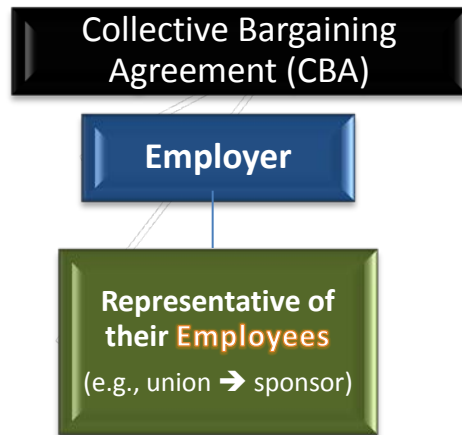


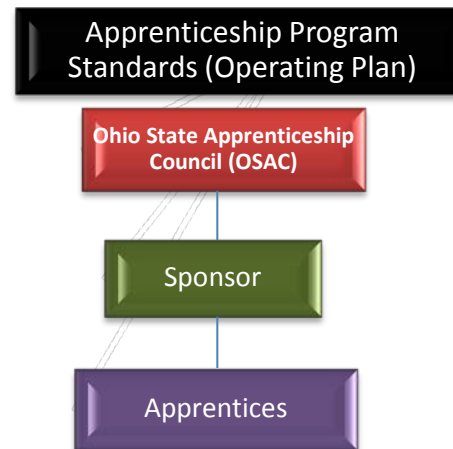
## KEY APPRENTICESHIP RELATED AGREEMENTS & RELATIONSHIPS

1.



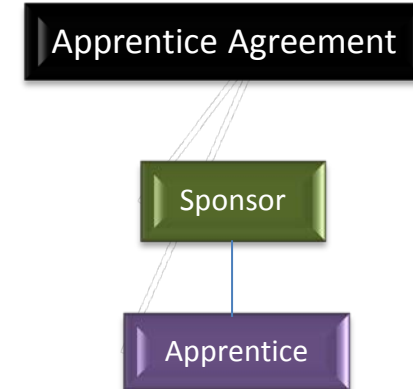
**COLLECTIVE BARGAINING AGREEMENTS (CBAs)** are agreements between employers and representatives of their employees (e.g., union → sponsor) which address the wages, hours and other conditions of employment.

2.



**APPRENTICESHIP PROGRAM STANDARDS AGREEMENT** is a binding agreement between Ohio State Apprenticeship Council (OSAC), the sponsor ♦ (e.g. union), and the sponsor's apprentices. Apprenticeship Program Standards do not include sub-agreements involving other parties.

3.



**APPRENTICESHIP AGREEMENT** – A written agreement between a Registered Apprenticeship sponsor and an apprentice, providing that the apprentice will receive employment, training, and instruction in accordance with the sponsor's approved standards. Valid only when approved by OSAC.

## APPRENTICESHIP PROGRAM STANDARDS

A **Registered Apprenticeship (RA)** program provides on-the-job training (OJT) and related technical instruction (RTI), using methods that meet national criteria for safety and effectiveness. An apprenticeship sponsor carries registered status when it follows an approved set of **program standards - i.e., operating plans**. In Ohio, the approving entity is the staff office of the State Apprenticeship Council (**OSAC**).

♦ **Sponsor** -- The entity that operates a Registered Apprenticeship program, and is responsible for the program's compliance with apprenticeship rules under OAC 5101:11. This entity may be either an **individual sponsor** (one employer and/or a union representing its employees) or a **group sponsor** (comprising multiple employers, acting collectively through a union or association with which they are affiliated). In both cases, the sponsor is also characterized either as **"joint"** (consisting of a committee with equal membership from labor and management) or **"non-joint"** (not involving such a committee).

## WHICH RATIOS ARE YOU REQUIRED TO USE?

- For Federally funded and/or assisted projects, the Davis Bacon Law requires the contractors to use the ratio published in the **APPRENTICESHIP PROGRAM STANDARDS** approved by OSAC and not the CBA.
- For non-Federally funded and/or assisted projects which are subject to State prevailing wage under Ohio Revised Code 4115 (ORC 4115), contractors use the ratio published in the **WAGE DETERMINATIONS**.

All hours and/or apprentice workers in excess of the allowable ratio must be paid at the journeymen prevailing wage rate.

## APPRENTICE RATIO(S) FOR DAVIS BACON PROJECTS? (For Illustration Purposes only)

Suppose you have the following:

Approved  
Apprentice Program Standards  
Ratio  
1 Apprentice to 3 Journey workers

**What does this mean?** If you want to employ **1 apprentice** you need a **total of 4 employees** of which **3 are Journey workers**.

Journey workers	Allowable Apprentices
0-2	0
3-5	1
6-8	2
9-11	3

## REGISTERED APPRENTICE RATIO EXCEEDED

If a contractor or subcontractor employs apprentices in such a number that the **permissible ratio** is exceeded, all apprentice employed in excess of the ratio are considered to have been **improperly employed** and will be entitled to the **full rate** for the classification of work which they are performing.

“VIOLATIONS” occur when **RATIO(S)** on the **PROJECT’s JOB SITE**  $\neq$  **RATIO(S)** in the **APPRENTICE PROGRAM STANDARDS**

## Job Site Ratio

Apprentice to Journey worker Ratio  
for a particular craft



## Apprentice Program Standards Ratio

Apprentice to Journey worker Ratio  
for a particular craft

According to the Code of Federal Regulations (48 CFR 52.222 – 9 Apprentices and Trainees, Section 2):

The **allowable ratio** of apprentices to journeymen on the **job site** in any craft classification shall not be greater than the ratio permitted to the Contractor as to the **entire work force** under the **registered program**.

Last Update: 6/27/2013  
Compiled by: BE Reviewed by: MC  
Saved as: Federal Ratio Overview

<sup>i</sup> Source: Field Operations Handbook – 10/25/2010 – Section 15e01 (c)