

EL PASO COUNTY HOSPITAL DISTRICT

Apprenticeship Program

- A. In accordance with the Order of the El Paso County Hospital District Board of Managers Regarding Apprenticeship Program Requirements adopted on December 11, 2001, the Construction Manager and all subcontractors must comply with the following:
1. must sponsor or participate in a DOL certified apprenticeship program for all job classifications utilized on the project and which are "apprenticeable occupations" as defined by DOL regulations;
 2. must hire registered apprentices enrolled in a DOL certified apprenticeship program;
 3. may not substitute helpers or unregistered apprentices to perform apprentice level work in place of registered apprentices;
 4. must pay wage rates and benefits package for apprentices as determined by the apprenticeship program/DOL;
 5. must comply with DOL requirements for the ratio of apprentices to journeymen;
 6. must hire apprentices in all job classifications utilized on the project and which are "apprenticeable occupations" as defined by DOL regulations, unless such placement would not be approved by the apprenticeship program.
- B. The Construction Manager shall post the prevailing wage rate schedules made part of this contract at each work site in a prominent location readily accessible to the workers through the duration of the project. In addition, the Construction Manager shall post a notice to be provided by the Director of Engineering regarding Prevailing Wage Rates and the Hospital District Apprenticeship Program, in English and Spanish, which shall be posted nearby the prevailing wage rate schedules.
- C. The Construction Manager shall, prior to commencement of work on the project, provide the names of all apprentices on the project, verification of their status as registered apprentices, and documentation as to their proper wage rates and journeyman to apprentice ratios as determined by the apprenticeship program.
- D. No worker shall be discharged by the Construction Manager or Subcontractor or in any other manner discriminated against because such worker has filed an inquiry or complaint or instituted or caused to be instituted any legal or equitable proceeding or has testified or is about to testify in any such proceeding under or relating to the apprenticeship program.
- E. The Hospital District reserves the right to terminate this Contract for cause if the Construction Manager shall willfully breach or if Construction Manager has actual knowledge of any Subcontractor breach of any of these provisions regarding the apprenticeship program.
- F. The Construction Manager shall cause these and any other appropriate provisions regarding the apprenticeship program to be inserted in all subcontracts relative to the work to bind the subcontractors to the same apprenticeship program requirements as are applicable to the Construction Manager.