

FACT SHEET #8 - APPRENTICES

DAVIS-BACON PROVISIONS FOR CLEAN AND DRINKING WATER SRF PROJECTS

Apprentice documents and provisions required by Davis-Bacon.

Apprentices may work on a project covered by the Davis-Bacon Act under certain conditions.
“Helpers” and “Trainees” are not permitted by the Department of Labor.

APPRENTICES. Individuals who meet the following definition may be employed as **apprentices**:

(a) A person employed and individually registered in a bona fide apprenticeship program registered with the U.S. Department of Labor, Employment and Training Administration, Bureau of Apprenticeship and Training, or with a State Apprenticeship Agency recognized by the Vermont Department of Labor. *For more information, please visit <http://labor.vermont.gov/workforce-development/apprenticeship/> or*

(b) A person in the first 90 days of probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been properly certified to be eligible for probationary employment as an apprentice.

DETERMINING WAGE RATES FOR APPRENTICES. The proper wage rates to be paid to apprentices are those **specified by the particular programs in which they are enrolled**. Apprentices will be paid a specific percentage (found on the apprentice certification) of the journeyman rates on the wage determination.

JOURNEYMAN-TO-APPRENTICE RATIO. Apprentice documents will also specify the maximum journeyman-to-apprentice ratio permitted by that program. C W S R F and D W S R F program allows one (1) apprentice per license person (journeyman or master) on the job. If supervisors or owners (usually not reported on payrolls) are supervising the work, they should be listed on payrolls so it's clear to the project Owner and Consulting Engineer that this ratio is being met.

NO DOCUMENTATION OR ABOVE THE RATIO. In the event employees reported as apprentices on a covered project have not been properly registered or are utilized at the job site in excess of the ratio to journeymen permitted under the approved program, **they must be paid the applicable wage rates for laborers and mechanics employed on the project performing in the classification of work they actually performed**. This applies regardless of work classifications which may be listed on the submitted payrolls and regardless of their level of skill.