

MCTC



Mid-Coast Transit Constructors
Stacy and Witbeck · Herzog · Skanska

Mid-Coast Corridor Transit Project

Networking Workshop:

MEET MCTC ENGINEERS AND SUPERINTENDENTS

Labor Compliance Training

June 30, 2015



Welcome and Introductions

- Presenters:

- Brent Bishop, Project Manager

The Solis Group

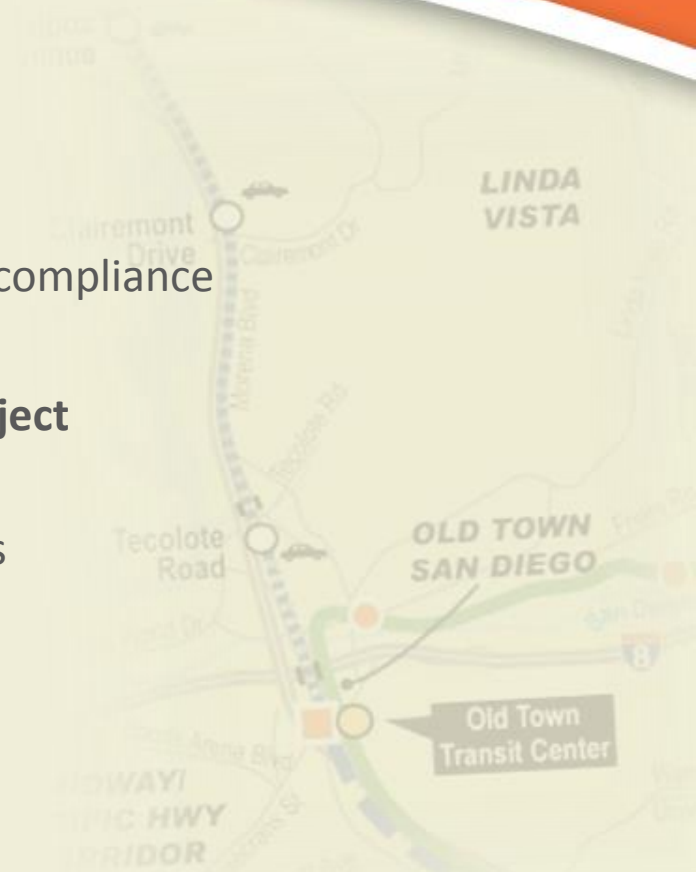
- ✓ Over 15 years of experience managing labor compliance
- ✓ Federal, state and local government projects
- ✓ **Labor Compliance Manager – Mid-Coast Project**

- John H. Johnson, Owner

Construction Management Systems & Inspections

- ✓ 30 years of construction experience
- ✓ Federal, state and local government projects
- ✓ **Subcontractor Liaison – Mid-Coast Project**

- MCTC team representatives
- SANDAG representative
- Contractors



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Agenda

- Key dates for Senate Bill 854 (SB-854)
- Contractor registration requirements (SB-854)
- Restrictions on unregistered contractors (SB-854)
- Web-based labor compliance monitoring
- Payment of prevailing wages
- Davis-Bacon Act and state prevailing wage rates
- How to properly calculate rates for scopes of work with long lead times
- Meet MCTC Engineers and Superintendents – Panel Discussion



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SB 854 Requirements

- Key Dates

- April 1, 2015

- ✓ Contractors must be registered to be awarded public works contracts

- June 30, 2015

- ✓ Date by which contractors must re-register to avoid penalty (have 90 days to re-register and pay fine)

- January 1, 2016

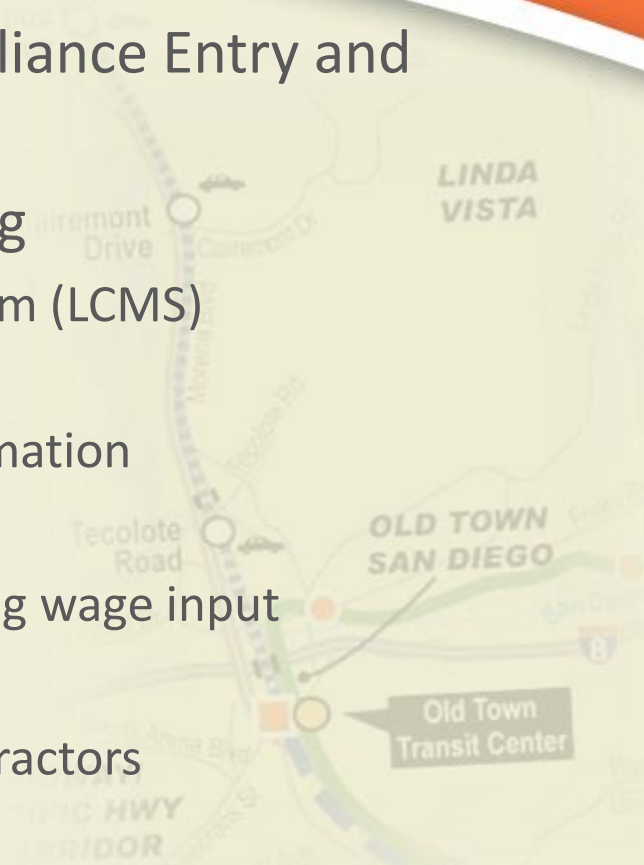
- ✓ Public works contractors must submit certified payroll records (CPR's) online to the labor commissioner

SB 854 Requirements

- Contractor Registration and Re-registration
 - Registration requirements
 - ✓ Contractor must be registered to bid on and be awarded public works projects
 - ❖ Contractors must re-register by June 30, 2015, to avoid penalty
 - ❖ Contractors that do not re-register by June 30, 2015, must pay the \$300 registration fee, plus an additional \$300 penalty to keep working on public projects
 - ✓ Unregistered contractors are prevented from:
 - ❖ Bidding on new contracts
 - ❖ Being awarded a contract
 - ❖ Continuing to work on an existing contract (until registered)
 - ❖ Critical to re-register every fiscal year
 - Department of Industrial Relations (DIR) fiscal year is July 1 to June 30

Labor Compliance Monitoring Program (LCMP)

- Automated/Comprehensive Labor Compliance Entry and Tracking
- Web-based Labor Compliance Monitoring
 - SANDAG Labor Compliance Monitoring System (LCMS)
 - ✓ Using LCPtracker web-based software
 - Easy to use and access prevailing wage information
 - Reduces paperwork
 - Improves resource management for prevailing wage input
 - Available 24/7 to SANDAG contractors
 - Automated email communications with contractors



Labor Compliance Requirements

- Payment of Prevailing Wages
 - Based on Advertisement Bid Date of Project
 - ✓ Wage Determinations per work scope
 - ✓ Possible pre-determined increase(s) for Wage Determinations
 - Apprenticeship Requirements – State Requirements
 - ✓ Need to request Apprentices if using an Apprenticeshipable work craft
 - ✓ Need to fulfill Apprenticeship ratio set by the DIR 1:5 hourly ratio
 - ✓ Apprenticeship must be registered in a state-approved Apprenticeship program
 - ✓ Apprenticeship certificates are valid until completion of program
 - Apprenticeship Requirements – Davis-Bacon Act/Department of Labor (Federal) Requirements
 - ✓ Apprenticeship certificates are valid for 90 days and must be submitted every 90 days if Apprenticeship(s) is/are still active on the project

Davis-Bacon Act & State Prevailing Wages

- Open State Wage Determinations
<http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>
- Open Davis Bacon Federal Wage Determinations
<http://www.wdol.gov/wdol/scafiles/davisbacon/ca.html>
- Why contractors must know both state and federal wage rates
- Specific classifications: **Traffic Control, Painting, Paving, Concrete, Trucking, Structural Steel, Rebar, Landscaping, Bridge Demolition, etc.**
- The differences between federal and state classifications and wage rates
- How to properly calculate rates for scopes of work with long lead times

The logo for MCTC (Mid-Coast Transit Constructors) features the letters 'MCTC' in a large, bold, orange sans-serif font. Below the letters is a horizontal line composed of many small, vertical black bars, resembling a barcode or a stylized bridge structure.

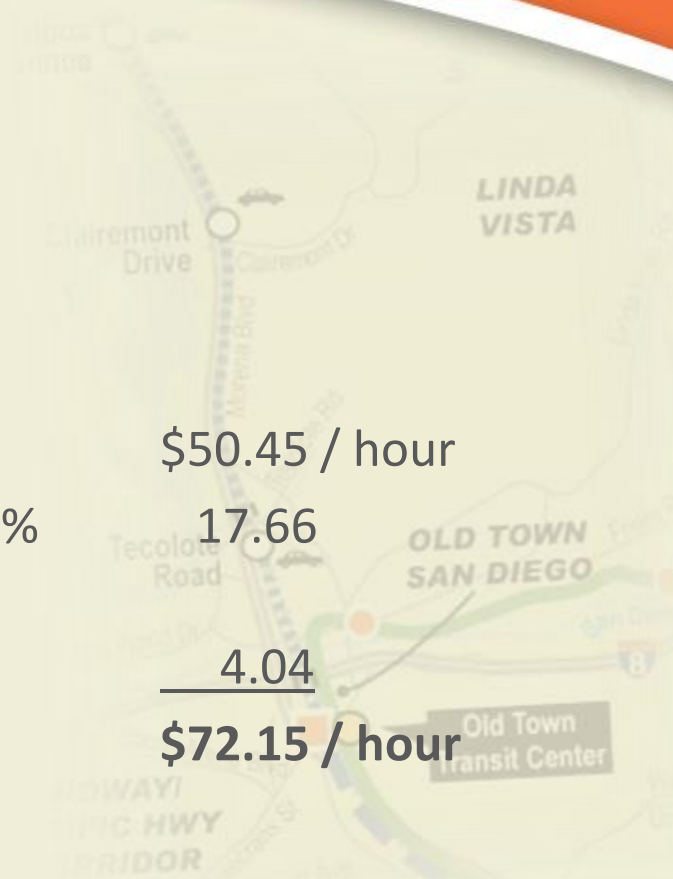
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Davis-Bacon Act & State Prevailing Wages

- Don't forget to add labor burden

- **Example Only:**

- Total Davis-Bacon or State Wage \$50.45 / hour
- Taxes on wages (FICA, SUI, ETT, FUTA) @ 35% 17.66
- Workman's Comp. = \$\$\$\$ per \$100
(*Example only: Laborer = \$8 per \$100*) 4.04
- **Total Prevailing Wage Rate for Bidding** **\$72.15 / hour**

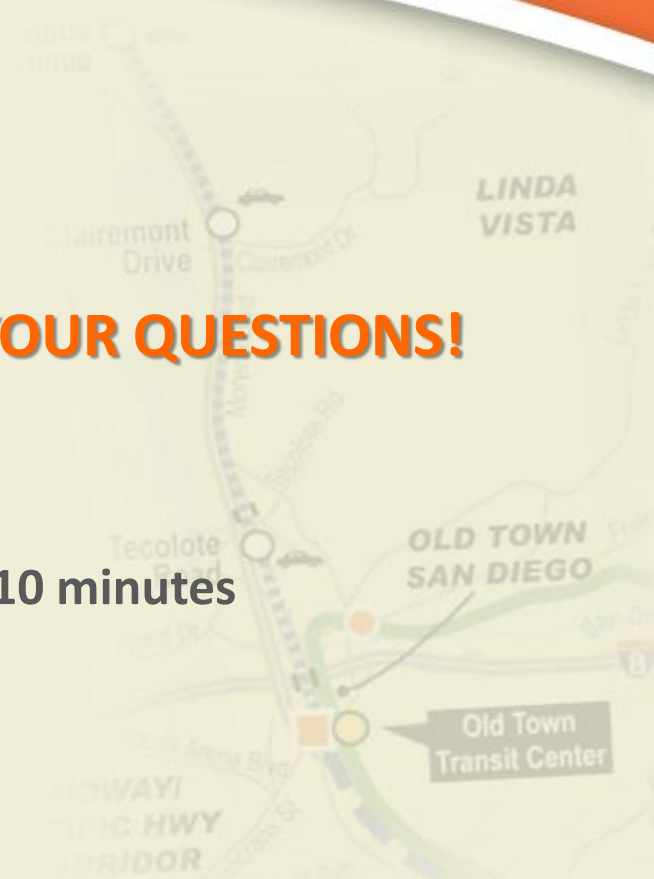


Meet MCTC Engineers & Superintendents

PLEASE HAND IN YOUR CARDS WITH YOUR QUESTIONS!

BREAK

Panel discussion will commence in 10 minutes



Closing Discussion and Evaluation Survey

After contracts are awarded:

- Each contractor is required to obtain adequate training on the LCP System & Tracker
- Contractors can contact Brent Bishop directly concerning any Labor Compliance issue
- Contractors are eligible for technical support, as required

Remember the SB 854 important dates!

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