APPRENTICES/TRAINEES

WAGES	An Apprentice/Trainee can be paid less than the wage rate listed in the wage decision for his/her work classification **if** he/she is registered in an approved apprenticeship/training program.
PROGRAMS	Approved programs are registered with the Department of Labor (DOL) or a DOL recognized State Apprenticeship Agency (SAC). Apprentices/trainees are paid wage rates in accordance with the wage schedule in the approved program.
REQUIREMENTS	If using apprentices as part of your on-site workforce, submit the following to your engaging contractor or other designee: • A copy of the Apprenticeship Agreement; • The current level of advancement (include "apprentice" and the hour or percentage level with the work classification on your payroll reports); and • A copy of YOUR registered/approved program wage rates and ratios.
LIMITATIONS	The **maximum** number of apprentices/trainees you can use on the job site **cannot** exceed the ratio of apprentices/trainees to journey workers allowed in the approved program. Ratios are applied hour-for-hour at the project site. You will be required to pay wage restitution for ratio violations.

PROBATIONARY APPRENTICES

Probationary Apprentices can be paid as an apprentice **if:**

- The DOL or SAC has certified that the person is eligible for probationary employment as an apprentice; and
- verification is submitted to the city.

PRE APPRENTICES (an individual not registered in a program)

A Pre-apprentice must be paid the full journey worker rate on the wage decision for the classification of work they perform.

HELPERS/ASSISTANTS

Helpers are not allowed to work at a lesser rate of pay on State and Federally-funded projects.

Please contact the Labor Standards Specialist with Davis Bacon questions:
Alex Dumke | 651-266-8969 | *alexander.dumke@ci.stpaul.mn.us*