

Apprenticeship Wage Rate Calculation Guide	
STEP	ACTION
1. Obtain written evidence from the contractor of the apprentice’s registration with the BOLI, Federal or Union Apprenticeship and Training program	Obtained:  <input type="checkbox"/> Yes <input type="checkbox"/> No
2. Review the form for the applicable percentage of journeyman’s pay the apprentice should be paid. If the percentage is not on the written evidence, find the program number, contact BOLI, federal or Union and obtain the necessary information.	_____ % of journeyman’s pay apprentice is to receive
3. Apply percentage to the applicable Davis-Bacon Wage Rate for the journeyman classification of the trade being apprenticed.  Davis Bacon Prevailing Wage Rate: \$ _____	Adjusted prevailing wage rate for the apprentice.  \$ _____
4. If the Davis Bacon Rate includes a percentage that should be added to the wage, apply that percentage to the apprentice wage determined in #3 above and add to the apprentice wage determined in #3 above.	Re-adjusted rate of pay, if applicable.  \$ _____
5. Apprentice gets full zone pay and fringe benefits. Add these to the adjusted rate of pay in either #3, or #4 above.*	Final Rate of Pay.  \$ _____

\* **Fringe Benefit and Zone Pay for Apprentices** – Every apprentice must be paid at not less than the rate specified in the registered apprenticeship program for apprentice’s level of progress, which is expressed as a percentage of the journeymen hourly rate specified in the applicable wage determination. Apprentice shall be paid fringe benefits in accordance with the written provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the applicable wage determination for the applicable classification.