

Apprentice Hiring Requirement For MHA Contractors

MHA includes an apprentice hiring requirement in all construction contracts it enters into that exceed \$100,000. MHA requires its contractors to ensure that at least 10% of the employees performing work under a covered contract are apprentices from a Department of Labor approved apprenticeship program. Apprentices must be Marin County residents and can be from any trade. If a contractor bidding on a MHA project believes the apprentice hiring requirement presents an undue hardship in completing the contract, the contractor must request an exemption from the requirement in writing. The exemption request must state specific reasons why the contractor believes the requirement presents an undue hardship. The request must be submitted with the bid. MHA will respond to the request in writing.

The language MHA includes in each contract is as follows:

Apprentice Hiring Requirement: MHA requires that a portion of the employees performing work under this contract be apprentices of a Department of Labor approved apprenticeship program.

1. The Contractor must hire or require its subcontractors to hire apprentices equaling at least 10% of the total employees performing work under this contract.
2. If there are fewer than 10 employees performing work under this contract, the Contractor must hire or require its subcontractors to hire at least one apprentice to perform work under this contract.
3. Apprentices hired to fulfill the apprentice hiring requirement of this contract must reside in Marin County at the time of hiring.
4. The Contractor must indicate the number of apprentices that will be performing work under this contract by submitting a completed Labor Plan form to MHA within 10 days of receiving the Notice to Proceed.
5. MHA will monitor the Contractors compliance with this apprentice hiring requirement by reviewing the certified payrolls submitted by the Contractor.
6. MHA may request additional documentation if the certified payroll does not have sufficient information to determine the Contractor's compliance with the apprentice hiring requirement.
7. If it is determined that the Contractor failed to meet the apprentice hiring requirement of this contract, MHA may declare the Contractor ineligible to compete for, or participate in, any MHA contract for a period of five years from the date of close out of this contract.