in cash (including negotiable instruments payable on demand)
  - Contributing payments to a bona fide plan, or
  - Any combination of the two
- Prevailing wages due must be paid weekly, with the exception of FB contributions paid into a bona fide FB plan, which must be paid no less often than quarterly



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# Funded Fringe Benefit Plan

- Contractors may take credit (without prior approval from DOL) for bona fide FB fund contributions made to third-party trustees or insurers that are:
  - Irrevocably paid, and
  - Made regularly, not less often than quarterly
- The allowable credit that may be taken is for payments made for individual workers eligible to participate in the plan, program, or fund



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# Unfunded Fringe Benefit Plan

Costs for an “unfunded” FB plan may count towards a contractor’s prevailing wage obligation if specific criteria are met:

Contributions reasonably anticipate the cost to provide a bona fide FB

Contributions are made pursuant to an enforceable commitment

Plan or program is financially responsible

Plan has been communicated in writing to the affected workers

Plan has been approved by the Wage & Hour Division (WHD)



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# Eligibility, Participation, and Credit

- Contractors may not take credit for contributions for workers who are not eligible to participate in the fringe benefit plan
- Contractors may take credit for contributions made on behalf of workers who are participants in a plan but are not yet eligible to receive benefits (for example, a health insurance plan with a 30-day waiting period for new participants)



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# What is Annualization?

- Davis-Bacon credit for fringe benefit contributions is based on the effective annual rate of contributions for all hours worked in a year (both Davis-Bacon and non-Davis-Bacon work)
  - If a contractor makes contributions in advance of the time period in which they are earned, an estimate of hours worked can be used, if it is based on a representative period
- Davis-Bacon work may not be used as the exclusive or disproportionate source of funding for a benefit in effect during both covered and non-covered work



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# Annualization

- The annualization requirement is now included in the regulations
- Exceptions will be granted for benefits not continuous in nature and that do not compensate both private and DBRA-covered work
- Defined contribution pension plans are not required to seek an exception if they meet the required criteria and provide for immediate participation and essentially immediate vesting



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# Apprentices

**An apprentice is a person who is**

- Individually registered in a bona fide apprenticeship program registered with DOL's Employment Training Administration (ETA), Office of Apprenticeship (OA), or a State Apprenticeship Agency recognized by OA, or
- An individual in their first 90 days of probationary employment as an apprentice in such a program, provided certain requirements are met



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# Apprentice Requirements

- Bona fide apprentices are permitted to work on DB covered projects and be paid less than the journey level WD rate for the classification of work performed when they are employed in accordance with the terms of the applicable apprenticeship program
- However, apprentices must be paid the full prevailing wage rate for the classification of work performed if they are not individually registered in and employed pursuant to the terms of a bona fide apprenticeship program



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# Hourly Rate to Pay Apprentices

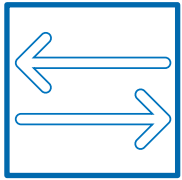
- Apprenticeship programs typically specify the percentage of the hourly rate required for each level of progression within the program
- To determine the minimum hourly wage rate for an apprentice, the percentage specified in the program for the level of progression is applied to the journeyworker basic hourly rate listed in the applicable wage determination



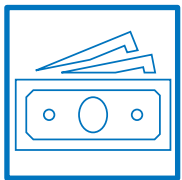
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# Reciprocity and Apprentices



Reciprocity of ratios and rates are required when a contractor is working in a locality other than the locality in which its apprentices' program(s) is registered



If there is no approved program in the locality, the ratio and wage rate specified in the contractor's registered program must be observed



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# Fringe Benefits for Apprentices



- Apprentices must be paid the fringe benefits (FBs) specified in the approved program
- If the program does not specify FB amounts, apprentices must be paid the full amount of FBs listed on the WD for the classification of work performed



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# Ratio Requirements

- Apprentices must be employed within the allowable ratio specified by the approved program
  - “The allowable ratio of apprentices to journeyworkers on the job site in any craft classification must not be greater than the ratio permitted to the contractor as to the entire work force under the registered program”
  - Compliance with the ratio is determined on a daily, not a weekly, basis
- The use of fractions in computing the ratio is not permitted unless specified in the approved apprenticeship agreement



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A photograph of a construction site at sunset. Several workers in high-visibility vests are silhouetted against the bright orange and yellow sky as they work on a structure with extensive scaffolding and rebar. The sun is low on the horizon, creating a strong glow and long shadows.

# Contract Work Hours and Safety Standards Act



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# Is Overtime Required?



Federal laws that require overtime pay:

- The Contract Work Hours and Safety Standards Act (CWHSSA)
- The Fair Labor Standards Act (FLSA)



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# Overtime Pay

## CWHSSA

- Covers contracts over \$100,000 (\$150,000 for contracts procured under the Federal Acquisition Regulations) that require or involve employment of laborers, mechanics, watchmen, or guards on DBA or DBR covered construction contracts
- Self-executing (even if not stated in contract)
- Has no “site of the work” limitation

## FLSA

- Applies more broadly
- Over 155 million workers subject to coverage



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# What Does CWHSSA Require?

- Overtime pay for laborers, mechanics, guards, and watchpersons at a rate not less than one and one-half times the basic rate of pay for hours worked over 40 in a workweek on covered contracts
- Liquidated damages can be assessed per day for each laborer, mechanic, guard, or watchperson not paid required overtime



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# Basic Rate of Pay Under CWHSSA

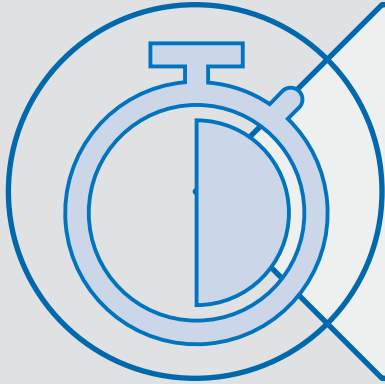
- CWHSSA requires the payment of not less than one and one-half the “basic rate” of pay for all hours worked over 40 hours in a workweek
- The basic rate of pay under CWHSSA is the straight time hourly rate, which cannot be less than the basic hourly rate required in an applicable wage determination, not including any required fringe benefit amount
- However, if a worker is paid a regular rate above the basic hourly rate (excluding fringe benefits or cash in lieu of fringe benefits), that regular rate will be considered the basic rate



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# Fringe Benefits and CWHSSA



Although FBs must be paid for all hours worked, additional half-time premiums do not need to be computed for amounts paid to fulfill the FB rate listed in the applicable wage determination under CWHSSA



This applies to both cash payments made to comply with the FB portion of the prevailing wage requirement and contractor contributions to bona fide benefit plans made to comply with that requirement



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# Records and Certified Payrolls



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# Certified Payrolls

- When contractors enter a contract covered by the Davis-Bacon labor standards, there are two separate contract clause requirements that apply to certified payrolls (CPR):
  - Each contractor shall submit weekly for any week in which any contract work is performed a copy of all payrolls containing all the information required in 29 CFR 5.5(a)(3)(iii)(A)
  - Each weekly payroll submitted must be accompanied by a signed “Statement of Compliance”



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# Submission of Certified Payrolls

- CPR must be submitted weekly within seven days of the regular payroll date for that weekly pay period
- Optional form WH-347 may be used, but if another format is used, it must still include the signed statement of compliance
- Failure to submit CPR or to provide the required records underlying the CPR at the request of the contracting agency or DOL may be grounds for withholding of contract funds or debarment



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# CPR Submission Methods

- Contracting agencies and prime contractors can permit or require contractors to submit their certified payrolls through an electronic system, if:
  - the electronic system requires a legally valid electronic signature
  - other methods are permitted where a contractor may not be able to use or access the electronic system
  - the electronic system allows the contractor, the contracting agency, and the Department to access the certified payrolls upon request for at least 3 years after the work on the prime contract has been completed



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# Signing Certified Payrolls







- Certified payrolls must be signed with an original handwritten signature or a legally valid electronic signature
- Valid electronic signatures include any electronic process that indicates acceptance of the certified payroll record and includes an electronic method of verifying the signer's identity



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# Common Red Flags

-  Too few workers on the CPR for the work performed
-  Workers always shown with short workdays
-  Too many common or general laborers for the work performed
-  Workers always work the same split hours among two classifications
-  Apprentices outnumber journeyworkers
-  No fringe benefits paid for overtime hours



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# Enforcement



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# Investigations

## DOL Functions and Responsibilities:

- Determine “prevailing wages”
- Issue regulations and standards to be observed by contracting agencies
- Perform oversight function along with independent authority to conduct investigations



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# Anti-Retaliation Provisions

It is unlawful to commit the below actions, or to *cause* any person to commit these actions, against any worker or job applicant for engaging in protected activities:

Discharge

Demote

Intimidate

Threaten

Restrain

Coerce

Blacklist

Harass

Discriminate



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# Protected Activities

- Workers or job applicants are protected from being retaliated against for the following activities:
  - Making a contractor aware of any conduct the worker reasonably believes is a violation
  - Asserting DBRA rights on behalf of themselves or others, such as filing a complaint
  - Cooperating in an investigation or other compliance action
  - Informing another person of their rights under the DBRA



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# Withholding

- DBA and CWHSSA provide for withholding of contract funds to satisfy alleged wage underpayments pending resolution of a wage dispute (40 U.S.C. § 3142(c)(3); 40 U.S.C. § 3702(d))
- Withholding of contract funds is an effective enforcement tool in DBA/DBRA/CWHSSA cases
- It protects the rights of covered workers to wages due them



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# Cross-Withholding

- Cross-withholding may be accomplished on contracts held by agencies other than the agency that awarded the contract
- Withholding from another federal contract with the same prime contractor is called “cross-withholding”
- Withholding can be done on the contract in question or any other federal contract or federally assisted contract subject to Davis-Bacon prevailing wage and other labor standards requirements with the same prime contractor
- Funds withheld for DBRA wage underpayments have priority over other competing claims



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# Debarment Criteria

Debarment is considered when a contractor has:



Submitted falsified certified payrolls



Required “kickbacks” of wages or back wages



Committed repeat violations



Committed serious violations



Misclassified covered workers in clear disregard of proper classification norms



As a prime contractor, failed to ensure compliance by subcontractors



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# Prime Contractor Debarment

- Prime contractors can be debarred for subcontractor violations where such violations reflect a disregard of the prime contractor's obligations
- For example, debarment could be appropriate if a prime contractor and many of its subcontractors violated provisions of the DBRA and CWHSSA, the prime contractor failed to flow down the DBRA labor standards clauses and to take steps to ensure its subcontractors complied with the DBRA



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# Resources



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# Payroll Audit Independent Determination

**PAID** is a self-audit program for employers to resolve specific FLSA and FMLA violations without litigation.

## BENEFITS

- No litigation
- No civil money penalties
- Learn correct compliance

## PARTICIPANTS

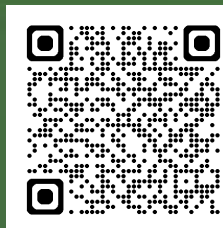
- FLSA/FMLA-covered employers
- With FLSA wage or FMLA violations
- NOT under current investigation/litigation
- Agree to future compliance

## PROCESS

- [Go to our website](#)
- Review compliance materials
- Identify current violations
- Calculate back wages/propose remedies
- [Contact local WHD office](#)



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# Useful Resources

- Wage Determinations: <https://sam.gov>
- Wage and Hour Division: <http://www.dol.gov/agencies/whd/government-contracts>
- WHD Protections for Workers in Construction under the Bipartisan Infrastructure Law: <https://www.dol.gov/agencies/whd/government-contracts/protections-for-workers-in-construction>
- Prevailing Wage Resource Book: <https://www.dol.gov/agencies/whd/government-contracts/prevailing-wage-resource-book>
- Office of the Administrative Law Judges Law Library: <https://www.dol.gov/agencies/oalj/topics/libraries/LIBDBA>
- Prevailing Wage Topic Videos: <https://www.dol.gov/agencies/whd/government-contracts/construction/presentations>



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