



SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

300 Lakeside Drive, P.O. Box 12688
Oakland, CA 94604-2688
(510) 464-6000

Labor Standards Requirements for BART Contractors

Information and requirements for contractors and subcontractors performing work or bidding on public works contracts for the San Francisco Bay Area Rapid Transit District:

- Maintain a current Public Works Contractor (PWC) registration with the California Department of Industrial Relations (DIR).
- Pay workers the correct prevailing wage rates for each craft, classification, and type of work performed.
- Keep accurate records and pay the correct prevailing wage rate for each craft. If workers are performing multiple crafts or work payable at different rates, make sure to pay the rate specified for each classification for the time actually worked.
- Submit Certified Payroll Records (CPRs) in the District's designated website for electronic submittal of CPR within seven days of week ending date. Failure to submit CPRs may result in the rejection of payment application.
- Submit Fringe Benefit Statements in the District's designated website for electronic submittal of CPR within seven days of week ending date. Failure to submit CPRs may result in the rejection of payment application.
- Professional services firms performing public works¹ must submit Certified Payroll Records in the District's designated website for electronic submittal of CPR within seven days of the week ending date. Failure to submit CPRs may result in the rejection of payment application.
- Submit Certified Payroll Records to DIR, as required, within seven days of week ending date. Failure to submit CPRs may result in the rejection of payment application.
- Furnish employees with itemized pay stubs and retain payroll records, including canceled checks.
- Employ apprentices registered with the California Department of Industrial Relations at the appropriate ratio² for the craft.
- Make apprenticeship training contributions.
- Cooperate with BART staff during jobsite visits and worker interviews.
- Maintain current Workers Compensation coverage.
- Be mindful that penalties for failure to pay prevailing wage rates are \$50-\$200 per worker, per day.

¹ Public Works as defined in the California Labor Code §1720

² As required in California Labor Code §1777.5



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Labor Standards Resources

The most currently published prevailing wage rates are available on the Internet or from the Office of Civil Rights. For additional information about prevailing wage requirements and labor standards, you can visit the websites listed below:

BART Office of Civil Rights	http://www.bart.gov/about/business/ocr
California Department of Industrial Relations	http://www.dir.ca.gov/OPRL/PWD <ul style="list-style-type: none">• Prevailing Wage Rates• Scopes of Work• Travel and Holiday Provisions• General Wage and Hour Law
DIR Public Works Contractor Registration	https://efiling.dir.ca.gov/PWCR
DIR Public Works Manual	www.dir.ca.gov/dlse/PWManualCombined.pdf
Apprentice Wage Rates	http://dir.ca.gov/DAS/PWAppWage/PWAppWageStart.asp
Apprenticeship Programs, Requirements, and Forms	http://www.dir.ca.gov/DAS/PublicWorksForms.htm
Contractors State License Board	http://www.cslb.ca.gov/