



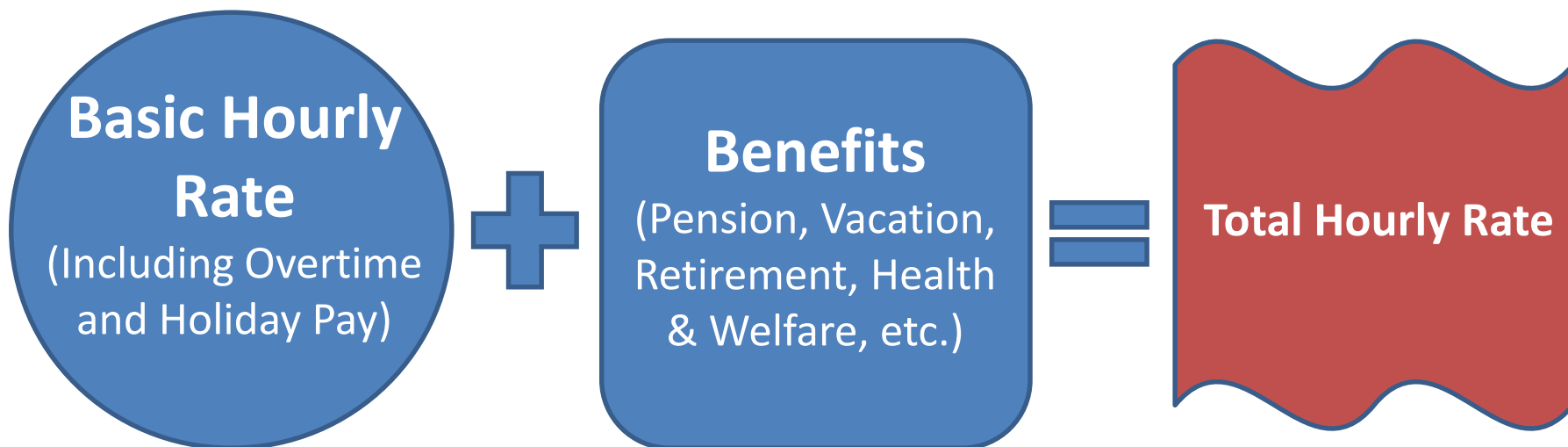
Office of Labor Standards Enforcement

Prevailing Wage Training



What is prevailing wage?

Traditional prevailing wage is the total hourly wages and benefits paid on public works projects for a particular craft, classification, or type of construction work



What is public works?



Public works refers to construction projects paid for wholly or partly from public funds

**Federally-funded
(Davis Bacon)**



**Federal Building
at
7th & Market**

**State-funded
(DIR's Wage
Determinations)**



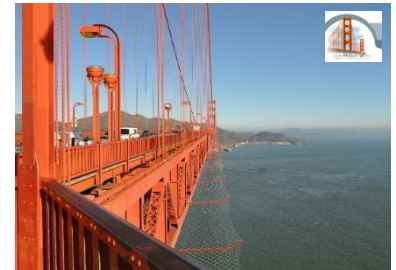
**Bay Bridge
Rebuild**

**San Francisco-funded
(Chapter 6)**



**Bus Rapid Transit
(BRT)**

**Other Government
Agency-funded**



**Golden Gate
Bridge Suicide
Deterrent Net
System**

Apprentices



- Must register in a state-approved apprenticeship program and make apprenticeship training contributions to CAC (LC 1777.5)
<https://www.dir.ca.gov/das/publicworks.html>
- Apprenticeable crafts (#):
 - On the wage determination, if the title of the craft has a # before it, the craft is apprenticeable. If there is no notation or ##, then the craft is NOT apprenticeable

Certified Payroll Records



- All contractors must maintain and provide payroll records on a weekly basis for all workers employed on public works. These records must be certified under penalty of perjury. (LC 1776)
- Submit certified payroll records and fringe benefit statements into the City's electronic payroll reporting system (LCPtracker). [Chapter 6.22(e)(7)(c)]
- Failure to provide CPRs to OLSE within 10 days after receipt of written request is subject to a **\$100** penalty per worker per day. [Chapter 6.22(e)(6)] [LC 1776.(h)]

Who must be reported in CPRs?



- All workers performing covered work must be reported, regardless of status or title
 - Partner, Owner, Owner-operator, Independent Contractor, Sole Proprietor, etc.
 - President, Vice-President, Superintendent, Foreman, etc.

What happens if prevailing wages are not paid?



- Assessment of back wages
- Penalties of \$50 (up to \$200) per worker per day
- Proof of payment, i.e. canceled checks, evidence of fringe benefit payments, pay stubs, etc.

General Prevailing Wage Determination



- **Bid Advertisement Date** determines which wage determination applies
- **Effective Date of Determination**
 - DIR issues wage determinations twice a year: **February 22 and August 22**
 - Prevailing wage determinations become effective 10 days after issuance (March 4th (or 3rd if Leap Year) & September 1st)
 - Pay close attention to the footnotes

Single Asterisk *

Wage rates in effect on bid advertisement date apply to the life of the project

Double Asterisk **

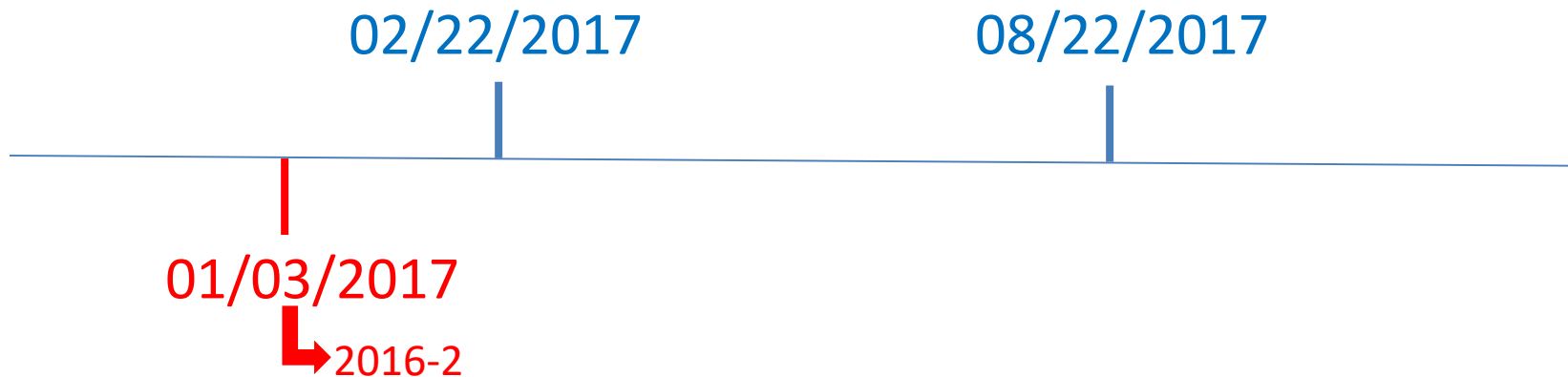
Increases to the pay rates have been predetermined, and the employer must pay the increases as the project progresses

Prevailing Wage Determination Example



Which wage determination applies?

Bid Advertisement Date: **01/03/2017**



 Bid Advertisement Date

 Wage Determination *Issuance* Date
February 22 & August 22

How To Access Prevailing Wage Determinations



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



[Office of Policy, Research and Legislation](#) | [Director's General Prevailing Wage Determinations](#)

Director's General Prevailing Wage Determinations

- [2017-2 General prevailing wage determinations menu \(journeyman\)](#)
- [2017-2 General prevailing wage apprentice determinations menu](#)
- [Superseded prevailing wage determinations](#)
- [Residential prevailing wage determinations](#)
- [Important notices \(index 2006-1 to present\)](#)
- [Important notice: off-site fabrication decisions on appeal](#)
- [Frequently asked questions - Prevailing Wage](#)
- [Frequently asked questions - Off-Site Hauling](#)
- [Still have questions on prevailing wage?](#)

March 2017

Example: 1/3/17 Bid Advertisement Date

2016-2



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



[Office of Policy, Research and Legislation](#) | [Director's General Prevailing Wage Determinations](#)

Director's General Prevailing Wage Determinations

- [2017-2 General prevailing wage determinations menu \(journeyman\)](#)
- [2017-2 General prevailing wage apprentice determinations menu](#)
- [Superseded prevailing wage determinations](#) ← Click "Superseded" for all Prior Wage Determinations
- [Residential prevailing wage determinations](#)
- [Important notices \(index 2006-1 to present\)](#)
- [Important notice: off-site fabrication decisions on appeal](#)
- [Frequently asked questions - Prevailing Wage](#)
- [Frequently asked questions - Off-Site Hauling](#)
- [Still have questions on prevailing wage?](#)

March 2017

Example: 1/3/17 Bid Advertisement Date

2016-2



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



[Office of Policy, Research and Legislation](#) : Superseded prevailing wage determinations

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: 2017-1 (Superseded)

[General prevailing wage determinations](#)

[General prevailing apprentice schedules](#)

Index: 2016-2 (Superseded)

[General prevailing wage determinations](#)

[General prevailing apprentice schedules](#)

Journey person Rates

Apprentice Rates

Index: 2016-1 (Superseded)

[General prevailing wage determinations](#)

[General prevailing apprentice schedules](#)

Index: 2015-2 (Superseded)

[General prevailing wage determinations](#)

[General prevailing apprentice schedules](#)

Example: 1/3/17 Bid Advertisement Date

2016-2



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

Step one	Statewide	First examine if your craft's determination is among the basic trades that apply to most counties in California.
Step two (A)	Northern California	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)	Southern California	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	San Diego	After following steps one and two (B), examine this area if your project is in San Diego County.
Step four	<div>Choose a county ▼</div> County determinations (subtrades) - excel format	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. HTML format.
Step five	<div>Choose a County ▼</div> County determinations (subtrades) Shift differential pay - excel format	Examine the county (if shown) where work is being performed to see if your classification has a shift differential pay determination. HTML format.
Step six	Important notices	Check the important notices to see if any corrections, interims, or modifications have been issued that may apply to your determination.

[Return to main menu](#)

Example: 1/3/17 Bid Advertisement Date **2016-2**



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

[Download](#) all Northern California basic trade determinations (pages 33-59)

Page	Determination	Holidays, scope of work, travel & subsistence	Predetermined increase
33	Asbestos Worker, Heat and Frost Insulator (h)	Select One ▼	Increase
52B	Asbestos Removal Worker (Laborer)	Select One ▼	No increase *
54	Building/Construction Inspector and Field Soils and Material Tester+	Select One ▼	Increase
34	Carpenter +	Select One ▼	Increase
53	Cement Mason +	Select One ▼	Increase
43	Dredger (Operating Engineer) +	Select One ▼	No increase *
35	Drywall Installer/Lather (Carpenter)	Holidays	Increase
38	Elevator Constructor	Scope	Increase
49	Laborer +	Travel	Increase
57	Landscape Maintenance Laborer	Shift	No increase *
34F	Modular Furniture Installer (Carpenter)	Select One ▼	Increase
39	Operating Engineer (Heavy and Highway Work) +	Select One ▼	Increase
40A	Operating Engineer (Building Construction) +	Select One ▼	Increase
42	Operating Engineer (Landscape Construction) +	Select One ▼	No increase *
52	Parking and Highway Improvement Painter	Select One ▼	No increase *
36	Pile Driver (Carpenter)	Select One ▼	Increase
47	Pile Driver (Operating Engineer - Heavy and Highway Work) +	Select One ▼	Increase
47A	Pile Driver (Operating Engineer - Building Construction) +	Select One ▼	Increase
52A	Slurry Seal Worker (i)	Select One ▼	No increase *
45	Steel Erector and Fabricator (Operating Engineer - Heavy and Highway Work) +	Select One ▼	Increase
40B	Steel Erector and Fabricator (Operating Engineer - Building Construction) +	Select One ▼	Increase
55	Teamster +	Select One ▼	No increase *
44-44A	Traffic Control/Lane Closure (Laborer) and Parking and Highway Improvement Painter (Laborer)	Select One ▼	Increase
59	Tree Maintenance (Laborer)	Select One ▼	Increase
51	Tunnel Worker (Laborer) +	Select One ▼	Increase
58	Tunnel/Underground (Operating Engineer) +	Select One ▼	Increase

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Sample Wage Determination



GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

Predetermined
increases

CRAFT: # CEMENT MASON

Craft is apprenticeable

DETERMINATION: NC-23-203-1-2016-2

ISSUE DATE: August 22, 2016

EXPIRATION DATE OF DETERMINATION: June 30, 2017** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

CLASSIFICATION (JOURNEYPERSON)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours ^b	Total Hourly Rate	Daily 1 1/2X	Saturday ^c 1 1/2X	Sunday and Holiday
Cement Mason	\$32.15	8.28	10.55	5.59 ^a	0.54	0.10	8	57.21	73.285	73.285 ^d	89.36
Mastic Magnesite Gypsum, Epoxy, Polyester, Resin and all composition masons, swing or slip form scaffolds	\$33.15	8.28	10.55	5.59 ^b	0.54	0.10	8	58.21	74.785	74.785 ^d	91.36

Sample Predetermined Increases



Classification

PREDETERMINED INCREASES FOR

CEMENT MASON (NC-23-203-1-2016-2)

CEMENT MASON (SPECIAL SINGLE SHIFT) (NC-23-203-1A-2016-2)

IN ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, CONTRA COSTA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIN, MARIPOSA, MENDOCINO, MERCED, MODOC, MONTEREY, NAPA, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN BENITO, SAN FRANCISCO, SAN JOAQUIN, SAN MATEO, SANTA CLARA, SANTA CRUZ, SHASTA, SIERRA, SISKIYOU, SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO, AND YUBA COUNTIES

This predetermined increase for the above named craft applies only to the current determination for work being performed on public works projects with bid advertisement dates on or after **September 1, 2016**, until this determination is superseded by a new determination or a predetermined increase modification notice becomes effective.

When referencing our prevailing wage determinations, please note that if the prevailing wage rate determination which was in effect on the bid advertisement date of a project has a single asterisk (*) after the expiration date, the rate will be good for the life of the project. However, if a prevailing wage rate determination has double asterisks (**) after the expiration date, the rate must be updated on the following date to reflect the predetermined rate change(s).

CEMENT MASON: All Classifications

Determination NC-23-203-1-2016-2 and NC-23-203-1A-2016-2 are currently in effect and expire on June 30, 2017**.

Predetermined
Increase Details

Effective July 1, 2017, the increase of \$1.80 is allocated as follows: \$1.34 to Basic Hourly Rate, \$0.07 to Health & Welfare, \$0.25 to Pension, \$0.12 to Vacation and Holiday, and \$0.02 to Training.

Effective July 1, 2018, there will be an increase of \$1.95 to be allocated to wages and or employer payments.

There will be no further increases applicable to this determination.

Issued 8/22/2016, Effective 9/1/2016 until superseded.

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

Last Updated: March 29, 2017

Cement Mason Wage Rate



Regular Rate

Basic Hourly
Rate
\$32.15



Employer
payment
\$25.06



**Total Hourly
Rate
\$57.21**

Overtime Rate

Overtime
Basic Hourly
Rate
\$48.23



Employer
payment
\$25.06

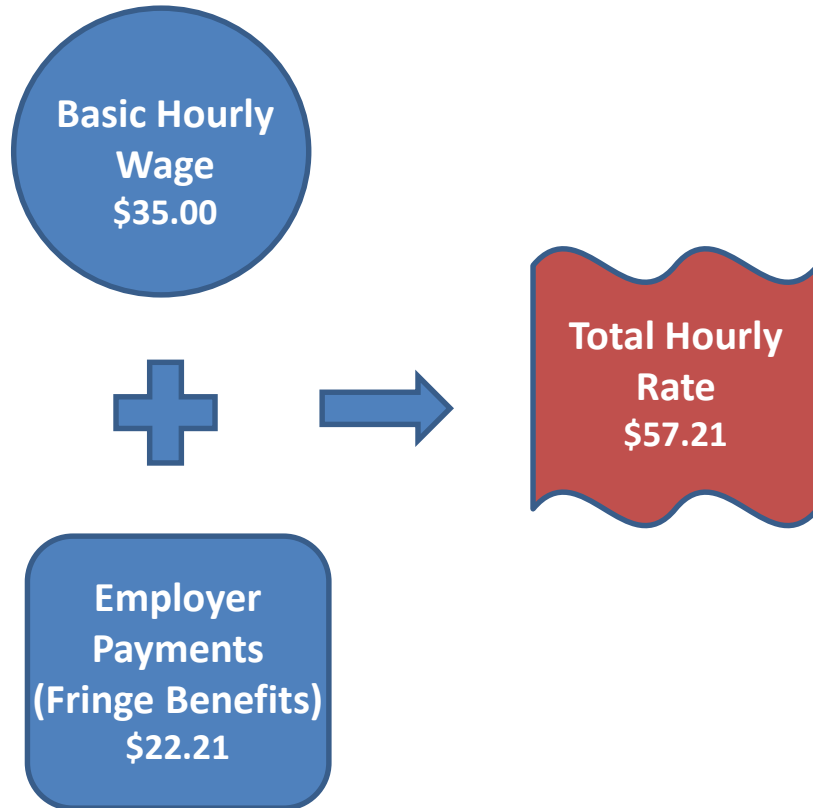


**Total Hourly
Rate
\$73.29**

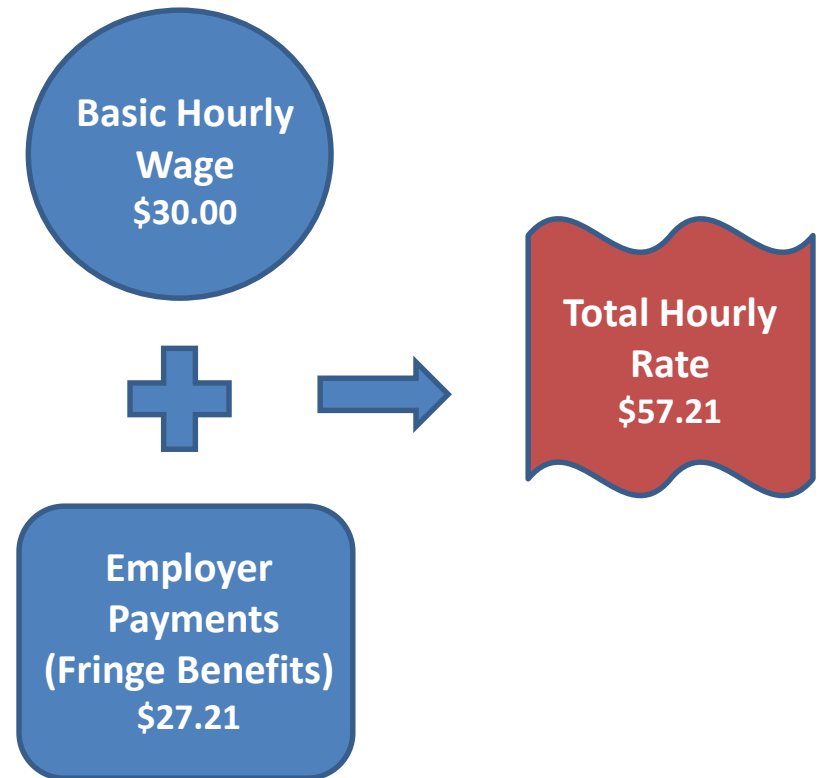
No Reduction of the Basic Hourly Rate



OK



NOT OK



REMINDERS



- Pay workers according to the wage determination for the type of work performed
- Keep accurate payroll records
- Submit CPRs to LCPtracker
- Inform your subs and tiers of prevailing wage requirements



Office of Labor Standards Enforcement

Questions?

Call : (415) 554-OLSE (6573)

Visit: www.sfgov.org/olse/prevailingwage

THANK YOU!

