

U.S. Department of Labor

Employment Standards Administration
Wage and Hour Division
Washington, D.C. 20210



SEP 19 1968

MEMORANDUM NO. 148

TO: All Government Contracting Agencies of the
Federal Government and the District of Columbia

FROM: PAULA V. SMITH PVS
Administrator

SUBJECT: Allowable ratio of apprentices to journeymen on
Davis-Bacon and related Act covered projects

It has recently come to our attention that contracting agencies may not be aware of the Department's policy concerning the allowable ratio of apprentices to journeymen on contracts subject to the Davis-Bacon labor standards provisions.

The attached copy of section 15e01(b)(2) of the Wage and Hour Division Field Operations Handbook has been distributed to all staff and the policy enunciated therein has been implemented. Accordingly, contracting agencies should not allow contractors to use "fractions thereof" in determining the ratio of apprentices to journeymen unless the apprenticeship agreement itself provides for "fractions thereof".

Attachment

(b) Allowable ratio - apprentices to journeymen

- (1) The allowable ratio of apprentices to journeymen employed on the contract work in any craft classification shall not be greater than the ratio permitted the contractor as to his entire work force under the registered program. (See Regs 5.5(a)(4)(i).) The allowable ratio is to be applied on a daily basis. However, BW's will not be assessed for minor, temporary, and inadvertent ratio imbalances which are promptly corrected. If a contractor has both an apprentice and a trainee program, the trainees must be counted together with the apprentices in determining compliance with the allowable ratio (i.e., the journeymen may not be counted twice).
- (2) For the purpose of illustration only, assume that a contractor is allowed a ratio of one apprentice to every three journeymen under the terms of the approved plan. This same ratio would apply on DBRA covered jobs. Thus, in this example, the allowable number of apprentices is illustrated by the following chart:

<u>Journeymen</u>	<u>Allowable Apprentices</u>
0-2	0
3-5	1
6-8	2
9-11	3

NOTE: The ratios are applied in terms of whole number increments for the journeymen (as reflected in the preceding chart) and not in terms of "fractions thereof", unless a different standard is specified in the approved plan. Also, the allowable ratio will vary from plan to plan.