Prevailing Wage Requirements

LABOR COMPLIANCE DEPARTMENT
LAUSD monitoring its construction sites since February 1985.

• On September 7, 1993, the LAUSD Board of Education adopted Labor Compliance Department.

• On December 27, 1996, the Labor Compliance Department received final approval from the Director of Industrial Relations.

Labor Compliance Department enforces all applicable Prevailing Wage Requirements for LAUSD projects pursuant to Labor Code §§1720-1861 and California Code Regulation §§16000-17270.

All District projects are considered public works projects including maintenance and warranty work.
Prevailing Wage Requirements

Prevailing Wage thresholds:

- New construction contracts over $25,000.
- Contracts for alteration, demolition, repair, or maintenance work over $15,000.
Contractor Obligations

Required to comply with ALL prevailing wage laws outlined in California Labor Code, California Code of Regulations & LAUSD Contract.
What is Prevailing Wage?

3 Components of Prevailing Wage

- **Basic Hourly Rate**
  - Paid directly to the Worker

- **Fringe Benefit Payments**
  - (Health and Welfare, Pension, Vacation/Holiday, Other Payments)
  - Paid directly to the Worker or appropriate Trust Fund

- **Training Fund**
  - For Apprenticeable Crafts: paid to the California Apprenticeship Council or an approved Apprenticeship Program
Choosing the Correct Wage Determination

- Prevailing Wage Determinations issued by the Dept. of Industrial Relations
  - Issued 2 times a year
    - February 22
    - August 22

- Wage Determinations are referenced by a four digit year followed by a dash (-) and then a 1 or a 2.
  - A one (1) is for the February 22 determination
  - A two (2) is for the August 22 determination.

- The effective date of each determination is ten (10) days after the issue date.

- JOC Contracts - Use the Notice to Proceed (NTP) Date and not the contract Bid Advertisement Date
Put your cursor on Labor Law and click on Public Works.
Department of Industrial Relations
http://www.dir.ca.gov/Public-Works/PublicWorks.html
Prevailing Wage Determination

www.dir.ca.gov/OPRL/DPreWageDetermination.htm
General Prevailing Wage Determination

The effective date of each determination is ten (10) days after the issue date. (8 CCR § 16000). The general determinations are issued twice a year (February 22nd and August 22nd) and go into effect ten days thereafter (March 3rd in a leap year and March 4th in a non-leap year for determinations issued on February 22nd, and September 1st for determinations issued on August 22nd).

To locate a particular journeyman craft or classification's prevailing wage determination, holiday, advisory scope of work, or travel and subsistence provision, please follow the six steps in the table below:

<table>
<thead>
<tr>
<th>Step one</th>
<th>Statewide</th>
</tr>
</thead>
<tbody>
<tr>
<td>First examine if your craft's determination is among the basic trades that apply to most counties in California.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Step two (B)</th>
<th>Southern California</th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Step four</th>
<th>County determinations (subtrades) - excel format</th>
</tr>
</thead>
<tbody>
<tr>
<td>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].</td>
<td></td>
</tr>
</tbody>
</table>

| Step five | County determinations (if shown) Shift differential pay determination. [HTML format]. |

<table>
<thead>
<tr>
<th>Step six</th>
<th>Important notices</th>
</tr>
</thead>
<tbody>
<tr>
<td>Check the important notices to see if any corrections, interims, or modifications have been issued that may apply to your determination.</td>
<td></td>
</tr>
</tbody>
</table>
Labor Compliance Pre-Job Conference

1. Payment of Prevailing Wage Rates
   - Labor Code § 1770 et seq.
     - Must pay workers not less than the specified general prevailing wage rate.

2. Apprentices
   - Labor Code §1777.5
     - Hire State Registered Apprentices
     - Submit DAS 140 Form

3. Certified Payroll Reports
   - Must be submitted weekly

4. Penalties
   - Labor Code §1775
   - Labor Code §1776
   - Labor Code §1813

5. Nondiscrimination in Employment

6. Kickbacks Prohibited

7. Acceptance of Fees Prohibited

8. Listing of Subcontractors

9. Proper Licensing
   - All contractors/subcontractors must be properly licensed.

10. Unfair Competition Prohibited

11. Workers Compensation Insurance

12. OSHA
   - Must abide by OSHA rules and regulations.

13. Hiring Undocumented Workers Prohibited

14. Requirement to provide itemized wage statements
LAUSD Labor Compliance Website
www.laschools.org/lcp

Facilities Services Division
Los Angeles Unified School District
All Youth Achieving

Business With FSD | Labor Compliance

Welcome to the Labor Compliance Program Website!

Program Recognitions

Online Pre-Job Conference Video

Department of Industrial Relations

Documents and Forms
Online Certified Payroll Reporting System

Online Certified Payroll Reporting

- Contractual Requirement as of February 1, 2004
  - Report CPRs on a weekly basis
  - Electronically sign & submit Job Start Checklist, DAS 140 Form & Letter of Assent

Contact the Labor Compliance Department with questions about the Online CPR system

Tech Support: (213) 241-4647
Online Tools

www.laschools.org/new-site/labor-compliance/

Request for Access to LCD Online Tools (SELECT)
Online Tools

Facilities Services Division
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California Labor Code Sections 70 and Education Code sections require that contractors on public works projects pay their workers based on the prevailing wage rates, which are established and issued by the Department of Industrial Relations, Division of Labor Standards and Enforcement.

In establishing this Labor Compliance Program, the District adheres to the statutory requirements as defined in Labor Code section 1771.5(b).

Online Certified Payroll Reporting System
Contractor Invoice Access Module
Manuals for Online Tools
Upcoming Events
Contractor Obligations

- Required to comply with ALL prevailing wage laws outlined in California Labor Code, California Code of Regulations & LAUSD Contract.

- This includes but is not limited to:
  - Paying workers the correct prevailing wage for the work performed,
  - Comply with the employment of apprentices under Labor Code § 1777.5,
  - Submit Certified Payroll Reports on a weekly basis to the LAUSD Online Certified Payroll Reporting System,
  - Know and understand your contractual and statutory requirements.

Labor Compliance Certification Class Available
http://www.laschools.org/new-site/labor-compliance/events
LAUSD Prequalification

Compliance Component Score

- Labor Compliance
  - Obligated within last 3 years to pay back wages, training funds and/or penalties due to assessments, settlements, DIR decisions or judgments
- Maximum Deduction – 16 points
- LAUSD Labor Compliance Department -- Labor Code § 1741(c) Assessments
Contact Information

- Questions about the District's Labor Compliance Department can be directed via email to lcp@lausd.net or by mail at:

  Los Angeles Unified School District
  Facilities Contracts
  Labor Compliance Department
  P.O. Box 513307
  Los Angeles, CA 90051-1307

- The office of the Labor Compliance Department is located at:

  333 South Beaudry Ave., 21st Floor
  Los Angeles, CA 90017
  Phone: (213) 241-4665
  Fax: (213) 241-8356