Federal Davis-Bacon FAQs

The following guide is intended to assist WECA members in answering some frequently asked questions about Davis-Bacon wages and briefly explain how WECA Apprentice Wages are calculated.

Frequently Asked Questions (FAQ)

- Q: Where can I find information on the Federal Davis-Bacon and Related Acts?
- A: US Department of Labor Wage and Hour Division.
 - 1. <u>Davis-Bacon and Related Acts | U.S. Department of Labor (dol.gov)</u> (includes links to online training)
 - 2. Davis-Bacon and Related Acts | U.S. Department of Labor (dol.gov)
- Q: Where can I find Davis-Bacon Wage Determinations?
- A: <u>SAM.gov | Wage Determinations</u>
- Q: Can a WECA apprentice work on Federal Davis-Bacon Projects?
- A: Yes, WECA's Apprenticeship Programs are approved by both the State of California and the Federal Department of Labor, Employment and Training Administration, Office of Apprenticeship.
- Q: Are there mandatory Apprentice requirements for Federal Davis-Bacon projects?
- A: There are NO mandatory requirements to use Apprentices on Federal Davis-Bacon projects.
- Q: In California does a contractor need to submit a DAS140 or a DAS142 for Federal Davis-Bacon Projects?
- A: No, the DAS140 and the DAS142 are for California Public Works only.
- Q: In California what rate should an Electrician Trainee (ET) be paid if working on a Federal Davis-Bacon project?
- A: Federal Davis-Bacon only has two worker classifications: Journey Worker and Apprentice, so an ET working on a Federal Davis-Bacon project must be paid at the Journey Worker rate. Only Registered Apprentices can be paid the Apprentice rate. There may be trainee Wages listed under some Counties on the Davis-Bacon Determinations, only trainees enrolled in trainee programs approved by the Federal Department of Labor are eligible to be paid the trainee Wage. WECA's Electrician Trainee Program does not qualify.
- Q: Where do Journey Worker Training Contribution go for Federal Davis Bacon projects?
- A: If the project is 100% Federally funded, the information will be in the Bid Packet. Usually, contractors do not have to pay Journey Worker training

contributions for a Federal Davis-Bacon project. If the project has any California Funding, Contractors would pay California State Prevailing Wages and the Journey Worker Training Contributions would be paid to WECA

Brief Explanation of Davis Bacon wage calculations

Federal Davis-Bacon wages can be accessed through <u>SAM.gov | Wage</u> <u>Determinations</u> or the wage sheet should be included in the Bid Packet.

Apprentices shall be paid a progressively increasing schedule of wages and fringe benefits, during their apprenticeship based on the acquisition of increased skill and competence on the job and in related instruction.

The progressive wage schedule will be an increasing percentage of the Journey Worker wage rate.

WECA Staff is happy to calculate Davis-Bacon Wages for WECA Members.

Percentages to be paid to WECA Apprentices shall be as follows:

Arizona Program:

Apprentices shall be paid a progressively increasing schedule of wages based on a percentage of the applicable hourly Journey Worker wage rate. Apprentices will receive the <u>full</u> Journey Worker fringe benefits package.

Apprentice Periods & Wage %:

1st 1000 hours & 72 RSI = 50% 2nd 1000 hours and 72 RSI = 55% 3rd 1000 hours & 72 RSI = 60% 4th 1000 hours and 72 RSI = 65% 5th 1000 hours & 72 RSI = 70% 6th 1000 hours and 72 RSI = 75% 7th 1000 hours & 72 RSI = 80% 8th 1000 hours and 72 RSI = 85%

Example:

WECA AZ Electrician							
	Journey Worker	Base:	\$39.06				
	Journey Worker	Fringe:	\$18.54				
			Apprentice	Apprentice	WECA	Additional Wage or	
WECA Year / Semester	OJT Hours	Period %	Wage	Fringe	Training	ERISA Fringe	Total Package
1A	0 - 1000	50%	\$19.53	\$18.54	\$2.25	\$16.29	\$38.07
1B	1001-2000	55%	\$21.48	\$18.54	\$2.25	\$16.29	\$40.02
2A	2001-3000	60%	\$23.44	\$18.54	\$2.25	\$16.29	\$41.98
2B	3001-40000	65%	\$25.39	\$18.54	\$2.25	\$16.29	\$43.93
3A	4001-5000	70%	\$27.34	\$18.54	\$2.25	\$16.29	\$45.88
3B	5001-6000	75%	\$29.30	\$18.54	\$2.25	\$16.29	\$47.84
4A	6001-7000	80%	\$31.25	\$18.54	\$2.25	\$16.29	\$49.79
4B	7001-8000	85%	\$33.20	\$18.54	\$2.25	\$16.29	\$51.74

California Programs:

ELECTRICIAN (Commercial Program)

Peri	bd	Wage Percentages	Fringe Percentages
1 st	1,600 hours & 160 hrs RSI =	40%	40%
2 nd	1,600 hours & 160 hrs RSI =	50%	50%
3 rd	1,600 hours & 160 hrs RSI =	60%	60%
4 th	1,600 hours & 160 hrs RSI =	70%	70%
5 th	1,600 hours & 160 hrs RSI =	80%	80%
RESIDENT	TIAL WIREMAN (Residential Pro	<u>ogram)</u>	
Peri	od	Wage Percentages	Fringe Percentages
1 st	800 hours & 80 hrs RSI =	50%	50%
2 nd	800 hours & 80 hrs RSI =	56%	56%
3 rd	800 hours & 80 hrs RSI =	62%	62%
4 th	800 hours & 80 hrs RSI =	68%	68%
5 th	800 hours & 80 hrs RSI =	74%	74%
6 th	800 hours & 80 hrs RSI =	80%	80%
	<u>ECHNICIAN (VDV Program)</u>		
Peri		Wage Percentages	Fringe Percentages
1 st	800 hours & 1 st Semester =	50%	50%
2 nd	800 hours & 2 nd Semester =	56%	56%
3 rd	800 hours & 1 st Semester =	62%	62%
4 th	800 hours & 2 nd Semester =	68%	68%
5 th	800 hours & 1 st Semester =	74%	74%

800 hours & 2nd Semester = 80%

* Important: For California Apprentices, make sure to compare the Davis Bacon Apprentice Rates to the Apprentice Private Wage Rates for the Apprentice's Program and pay the higher of the two rates.

80%

Example:

WECA Electrician	(Commercial Progra	m Rates)							
	Jourr	1eyman Base:	39.06						
	Journe	Journeyman Fringe:							
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					⊢r ır	nge E	Sreak	down	
			Apprentice	Apprentice				Excess	Total
WECA Year	OJT Hours	Period %	Wage	Fringe	H&W	Training	Pension	Pension*	Package
1st year	0 to 1600	40%	\$15.62	\$7.42	\$4.50	\$2.25	\$0.00	\$0.67	\$23.04
2nd year	1601 to 3200	50%	\$19.53	\$9.27	\$4.50	\$2.25	\$0.50	\$2.02	\$28.80
3rd year	3201 to 4800	60%	\$23.44	\$11.12	\$4.50	\$2.25	\$1.00	\$3.37	\$34.56
4th year	4801 to 6400	70%	\$27.34	\$12.98	\$4.50	\$2.25	\$1.50	\$4.73	\$40.32
5th year	6401+	80%	\$31.25	\$14.83	\$4.50	\$2.25	\$2.00	\$6.08	\$46.08

Utah Program:

Apprentices shall be paid a progressively increasing schedule of wages based on a percentage of the applicable hourly Journey Worker wage rate. Apprentices will receive the <u>full</u> Journey Worker fringe benefits package.

Apprentice Periods & Wage %:

1st 1000 hours & 72 RSI = 50% 2nd 1000 hours and 72 RSI = 55% 3rd 1000 hours and 72 RSI = 60% 4th 1000 hours and 72 RSI = 65% 5th 1000 hours & 72 RSI = 70% 6th 1000 hours and 72 RSI = 75% 7th 1000 hours & 72 RSI = 80% 8th 1000 hours and 72 RSI = 85%

Example:

WECA UT Electrician							
			¢				
	Journey Worker	r Base:	\$39.06				
	Journey Worker	r Fringe:	\$18.54				
			Apprentice	Apprentice	WECA	Additional Wage or	
WECA Year / Semester	OJT Hours	Period %	Wage	Fringe	Training	ERISA Fringe	Total Package
1A	0 - 1000	50%	\$19.53	\$18.54	\$2.25	\$16.29	\$38.07
18	1001-2000	55%	\$21.48	\$18.54	\$2.25	\$16.29	\$40.02
2A	2001-3000	60%	\$23.44	\$18.54	\$2.25	\$16.29	\$41.98
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3A	4001-5000	70%	\$27.34	\$18.54	\$2.25	\$16.29	\$45.88
3B	5001-6000	75%	\$29.30	\$18.54	\$2.25	\$16.29	\$47.84
4A	6001-7000	80%	\$31.25	\$18.54	\$2.25	\$16.29	\$49.79
4B	7001-8000	85%	\$33.20	\$18.54	\$2.25	\$16.29	\$51.74