

CHECKLIST OF LABOR LAW REQUIREMENTS TO REVIEW AT JOB CONFERENCE MEETINGS

This project is subject to: Department of Industrial Relations (DIR), Public Works requirements.

Project Name McK Inley Elementary School Project #/Bid Package# _____

School District _____ Advertisement Date: _____

If sub-contracting, list your Prime / General Contractor Journey AC

CONTRACT AWARD AMOUNT: 30000 per hour

COMPANY Wes Reece Crane Serv Phone 661-978-9199

Address 5609 Danbury Ct Fax # _____

City Bakersfield State CA Zip Code 93312

Project Manager Wes Reece Superintendent/Foreman Wes Reece

Certified Payroll Laura Reece Phone/Ext. 661-203-7220

Payroll Contact E-mail laurareece58@gmail.com DIR Registration No. 100000 5784

Contractor License No. 545978 Exp. Date 2025 Specialty License No. 444021791

Self-Insured Certificate No. 410010134 Workers Comp. Policy No. 9133534-18

The federal and state labor law requirements applicable to the contract are composed of, but not limited to, the following:

1. DIR Registration for Public Work

Any contractor working on this project must be validly registered with the Department of Industrial Relations pursuant to Labor Code Section 1725.5 which requires an "annual" (fiscal year) registration before they can bid on, be listed in a bid proposal, or perform work on a public work project.

Additionally, all contractors are required to maintain proper active registration during the life of this project.

2. Payment of Prevailing Wage Rates

The contractor to whom the contract is awarded and its subcontractors hired for the public works project are required to pay not less than the specified general prevailing wage rates to all workers employed in the execution of the contract. Labor Code Section 1770 et seq.

The contractor is responsible for ascertaining and complying with all current general prevailing wage rates for crafts and any rate changes that occur during the life of the contract. Information on all prevailing wage rates and all rate changes is posted at the job site for all workers to view. Additionally, current wage rate information can be found at the DIR web site, (<http://www.dir.ca.gov/Public-Works/Prevailing-Wage.html>).

3. Apprentices

It is the duty of the contractor and subcontractors to employ registered apprentices on the public works project and to **comply with all aspects of Labor Code Section 1777.5, relating to Apprentices on Public Works.**

4. Penalties

- Prevailing wage payment penalties may be assessed at \$200 per day, per worker, for contractor's and/or subcontractor's who fail to pay the proper prevailing wages pursuant to Labor Code §§1774 & 1775.
- Certified payroll submittal penalties will be assessed at \$100 per day, per worker, for failure to submit certified payrolls within 10 days of a written request pursuant to Labor Code §1776(h). Additionally, pursuant to Labor Code §1777.1(c) contractor's and/or subcontractor's will be subject to debarment if certified payroll records are not produced within 30 days after receipt of a written notice to produce the records.
- Apprenticeship program (Labor Code §1777.5) violation penalties (Labor Code §1777.7(a)) may be assessed at \$100 for each full calendar day of noncompliance.
- Contractors and/or subcontractors who violate the prevailing wage payment requirements "with intent to defraud" OR fail to report apprentice hours at the end of the project may be ineligible to: (1) bid on or be awarded a contract for a public works project; and/or (2) perform work as a subcontractor on a public works project, for a maximum period of 3 years.
- Failure to pay the proper "overtime" in excess of 8 hours/day or 40 hours/week will be assessed at \$25 per day, per worker, pursuant to Labor Code §1813.

5. Certified Payroll Reports

Pursuant to Labor Code Section 1776, contractors and subcontractors are required to keep accurate payroll records showing the name, address, social security number, work classification, straight time and overtime hours worked each day and week, and the actual per diem wages paid to each employee, owner, journey person, apprentice or other employee hired in connection with a public works project. Each payroll record shall contain or be verified by a written declaration that it is made under penalty of perjury; That the payroll record is true and correct and complies with Labor Code §§ 1771, 1811, and 1815. This requirement includes and applies to all sub-contractors performing work on the Awarding Body's projects, even if their portion of the work is less than one half of one percent (0.05%) of the total amount of the project's contract.

ALL Contractor's and Subcontractor's (at all levels) shall submit their certified payrolls as follows:

- Submit certified payroll records (CPRs) to the DIR using the State's electronic certified payroll (eCPR) system. CPRs must be submitted at least monthly, or more frequently if required by the public works contract. To enroll in the eCPR System go to the State's website at <http://www.dir.ca.gov/Public-Works/Certified-Payroll-Reporting.html> to create an account and/or enter your information.
- Submit certified payroll records (CPRs) to the awarding body directly, if requested.

6. Nondiscrimination in Employment

There exist prohibitions against employment discrimination under Labor Code Sections 1735 and 1777.6, the Government Code, the Public Contracts Code, and Title VII of the Civil Rights Act of 1964.

7. Kickbacks Prohibited

Contractors and subcontractors are prohibited from recapturing wages illegally by accepting or extracting "kickbacks" from employee wages under Labor Code Section 1778.

8. Acceptance of Fees Prohibited

There exists a prohibition against contractor/subcontractor acceptance of fees for registering any person for public work under Labor Code Section 1779; or for filling work orders on public works contracts pursuant to Labor Code Section 1780.

9. Listing of Subcontractors

All prime contractors are required to list properly all subcontractors hired to perform work on the public works projects covering more than one-half of one percent, pursuant to Government Code Section 4104.

10. Proper Licensing

Contractors are required to be licensed properly and to require that all subcontractors be properly licensed. Penalties are required for employing workers while unlicensed under Labor Code Section 1021 and under the California Contractor License Law found at Business and Professions Code Section 7000 et seq.

11. Unfair Competition Prohibited

Contractors/Subcontractors are prohibited from engaging in unfair competition as specified under Business and Professions Code Sections 17200 to 17208.

12. Workers Compensation Insurance

Labor Code Section 1861 requires that contractors and subcontractors be insured properly for Workers Compensation.

13. OSHA

Contractors and subcontractors are required to abide by the Occupational, Safety and Health laws and regulations that apply to the particular construction project.

14. Proof of Eligibility/Citizenship

The federal prohibition against hiring undocumented workers, and the requirement to secure proof of eligibility/citizenship from all workers, is required.

15. Itemized Wage Statement

Labor Code Section 226 requires that employees be provided with itemized wage statements.

Certification:

I acknowledge that I have been informed and am aware of the foregoing requirements and that

I am authorized to make this certification on behalf of Wes Reel Crane S&I
(Company Name)

I fully understand that failure to comply with any of the above requirements may subject me, or my company, to penalties as provided above.

For the Contractor:

Wes Reel
(Signature)

6-17-25
(Date)

Kern County Superintendent of Schools
Labor Compliance Program
Contractor Fringe Benefit Statement

Project Name: <u>McKinley Ele. School</u>	Bid Package Or Sub To:	Today's Date: <u>6-17-25</u>
Contractor / Subcontractor: <u>Wes Reed Crane Ser</u>	Business Address: <u>5609 Danbury Ct</u>	
Contractor's License No.: <u>545978</u>	Phone: <u>661-203-7220</u>	Fax: <u>Bakersfield, CA 93312</u>

In order that the proper Prevailing Wage Rates can be verified when checking payrolls on the above project, the **hourly rates** for fringe benefits, subsistence and/or travel allowance payments to employees, of the various classes of work, are to be tabulated below.

Classification: <u>Op Eng</u>		Bid Advertisement Date:		Subsistence or Travel: Required: ☐ ☒	
Group/Period: <u>Group</u>		Determination:		\$	
Increase Date(s): <u>July 1st</u>					
Office Use Only		Indicate where fringes and training are paid.			
Base Rate: \$ <u>61.58</u>		Indicate "cash to employee" when fringes are paid to the employee in their wages.			
Employer Payments	Health & Welfare \$ <u>13.20</u>			Paid To: Name: <u>Employee</u>	
				Address:	
	Pension \$ <u>15.65</u>			Paid To: Name: <u>Employee</u>	
				Address:	
	Vacation/Holiday \$ <u>3.90</u>			Paid To: Name: <u>Employee</u>	
				Address:	
Other \$ <u>.43</u>			Paid To: Name: <u>Employee</u>		
			Address:		
Training \$ <u>1.10</u>			Paid To: Name: <u>Calif App Council</u>		
			Address: <u>P.O. Box 51283</u>		
Hourly Rate:	<u>95.91 - 1.10 9481 Los Angeles CA 90051</u>				

Classification:		Bid Advertisement Date:		Subsistence or Travel: Required: ☐ ☐	
Group/Period:		Determination:		\$	
Increase Date(s):					
Office Use Only		Indicate where fringes and training are paid.			
Base Rate: \$		Indicate "cash to employee" when fringes are paid to the employee in their wages.			
Employer Payments	Health & Welfare \$			Paid To: Name:	
				Address:	
	Pension \$			Paid To: Name:	
				Address:	
	Vacation/Holiday \$			Paid To: Name:	
				Address:	
Other \$			Paid To: Name:		
			Address:		
Training \$			Paid To: Name:		
			Address:		
Total Rate:					

Revised fringe benefit statements must be submitted during the progress of work if a change in any rate of pay for any work classification is made.

Submitted By: (Please Print) <u>Laura Reed</u>	Title / Position:
Signature: <u>Laura Reed</u>	<u>Director</u>

PUBLIC WORKS CONTRACT AWARD INFORMATION

Contract award information must be sent to your Apprenticeship Committee if you are approved to train. If you are not approved to train, you must send the information (which may be this form) to ALL applicable Apprenticeship Committees in your craft or trade in the area of the site of the public work. Go to: <http://www.dir.ca.gov/das/PublicWorksForms.htm> for information about programs in your area and trade. You may also consult your local Division of Apprenticeship Standards (DAS) office whose telephone number may be found in your local directory under California, State of, Industrial Relations, Division of Apprenticeship Standards.

Do not send this form to the Division of Apprenticeship Standards.

NAME OF YOUR COMPANY Wes Reese Crane Serv Inc	CONTRACTOR'S STATE LICENSE NO 545978
MAILING ADDRESS- NUMBER & STREET, CITY, ZIP CODE 5609 Danbury Ct Bakersfield CA 93312	AREA CODE & TELEPHONE NO. 661-203-7220
NAME & ADDRESS OF PUBLIC WORKS PROJECT Mckinley Elementary School 601 4th St Bakersfield, CA 93304	DATE YOUR CONTRACT EXECUTED
NAME & ADDRESS OF PUBLIC AGENCY AWARDED CONTRACT Bakersfield City School District 1501 Feliz Dr Bakersfield, CA 93307	DATE OF EXPECTED OR ACTUAL START OF PROJECT
THIS FORM IS BEING SENT TO: (NAME & ADDRESS OF APPRENTICESHIP PROGRAM(S)) Southern Calif Ope Eng 2190 S Bellissian Pl Whittier, CA 90601 DASoett.net	ESTIMATED NUMBER OF JOURNEYMEN HOURS
	OCCUPATION OF APPRENTICE We are exempt from app only 1 journeyman per site
	ESTIMATED NUMBER OF APPRENTICE HOURS
	APPROXIMATE DATES TO BE EMPLOYED

This is not a request for dispatch of apprentices.

Contractors must make a separate request for actual dispatch, in accordance with Section 230.1(a) California Code of Regulations

Check One Of The Boxes Below

1. ☐ We are already approved to train apprentices by the _____
Apprenticeship Committee. We will employ and train under their Standards. Enter name of the Committee
2. ☐ We will comply with the standards of _____
Apprenticeship Committee for the duration of this job only. Enter name of the Committee
3. ☒ We will employ and train apprentices in accordance with the California Apprenticeship Council regulations, including § 230.1 (c) which requires that apprentices employed on public projects can only be assigned to perform work of the craft or trade to which the apprentice is registered and that the apprentices must at all times work with or under the direct supervision of journeyman/men.

Signature Laura Reel Date 6-17-25
 Typed Name Laura Reel
 Title Director

State of California - Department of Industrial Relations DIVISION
OF APPRENTICESHIP STANDARDS



REQUEST FOR DISPATCH OF AN APPRENTICE – DAS 142 FORM

DO NOT SEND THIS FORM TO DAS

You may use this form to request dispatch of an apprentice from the Apprenticeship Committee in the craft or trade in the area of the public work. Go to: <http://www.dir.ca.gov/databases/das/pwaddrstart.asp> for information about programs in your area and trade. You may also consult your local Division Apprenticeship Standards (DAS) office whose telephone number may be found in your local directory under California, State of, Industrial Relations, Division of Apprenticeship Standards. Except for projects with less than 40 hours of journeyman work, you must request and employ apprentices in no less than 8 hour increments.

Date:

6-17-25

Contractor Requesting Dispatch:

To Applicable Apprenticeship Committee:

Name:

Southern Cal State Eng

Address:

2190 S Pellessier Pl
Whittier, CA 90601

Tel. No.

Fax No.

DAS@oett.net

Name:

Wes Reese CEM Sar

Address:

5609 Danbury Ct
Bakersfield, CA 93312

License No.

545978

Tel. No.

661-203-7220

Fax No.

Project Information:

Contract No.

Name of the Project:

McKinley Elementary School

Address:

601 4th St
Bakersfield, CA 93304

Dispatch Request Information:

We are exempt from app only 1
journeyman per site

Number of Apprentice(s) Needed:

Craft or Trade:

Date Apprentice(s) to Report:

(72 hrs. notice required)

Time to Report:

Name of Person to Report to:

Address to Report to:

You may use this form to make your written request for the dispatch of an apprentice. Requests for dispatch must be in writing and submitted at least 72 hours in advance (excluding weekends and holidays) via first class mail, fax or email. **Proof of submission may be required.** Please take note of California Code of Regulations, Title 8, § 230.1 (a) for all applicable requirements regarding apprenticeship requests and/or visit <https://www.dir.ca.gov/das/PublicWorksForms.htm>

DAS 142 (Revised 12/11)

RE: please respond ASAP thanks

From DAS 140 <das@oett.net>

Date Tue 6/17/2025 3:48 PM

To Laura Reece <laurareece58@gmail.com>

Received, thank you.

Kindly,

Operating Engineers Training Trust

2190 South Pellissier Place

Whittier, CA 90601-1461

O: (562) 695-0611 | F: (562) 695-3913

www.oett.net



From: Laura Reece <laurareece58@gmail.com>

Sent: Tuesday, June 17, 2025 3:44 PM

To: DAS 140 <das@oett.net>

Subject: please respond ASAP thanks

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