

All Counties - State of California	Effective Date
All - 3 Year Residential Apprentices	Nov. 2005

Based on the Journeyman Total Package of \$25.58

Period	Class Year	Semester	Min OJT	Max OJT	Training	Fringe Benefits	Base	Totals	% of Jman Pkg
1	1	1st	0	800	\$1.50	\$0.03	\$8.70	\$10.23	40%
2	1	2nd	801	1,600	\$1.50	\$0.70	\$10.08	\$12.28	48%
3	2	1st	1,601	2,400	\$1.50	\$1.36	\$11.46	\$14.32	56%
4	2	2nd	2,401	3,200	\$1.50	\$2.03	\$12.84	\$16.37	64%
5	3	1st	3,201	4,000	\$1.50	\$2.70	\$14.22	\$18.42	72%
6	3	2nd	4,001	4,800	\$1.50	\$3.36	\$15.60	\$20.46	80%

- * The November 1, 2005 Residential rate increase also includes a 170 hour per month cap. The Contractor is required to report all billable hours worked by the student during the month (needed to track the students OJT) but will only be required to pay up to the 170 hour per month cap to the WECA-IEC Training Trust. Anything over the 170 hour monthly cap must either go to an ERISA Governed pension plan or paid to the students as wages thus allowing the Contractor to be in compliance with the 208 wage rates.
- * For an Apprentice to progress from one wage rate to another, they must have completed both the On-The-Job Training hours required and successfully completed the related and supplemental instruction requirements.
- * If the Apprentice does not have the required On-The-Job Training hours at the time of successfully completing their related and supplemental instruction for each period (semester), they may be eligible for a wage rate change, after completing both requirements.
- * For wage purposes - the 2nd semester shall begin immediately following (the day after) the completion of the 1st semester class.
- * For wage purposes - advancement to the next class year will occur immediately following (the day after) the successful completion of the 2nd semester class.
- * **Fringe Benefits must include Major Medical Plan for the Apprentice and/or any other ERISA governed plan.**

RESIDENTIAL STATE PUBLIC WORKS PROJECTS

- * Wages are paid according to the published Prevailing Wage Determination in effect when the job was first advertised for bid and the scope of work being performed. Note: In counties without a "Residential Wireman" determination, the "Inside Wireman" apprentice rate must be paid.

RESIDENTIAL FEDERAL DAVIS BACON WORK PROJECTS

- * Wages are to be paid by applying the above percentages to the published Federal Davis Bacon wages applicable to the project.