



EMPLOYER REQUIREMENTS & COSTS

Participation in the PHCC-GSA Apprenticeship and Training Programs requires the following:

- Membership in the Plumbing-Heating-Cooling Contractors Association is encouraged at the Local, State, www.caphcc.org, and National Levels. www.phccweb.org
- Possession of a C-36 or C-20 License.
- Agreement to train according to the PHCC and Division of Apprenticeship Standards Rules and Regulations for Public Works.
- Agreement to make the following MONTHLY training contributions to the PHCC GSA PUAC:
 1. One Dollar (\$1.00) per hour for private work for all apprentices or trainees.
 2. Journeyman and Apprentice training contributions from Public Works Jobs for work hours performed.
The Department of Industrial Relations (DIR) determines the rate of training per county where the work is performed. The determinations for public work performed are available @ <http://www.dir.ca.gov/dlsr/DPreWageDetermination.htm>
 3. \$350.00 Yearly Enrollment Fee for PHCC Members or \$1,000.00 for Non-members, Payable prior to First Semester of Classes per apprentice/trainee.
 4. Minimum weekly contribution per apprentice/trainee is \$ 40.00;
Average yearly cost to train an apprentice is \$ 2,330.00.

As a participating contractor, you may:

- Enroll your current employees in the program.
- Hire from a list of "Available Apprentices" or "Trainees".
- Hire from a list of approved applicants awaiting indenture or entrance into the program.

Applicants that reside within the 47 Northern California Counties are eligible to participate in the State and Federal Approved Apprenticeship Program, as well as the Trainee program. Applicants residing outside of the 47 Northern California Counties are eligible to participate in the Federally Approved Apprenticeship and Training Program. All programs follow the same curriculum.

This information is the most current to date. Please contact our office to verify this information, as there are occasional changes. To receive additional information or for any questions you may have, please contact the PHCC Training Office at 916-640-0910.



FORMS REQUIRED TO PARTICIPATE

Apprentice/Trainee required forms to complete and/or have on file:

- 1) Application
- 2) High School diploma or G.E.D. Certificate
- 3) Entrance exam with passing grade of 70% or higher in each section of test; Reading, Math, and Reading a Ruler.
- 4) Interview form with passing grade
- 5) Signed Rules and Regulations
- 6) DAS-I (Apprentice Agreement for state program) if applicable
- 7) 671 (US Department of Labor Apprenticeship Registration)
- 8) Valid CA Driver's License
- 9) Monthly DAS I03 (timecards) for every month

Participating Contractor forms required to complete and/or have on file:

- 1) Student Enrollment Form
- 2) DAS-7 (Agreement to Train Apprentices)
- 3) DAS-I (Apprentice Agreement) for each apprentice, if applicable
- 4) DAS-I40 (for any public works jobs awarded)
- 5) DAS-I42 (for **ALL** contract awarded requesting the dispatch of an Apprentice)
- 6) Employer Application for Apprenticeship
- 7) Signed Rules and Regulations
- 8) Non-refundable enrollment each year
- 9) Compilation Forms for each month, sent in with training contributions
- 10) Sign apprentice's DAS-I03's

PHCC GSA Minimum Contribution Calendar

2016	Weeks
1/16	4
2/16	4
3/16	5
4/16	4
5/16	4
6/16	5
7/16	4
8/16	5
9/16	4
10/16	4
11/16	5
12/16	4

Yearly Minimum = \$2,080

2017	Weeks
1/17	4
2/17	4
3/17	5
4/17	4
5/17	5
6/17	4
7/17	4
8/17	5
9/17	4
10/17	4
11/17	5
12/17	4

Yearly Minimum = \$2,080

2018	Weeks
1/18	5
2/18	4
3/18	4
4/18	4
5/18	5
6/18	4
7/18	4
8/18	5
9/18	4
10/18	5
11/18	4
12/18	4

Yearly Minimum = \$2,080

Monthly* Training Contribution Breakdown:

Per Week - \$40

4 Week Monthly Minimum Contribution - \$160

5 Week Monthly Minimum Contribution - \$200

*Count weeks by Wednesdays in each month.



How to fill out PHCC GSA monthly training contributions reports:

1. Participating contractors, sponsors, agree to meet the monthly minimum training contribution of \$160/\$200 per apprentice/trainee. The breakdown is \$40 a week. A 4-week month = \$160 and a 5-week month = \$200. 4 or 5 week months is determined by the number of Wednesdays there are in the month.
2. The training contribution amounts for apprentice/trainees are \$1 an hour for private work. One never pays for work hours performed twice. Hours worked are private and/or public.
3. Participating contractors performing **public works**; the "hourly" training contribution is dictated by the Division of Apprenticeship Standards (DAS) GENERAL PREVAILING WAGE APPRENTICE RATES in the county the work is performed in.
4. Reporting hours: Private and Public hours worked by the apprentice/trainee are combined to meet the minimum monthly training contribution.
5. Any time the hours worked do **not meet the minimum monthly training contribution amount**, the **participating contractor, or sponsor, agrees to meet the balance with a private contribution**.
6. Examples of hours worked with training contributions for both private & public* worked jobs:

Public Works & Private Work Hours

JUNE 5 week month- \$200	Private Hours worked @ \$1/per hr.		Public Hours worked @ \$.95*		Totals	Monthly Minimum	Amount needed to meet minimum
Joe Plumber	20 x \$1	\$20	145 x \$.95	\$137.75	\$157.75	200	\$42.25
Hours	20		145		165		

Private Work ONLY (non-prevailing)

JUNE 5 week month- \$200	Private Hours worked @ \$1/per hr.		Public Hours worked @ \$.95*		Totals	Monthly Minimum	Amount needed to meet minimum
Paul Plunger	175 x \$1	\$175	__ x \$.95	___	\$175	200	\$25
Hours	175		0		175		

Public Works ONLY

JUNE 5 week month- \$200	Private Hours worked @ \$1/per hr.		Public Hours worked @ \$.95*		Totals	Monthly Minimum	Amount needed to meet minimum
Judy Rooter	__ x \$1	___	200 x \$.95	\$190	\$190	200	\$10
Hours	0		200		200		

* This amount is dictated from the DIR by the county the work is performed in.



EMPLOYER APPLICATION FOR TRAINING

COMPANY INFORMATION

BUSINESS NAME					
dba BUSINESS NAME					
MAILING ADDRESS					
	STREET		CITY	STATE	ZIP
PHYSICAL ADDRESS					
	STREET		CITY	STATE	ZIP
PHONE		FAX			
BUSINESS LICENSE #		CLASSIFICATION			
WEBSITE					

COMPANY CONTACTS

PRINCIPAL OF COMPANY					
PHONE		CELLULAR		FAX	
EMAIL					
SUPERINTENDENT					
PHONE		CELLULAR		FAX	
EMAIL					
PHCC LIAISON (THIS PERSON WILL POINT OF CONTACT)					
PHONE		CELLULAR		FAX	
EMAIL					
WHO WILL PREPARE TRAINING CONTRIBUTIONS					
PHONE		CELLULAR		FAX	
EMAIL					

OFFICE USE ONLY: PHCC-GSA-PUAC APPROVAL

DATE RECEIVED		RECEIVED BY	
APPROVED BY		DATE APPROVED	
STANDARDS/RULES		ORIENTATION	
FILE CREATED		PDS	



EMPLOYER PARTICIPATION & CONTRIBUTION AGREEMENT

EMPLOYER INFORMATION					
BUSINESS NAME					
PHYSICAL ADDRESS					
	STREET		CITY	STATE	ZIP
PHONE		FAX		CONTRACTORS LICENSE #	
PRINCIPAL OF COMPANY				TITLE	
EMAIL					
THIS AGREEMENT SHOULD TAKE EFFECT					

1. The undersigned Employer hereby adopts and agrees to be bound to the Plumbing, Heating, and Cooling Contractors of the Greater Sacramento Area ("PHCC-GSA") Training Trust Agreement (receipt of a copy of which is hereby acknowledged) and to make training contributions to the PHCC-GSA Training Trust Fund at the rate determined by the Division Of Industrial Relations (DIR) for Public Works and not less than \$1.00 per hour for Private Works for all hours of work performed by PHCC GSA Indentured Apprentice(s)/Trainees and the Journeymen trainer.

2. If job specific ONLY:

Project:	_____
Contract #:	_____
Rate:	_____
Beginning Date:	_____
Approximate Ending Date:	_____

3. Contributions shall be paid as directed by the trustees. Not later than the 17th day of the month following the month in which the hours were worked. The Employer will remit to the PHCC-GSA Training Trust Fund, the contributions due, together with a PHCC Contribution Form which sets forth the total number of hours worked on the project site by employees of the Employer. Failure to remit the contributions when due may result in the assessment of interest and cost incurred by the PHCC-GSA Training Trust Fund to collect the delinquency.

4. If job specific; This agreement will automatically terminate upon the Employer's completion of work on the project, unless extended or modified in writing, and signed by the Employer and PHCC-GSA Training Trust Fund. This Agreement may also be terminated earlier upon delivery of written notice by either party to the other, provided however, the Employer will be obligated for all contributions accrued up to the date of termination.

OFFICE USE ONLY: PHCC-GSA-PUAC APPROVAL			
DATE RECEIVED		DATE APPROVED	
APPROVED BY		TITLE	

AGREEMENT TO TRAIN APPRENTICES

District No. 4
 DAS File No. 19810
 Employer ID _____

NAME OF EMPLOYER				
MAILING ADDRESS (STREET AND NUMBER)	CITY	STATE	ZIP CODE	TELEPHONE NUMBER
ADDRESS OF TRAINING LOCATION (IF DIFFERENT)				
OCCUPATION(S)			O*Net Code	
Plumber (Construction)			862.381.030	
NAME OF APPRENTICESHIP COMMITTEE AND STANDARDS				
PHCC of the Greater Sacramento Area Plumbers Unilateral Apprenticeship Committee				
AREA COVERED BY APPRENTICESHIP STANDARDS or NAME AND ADDRESS OF PROJECT				
State of California				

THE OFFICIAL, whose signature follows, agrees on behalf of the above named employer to train apprentices in the designated occupation in accordance with the apprenticeship standards and apprentice agreement and to comply with the provisions thereof.

[SIGNED] By _____
 Printed name _____
 Title _____ Date _____

THE APPRENTICESHIP COMMITTEE accepts and approves the employer as qualified to train apprentices under its standards in the designated occupation.

[SIGNED] By _____
 Printed name _____
 Title _____ Date _____

Effective until:

- Revoked
- End of Project (Enter project name and address in Area Covered above)
- Date _____
Date
- Other _____
Specify

Accepted:
 DIVISION OF APPRENTICESHIP STANDARDS

EFFECTIVE DATE

[SIGNED] By _____ Date _____
 Apprenticeship Consultant

REMARKS:

STATE OF CALIFORNIA
 DEPARTMENT OF INDUSTRIAL RELATIONS
 DIVISION OF APPRENTICESHIP STANDARDS