

Commission Policy

Subject: Requirement for Apprenticeships in Contracts	Index: 1-78.07
Authority: Statute: Wisconsin Statutes §106.01, Apprentice, Employment And Equal Rights Programs Resolution: 0-394-6	Page: 1 of 2 Date Issued: 6/23/2003 Date Revised:

I. Policy

The Executive Director may require that no contract or subcontract shall be awarded unless the bidder agrees to an acceptable apprenticeship program which includes specific ratios of apprentices in skilled trades which have been determined as apprenticeable by the State of Wisconsin.

II. Purpose

In order to promote the utilization of apprentices and ensure the development of an adequate workforce for the completion of the District's capital improvement program as contained in the District's annual capital budget.

III. Definitions

Apprentice: A person who has entered into an apprenticeship agreement governed by Wisconsin Statutes §106.01, Apprentice, Employment And Equal Rights Programs.

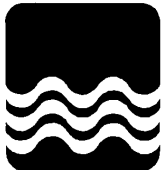
Construction: Either new construction, renovation, rehabilitation, demolition or repair work on any project in the District's capital improvement program as contained in the District's annual capital budget.

IV. Implementation

Within ninety days of adoption by the Commission, a working group will be formed to develop administrative policies and procedures. The working group will consist of internal staff that will be impacted by the policy as well as external stakeholders, including contractors, union representatives and apprenticeship training associations.

For all construction contracts greater than one million dollars and with a duration of greater than six months, the Executive Director may implement a requirement to utilize apprentices up to the maximum number permitted by law at the appropriate prevailing wage rate for an indentured apprentice.

The contractor and each subcontractor shall provide every opportunity possible to enable the apprentice to become a skilled craftsperson, and apprentices shall be assigned journeyman mentors to help develop their skills. The contractor and each subcontractor will provide proof that they employ



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apprentices appropriate for the nature of work being performed and in accordance with the maximum ratio of apprentices to journeymen. Such apprentices shall be properly indentured under Wisconsin Statutes §106.01.

A bidder that does not meet the apprentice goal in his or her bid must submit documentation of his good faith effort to secure appropriate apprenticeship participation.

Reasonable exemptions and modifications to and from all requirements of this policy may be made with respect to any specific contract or subcontract upon grounds of undue hardship, inequity, and when special circumstances in the local public interest or local or area-wide employment situation so require.

V. Compliance

In the event of failure to meet these ratios, the contractor shall be given an opportunity to demonstrate that every good faith effort to meet this commitment has been made. Such noncompliance by the contractor or subcontractor shall be taken into consideration by the Executive Director in determining whether such contractor or subcontractor can comply with this policy and is therefore a qualified responsible bidder.

If the contractor or subcontractor fails to comply with this policy, the Executive Director may take one or more of the following actions:

1. Withhold payments on the contract.
2. Terminate, suspend or cancel the contract in whole or in part.
3. After due process, consider debarment of the Contractor from bidding for a two year period.
4. Any other remedy available to the District.

VI. Reporting

The Commission shall receive quarterly updates on the status and outcomes of the policy. Staff will notify the Commission three weeks before each Commission meeting if there is a contract on which the policy will be applied.