HOW TO CALCULATE ABC NORCAL APPRENTICE WAGES
Contractor Instructions

Prevailing Wage Projects:

- Apprentice prevailing wage rates can be found by following this link: [http://www.dir.ca.gov/oprl/pwappwage/PWAppWageStart.asp](http://www.dir.ca.gov/oprl/pwappwage/PWAppWageStart.asp)
- Select the Wage Determination Period (based on date in which the project was first advertised for bid)
- Select the County where the project is being performed
- Select the appropriate trade
- The apprentice period is determined most of the time by the OJT (On-the-Job Training) hours the apprentice has completed in their apprenticeship program. These hours will be included with the Apprentice Dispatch or most recent Level Advancement form. Please keep in mind that apprentices report their hours to ABC no later than the 10th of every month for all hours worked the previous month so the report may have some hour variance due to timing. It is your responsibility to keep track of apprentice hours and implement raises as they are due based on hours worked.
- If the apprentice period is NOT determined by the number of OJT hours, then follow the period that matches their level in the program, for example, 5th level apprentice will be paid the 5th period rate. The apprentice level information is listed on the Dispatch form or the most recent Level Advancement form and can be obtained by contacting the ABC office.
- Once you’ve determined the correct period, calculations should be as follows:
  - Hourly Total Rate
    - ABC Benefit Trust Fund Contributions
    - ABC Training Trust Fund Contributions (or amount indicated under Training column whichever greater)
  - Apprentice Taxable Wages
- The taxable wages must be at least the amount indicated under Hourly Basic Rate on the DIR wage sheet
- If ABC Benefit and Training Trust amounts are greater than the apprentice total fringe benefits amount per DAS, the contractor is responsible for the difference
- If you provide the apprentice with additional approved benefits, you can deduct the cost of the benefits from the amount left in the Fringes. The taxable wages must meet the minimum required per the DIR
- Contractors will need to keep track of apprentices hours from the point of dispatch and apply rate increases according to the DAS requirements
- Remember to apply any applicable predetermined increases

**EXAMPLE:** Electrician – 2015-2 San Mateo County - Apprentice dispatched with 2200 OJT hours in program

The apprentice will need to be paid 2nd period wages since period 1 is up to 2000 hours of on-the-job training.

<table>
<thead>
<tr>
<th>Total Hourly Rate</th>
<th>ABC Benefit Trust</th>
<th>ABC Training Trust</th>
</tr>
</thead>
<tbody>
<tr>
<td>$42.76</td>
<td>-$6.50</td>
<td>-$1.75</td>
</tr>
</tbody>
</table>

No other benefits provided by you

**Taxable Wage** $34.51 (minimum taxable wages required by DAS $24.26)

The electrical apprentice working under this determination and county will get pay increase when at 3200 OJT hours per the wage determination
Federal Projects:

- Journeyperson’s rate can be obtained from the Federal Davis Bacon website
  [http://www.wdol.gov/dba.aspx#0](http://www.wdol.gov/dba.aspx#0)
- Select the following criteria and the county where the project is located:
  
  **By Selection criteria beginning with:**
  
  - State: [CALIFORNIA]  
  - County: [Al]  
  - Construction Type: [BUILDING]  
  (Types of Construction Under DBA)
  
  WD Number: [CA1]  

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- The apprentice is paid a percentage of the journeyperson’s base rate and the same percentage of the journeyperson fringes
- The percentage is listed on the apprentice dispatch or the most recent Level Advancement form (i.e. 40.00%)
- Once you’ve determined the correct level, calculations should be as follows:
  - Total Hourly Rate (apprentice total base rate plus apprentice total fringes)
    - ABC Benefit Trust Fund Contributions
    - ABC Training Trust Fund Contributions
    - Apprentice Taxable Wages (must be at least the base rate required per DOL)
- Contractors will receive a rate increase notification from the ABC office when apprentices complete required hours and time in the program and can be advanced to the next level and the next rate of pay
- The taxable wages must be at least the Apprentice Base Rate per DOL (Journeyperson’s base x Apprentice percentage per the level)
- If ABC Benefit and Training Trust amounts are greater than the apprentice total fringe benefits amount per DOL (Journeyperson fringe benefits x Apprentice percentage), the contractor is responsible for the difference
- If you provide the apprentice with additional approved benefits, you can deduct the cost of the benefits from the amount left in the Fringes. The taxable wages must meet the minimum required per the wage sheet

**EXAMPLE:**        **Painter– Alameda County - Apprentice dispatched at the 5th level – 62.84%**

- **Journeyman Base Rate** = $36.45
- **Journeyman Fringes** = $21.48
- **Apprentice Base Rate** = $36.45 x 62.84% = $22.90 (taxable wages – must meet at least the Federal minimum wage)
- **Apprentice Fringes** = $21.48 x 62.84% = $13.50
- **Total Hourly Rate** = $36.40 ($22.91 + $13.50)
- **ABC Benefit Trust** = - $6.50
- **ABC Training Trust** = - $1.00
- **No other benefits provided by you**
- **Taxable Wage** = $28.90

The painting apprentice will advance to the next level and get a pay increase when 3000 OJT hours and 30 months in the program are completed per notification from ABC
Privately funded Projects:

- Apprentice wage sheets can be obtained from the ABC office.
- When requesting a wage sheet from ABC, please indicate the Trade and the County where the project is being performed.
- The apprentice period is indicated on the Apprentice Dispatch or most recent Level Advancement form.
- Once you’ve determined the correct level, calculations should be as follows:
  - Total Hourly Rate
    - ABC Benefit Trust Fund Contributions
    - ABC Training Trust Fund Contributions
    = Apprentice Taxable Wages
- Contractors will receive a rate increase notification from the ABC office when apprentices complete required hours and time in the program and can be advanced to the next level and the next rate of pay.
- The taxable wages must be at least the amount indicated under Basic Hourly Rate on the apprentice wage sheet.
- If ABC Benefit and Training Trust amounts are greater than the apprentice total fringe benefits amount per DAS, the contractor is responsible for the difference.
- If you provide the apprentice with additional approved benefits, you can deduct the cost of the benefits from the amount left in the Fringes. The taxable wages must meet the minimum required per the wage sheet.

**EXAMPLE:**  
Construction Craft Laborer – work performed during December 2015 in Alameda County - Apprentice dispatched at the 3rd level  
Total Hourly Rate = $32.18 (based $20.92 + fringes $11.26)  
ABC Benefit Trust = $6.50  
ABC Training Trust = $1.00  
No other benefits provided by you  
Taxable Wage $24.68 (minimum taxable wages required by DAS $20.92)  

The construction craft laborer apprentice will advance to the next level and get a pay increase when 2250 OJT hours and 18 months in the program are completed per notification from ABC.