



## **Skilled and Trained Workforce Certification Form**

Month: January Year: 2025

In accordance with Public Utilities Code section 132354.7 and Public Contract Code sections 2600-2602, Flatiron West, Inc. (the "Prime Contractor") certifies that all the Prime Contractor's workers performing work in an apprenticeable occupation utilized on the project known as Morena Pump Station during this monthly reporting period are either skilled journeypersons or apprentices registered in an apprenticeship program approved by the Chief of the Division of Apprenticeship Standards of the California Department of Industrial Relations (the "Chief").

"Skilled journeyperson" means a worker who either:

- (1) Graduated from an apprenticeship program for the applicable occupation that was approved by the Chief or apprenticeship program located outside California and approved for federal purposes, pursuant to the apprenticeship regulations adopted by the Federal Secretary of Labor.
- (2) Has at least as many hours of on-the-job experience in the applicable occupation as would be required to graduate from an apprenticeship program that is approved by the Chief.

In addition, the Prime Contractor certifies that it has met the requirements of Public Contract Code 2601(d), subject to certain exceptions set forth therein, that the required percentage of the skilled journeypersons or skilled journeyperson hours employed to perform work on the Project by the Prime Contractor are graduates of an apprenticeship program for the applicable apprenticeable occupation<sup>1</sup>.

A graduate of an apprenticeship program means either of the following:

- (1) An individual that has been issued a certificate of completion under the authority of the California Apprenticeship Council for completing an apprenticeship program approved by the Chief pursuant to Section 3075 of the Labor Code, or
- (2) An individual that has completed an apprenticeship program located outside California and approved for federal purposes pursuant to the apprenticeship regulations adopted by the federal Secretary of Labor.

I declare, under penalty of perjury under the laws of the State of California, that the foregoing is true and correct. I certify that the attached Skilled and Trained Workforce Monthly Compliance Reports are complete and accurate.

Full Name: Billy Shaddox

Title: Project Manager

Signature:  Date Signed: 02/10/2025

Please upload the completed form to the Labor Compliance Monitoring System (LCMS) monthly.

# Flatiron West, Inc.

## Skilled and Trained Workforce Monthly Compliance Report

**DIRECTIONS:** This form is required to be submitted by the Prime for all contractors regardless of tier by the 15th of the following month for work performed corresponding to this reporting period. Items with a red asterisk (\*) indicate a required field.

Project Title *	Morena pump Station	
Project Number *	K-21-1801-DBB-3-A	
Prime Contractor *	Flatiron West, Inc.	
Subcontractor *	N/A	
Contact Name *	Billy Shaddox	
Contact Number *	720-630-0200	
Work Month & Year *	Month	Year
	1	2025

Exemptions *	The contractor or subcontractor need not meet the apprenticeship graduation requirements if either (1) is true, or (2)(A) and (2)(B) are both true:	Please select * (True/False)	Exempt or non-exempt?
	(1) The contractor or subcontractor employed skilled journeypersons to perform fewer than 10 hours of work on the project during this reporting period?	FALSE	Exempt if (1) is "True".
	(2) (A) The subcontractor was not a listed subcontractor under Section 4104 or a substitute for a listed subcontractor.	FALSE	Exempt if both (2)(A) and (2)(B) are "True".
	(2) (B) The subcontract does not exceed one-half of 1 percent of the price of the prime contract.	FALSE	

Report \* Please fill out the following report for all apprenticeable occupations utilized in this reporting period.

SKILLED JOURNEYPEPERSON (SJ) REPORT							
Apprenticeable Occupation (use dropdown menu) *	Required minimum SJ: Apprentice Graduate percentage (see 2nd page attachment) *	Number of Skilled Journeypersons (SJ) employed by the contractor to perform work on the project		SJ ratio between the number of SJ: Apprentice Graduates to SJ: On-The-Job Experience workers	Number of hours worked by SJ employed by the contractor to perform work on the project		SJ ratio of hours worked by SJ: Apprentice Graduates compared with SJ: On- The-Job Experience workers
		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *	
Carpenter	30%				2413	0	100%
Operating Engineer	30%				1265	344.5	79%
Laborer	60%				1654	1091.5	60%
Cement Mason	30%				0	0	
<b>**EXAMPLE**</b> Laborer	40%	7	3	70%	30	70	30%

Terms	Definitions
Apprentice	Defined in Labor Code 3077
Skilled Journeyperson: Apprentice Graduate	Defined in Public Contracts Code 2601 (e) (1)
Skilled Journeyperson: On-The-Job Experience	Defined in Public Contracts Code 2601 (e) (2)

**\*\*Insert contractor name/letterhead here\*\***

## Skilled and Trained Workforce Monthly Compliance Report

**DIRECTIONS:** This form is required to be submitted by the Prime for all contractors regardless of tier by the 10th of the following month for work performed corresponding to this reporting period. Items with a red asterisk (\*) indicate a required field.

Project Title *	MORENO PUMP STATION	
Project Number *	K-21-1801-DBB-3-A	
Prime Contractor *	FLATIRON WEST	
Subcontractor *	G & F CONCRETE CUTTING, ICN.	
Contact Name *	MOLLY VAN WAGNER	
Contact Number *	562.229.0227	
Work Month & Year *	Month	Year
	JAN	2025

Exemptions *	The contractor or subcontractor need not meet the apprenticeship graduation requirements if either (1) is true, or (2)(A) and (2)(B) are both true:	Please select * (True/False)	Exempt or non-exempt?
	(1) The contractor or subcontractor employed skilled journeypersons to perform fewer than 10 hours of work on the project during this reporting period?	TRUE	Exempt if (1) is "True".
	(2) (A) The subcontractor was not a listed subcontractor under Section 4104 or a substitute for a listed subcontractor.	FALSE	Exempt if both (2)(A) and (2)(B) are "True".
	(2) (B) The subcontract does not exceed one-half of 1 percent of the price of the prime contract.	TRUE	

Report \* Please fill out the following report for all apprenticeable occupations utilized in this reporting period.

SKILLED JOURNEYPEPERSON (SJ) REPORT							
Apprenticeable Occupation (use arrows on keyboard for dropdown menu) *	Required minimum SJ: Apprentice Graduate percentage (see 2nd page attachment) *	Number of Skilled Journeypersons (SJ) employed by the contractor to perform work on the project		SJ ratio between the number of SJ: Apprentice Graduates to SJ: On-The-Job Experience workers	Number of hours worked by SJ employed by the contractor to perform work on the project		SJ ratio of hours worked by SJ: Apprentice Graduates compared with SJ: On- The-Job Experience workers
		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *	
Laborer	60%	0	0		0	0	
		NO WORK PERFORMED	NO WORK PERFORMED		NO WORK PERFORMED	NO WORK PERFORMED	
<b>**EXAMPLE**</b> Laborer	40%	7	3	70%	30	70	30%

Terms	Definitions
Apprentice	Defined in Labor Code 3077
Skilled Journeyperson: Apprentice Graduate	Defined in Public Contracts Code 2601 (e) (1)
Skilled Journeyperson: On-The-Job Experience	Defined in Public Contracts Code 2601 (e) (2)

Griffin Contract Dewatering, LLC 7040 Jurupa Ave., Riverside, CA 92504

**Skilled and Trained Workforce Monthly Compliance Report**

**DIRECTIONS:** This form is required to be submitted by the Prime for all contractors regardless of tier by the 15th of the following month for work performed corresponding to this reporting period. Items with a red asterisk (\*) indicate a required field.

Project Title *	Morena Pump Station					
Project Number *	K-12-1801-DBB-3-A					
Prime Contractor *	Flatiron West, Inc.					
Subcontractor *	Griffin Contract Dewatering, LLC					
Contact Name *	Ben Stewart					
Contact Number *	951-737-5391					
Work Month & Year *	<table border="1"> <tr> <th>Month</th> <th>Year</th> </tr> <tr> <td>1</td> <td>2025</td> </tr> </table>	Month	Year	1	2025	
Month	Year					
1	2025					

Exemptions *	The contractor or subcontractor need not meet the apprenticeship graduation requirements if either (1) is true, or (2)(A) and (2)(B) are both true:	Please select * (True/False)	Exempt or non-exempt?
	(1) The contractor or subcontractor employed skilled journeypersons to perform fewer than 10 hours of work on the project during this reporting period?	FALSE	Exempt if (1) is "True".
	(2) (A) The subcontractor was not a listed subcontractor under Section 4104 or a substitute for a listed subcontractor.	TRUE	Exempt if both (2)(A) and (2)(B) are "True".
	(2) (B) The subcontract does not exceed one-half of 1 percent of the price of the prime contract.	FALSE	

Report \* Please fill out the following report for all apprenticeable occupations utilized in this reporting period.

SKILLED JOURNEYPEPERSON (SJ) REPORT							
Apprenticeable Occupation (use dropdown menu) *	Required minimum SJ: Apprentice Graduate percentage (see 2nd page attachment) *	Number of Skilled Journeypersons (SJ) employed by the contractor to perform work on the project		SJ ratio between the number of SJ: Apprentice Graduates to SJ: On-The-Job Experience workers	Number of hours worked by SJ employed by the contractor to perform work on the project		SJ ratio of hours worked by SJ: Apprentice Graduates compared with SJ: On- The-Job Experience workers
		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *	
Laborer	60%	2	1	67%			
Operating Engineer	30%	1		100%			
<b>**EXAMPLE**</b> Laborer	40%	7	3	70%	30	70	30%

Terms	Definitions
Apprentice	Defined in Labor Code 3077
Skilled Journeyperson: Apprentice Graduate	Defined in Public Contracts Code 2601 (e) (1)
Skilled Journeyperson: On-The-Job Experience	Defined in Public Contracts Code 2601 (e) (2)

**\*\*Insert contractor name/letterhead here\*\***

### **Skilled and Trained Workforce Monthly Compliance Report**

**DIRECTIONS:** This form is required to be submitted by the Prime for all contractors regardless of tier by the 10th of the following month for work performed corresponding to this reporting period. Items with a red asterisk (\*) indicate a required field.

Project Title *	Morena Pump Station			
Project Number *	K-21-1801-DBB-3-A			
Prime Contractor *	Flatiron West, Inc.			
Subcontractor *	Integrity Rebar Placers			
Contact Name *	Lori Ramirez			
Contact Number *	951-696-69843			
Work Month & Year *	Month	Year		
	January	2025		
Exemptions *	The contractor or subcontractor need not meet the apprenticeship graduation requirements if either (1) is true, or (2)(A) and (2)(B) are both true:		Please select * (True/False)	Exempt or non-exempt?
	(1) The contractor or subcontractor employed skilled journeypersons to perform fewer than 10 hours of work on the project during this reporting period?		FALSE	Exempt if (1) is "True".
	(2) (A) The subcontractor was not a listed subcontractor under Section 4104 or a substitute for a listed subcontractor.		FALSE	Exempt if both (2)(A) and (2)(B) are "True".
	(2) (B) The subcontract does not exceed one-half of 1 percent of the price of the prime contract.		FALSE	

Report \* Please fill out the following report for all apprenticeable occupations utilized in this reporting period.

SKILLED JOURNEYPEPERSON (SJ) REPORT							
Apprenticeable Occupation (use arrows on keyboard for dropdown menu) *	Required minimum SJ: Apprentice Graduate percentage (see 2nd page attachment) *	Number of Skilled Journeypersons (SJ) employed by the contractor to perform work on the project		SJ ratio between the number of SJ: Apprentice Graduates to SJ: On-The-Job Experience workers	Number of hours worked by SJ employed by the contractor to perform work on the project		SJ ratio of hours worked by SJ: Apprentice Graduates compared with SJ: On- The-Job Experience workers
		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *	
Ironworker	60%	7	3	70%			
<b>**EXAMPLE**</b> Laborer	40%	7	3	70%	30	70	30%

Terms	Definitions
Apprentice	Defined in Labor Code 3077
Skilled Journeyperson: Apprentice Graduate	Defined in Public Contracts Code 2601 (e) (1)
Skilled Journeyperson: On-The-Job Experience	Defined in Public Contracts Code 2601 (e) (2)

**\*\*Insert contractor name/letterhead here\*\***

## Skilled and Trained Workforce Monthly Compliance Report

**DIRECTIONS:** This form is required to be submitted by the Prime for all contractors regardless of tier by the 15th of the following month for work performed corresponding to this reporting period. Items with a red asterisk (\*) indicate a required field.

Project Title *	Morena Pump Station	
Project Number *	K-21-1801-DBB-3-A	
Prime Contractor *	Flatiron West, Inc.	
Subcontractor *	National Coating and Lining Co	
Contact Name *	Jessica Thurman	
Contact Number *	9514713388	
Work Month & Year *	Month	Year
	JAN	2025

Exemptions *	The contractor or subcontractor need not meet the apprenticeship graduation requirements if either (1) is true, or (2)(A) and (2)(B) are both true:	Please select * (True/False)	Exempt or non-exempt?
	(1) The contractor or subcontractor employed skilled journeypersons to perform fewer than 10 hours of work on the project during this reporting period?	TRUE	Exempt if (1) is "True".
	(2) (A) The subcontractor was not a listed subcontractor under Section 4104 or a substitute for a listed subcontractor.	FALSE	Exempt if both (2)(A) and (2)(B) are "True".
	(2) (B) The subcontract does not exceed one-half of 1 percent of the price of the prime contract.	FALSE	

Report \* Please fill out the following report for all apprenticeable occupations utilized in this reporting period.

SKILLED JOURNEYPEPERSON (SJ) REPORT							
Apprenticeable Occupation (use dropdown menu) *	Required minimum SJ: Apprentice Graduate percentage (see 2nd page attachment) *	Number of Skilled Journeypersons (SJ) employed by the contractor to perform work on the project		SJ ratio between the number of SJ: Apprentice Graduates to SJ: On-The-Job Experience workers	Number of hours worked by SJ employed by the contractor to perform work on the project		SJ ratio of hours worked by SJ: Apprentice Graduates compared with SJ: On- The-Job Experience workers
		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *	
<b>**EXAMPLE**</b> Laborer	40%	7	3	70%	30	70	30%

Terms	Definitions
Apprentice	Defined in Labor Code 3077
Skilled Journeyperson: Apprentice Graduate	Defined in Public Contracts Code 2601 (e) (1)
Skilled Journeyperson: On-The-Job Experience	Defined in Public Contracts Code 2601 (e) (2)

# SOILFREEZE, INC.

## Skilled and Trained Workforce Monthly Compliance Report

**DIRECTIONS:** This form is required to be submitted by the Prime for all contractors regardless of tier by the 15th of the following month for work performed corresponding to this reporting period. Items with a red asterisk (\*) indicate a required field.

Project Title *	Morena Pump Station													
Project Number *	K-21-1801-DBB-3-A													
Prime Contractor *	Flatiron West, Inc.													
Subcontractor *	SoilFreeze, Inc.													
Contact Name *	Teresa Zahnow													
Contact Number *	206-571-1595													
Work Month & Year *	Month	Year												
	1	2025												
Exemptions *	<table> <tr> <td>The contractor or subcontractor need not meet the apprenticeship graduation requirements if either (1) is true, or (2)(A) and (2)(B) are both true:</td> <td>Please select * (True/False)</td> <td>Exempt or non-exempt?</td> </tr> <tr> <td>(1) The contractor or subcontractor employed skilled journeypersons to perform fewer than 10 hours of work on the project during this reporting period?</td> <td>FALSE</td> <td>Exempt if (1) is "True".</td> </tr> <tr> <td>(2) (A) The subcontractor was not a listed subcontractor under Section 4104 or a substitute for a listed subcontractor.</td> <td>TRUE</td> <td rowspan="2">Exempt if both (2)(A) and (2)(B) are "True".</td> </tr> <tr> <td>(2) (B) The subcontract does not exceed one-half of 1 percent of the price of the prime contract.</td> <td>FALSE</td> </tr> </table>			The contractor or subcontractor need not meet the apprenticeship graduation requirements if either (1) is true, or (2)(A) and (2)(B) are both true:	Please select * (True/False)	Exempt or non-exempt?	(1) The contractor or subcontractor employed skilled journeypersons to perform fewer than 10 hours of work on the project during this reporting period?	FALSE	Exempt if (1) is "True".	(2) (A) The subcontractor was not a listed subcontractor under Section 4104 or a substitute for a listed subcontractor.	TRUE	Exempt if both (2)(A) and (2)(B) are "True".	(2) (B) The subcontract does not exceed one-half of 1 percent of the price of the prime contract.	FALSE
The contractor or subcontractor need not meet the apprenticeship graduation requirements if either (1) is true, or (2)(A) and (2)(B) are both true:	Please select * (True/False)	Exempt or non-exempt?												
(1) The contractor or subcontractor employed skilled journeypersons to perform fewer than 10 hours of work on the project during this reporting period?	FALSE	Exempt if (1) is "True".												
(2) (A) The subcontractor was not a listed subcontractor under Section 4104 or a substitute for a listed subcontractor.	TRUE	Exempt if both (2)(A) and (2)(B) are "True".												
(2) (B) The subcontract does not exceed one-half of 1 percent of the price of the prime contract.	FALSE													

Report \* Please fill out the following report for all apprenticeable occupations utilized in this reporting period.

SKILLED JOURNEYPEPERSON (SJ) REPORT							
Apprenticeable Occupation (use dropdown menu) *	Required minimum SJ: Apprentice Graduate percentage (see 2nd page attachment) *	Number of Skilled Journeypersons (SJ) employed by the contractor to perform work on the project		SJ ratio between the number of SJ: Apprentice Graduates to SJ: On-The-Job Experience workers	Number of hours worked by SJ employed by the contractor to perform work on the project		SJ ratio of hours worked by SJ: Apprentice Graduates compared with SJ: On- The-Job Experience workers
		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *	
Laborer	60	0	3	0%			
<b>**EXAMPLE**</b> Laborer	40%	7	3	70%	30	70	30%

Terms	Definitions
Apprentice	Defined in Labor Code 3077
Skilled Journeyperson: Apprentice Graduate	Defined in Public Contracts Code 2601 (e) (1)
Skilled Journeyperson: On-The-Job Experience	Defined in Public Contracts Code 2601 (e) (2)



February 5, 2025

Reference: Skilled and Trained Workforce Act – Action Plan to Achieve

Project: Morena Pump Station – Flatiron Job #3222

Contract # K-21-1801-DBB-3-A

Subcontractor: SOILFREEZE, INC.

SoilFreeze findings regarding the Skilled and Trained Workforce:

- SoilFreeze submitted a request to the AGC for a trained apprentice graduate journeyman on 1/9/2025, 12/24/24, 12/06/2024, 11/04/2024, 10/03/2024, 9/10/2024, 7/23/24, 5/3/24, 3/13/24, and 2/14/24, and did not receive a dispatch or response. See attached request.
- SoilFreeze's scope of work falls under the Laborers classification but the labor union does not train Journeyman on the skills necessary to complete Soilfreeze's scope. For this reason SF work was deemed Exempt from the Project Labor Agreement under article three section 3.2(f) regarding specialized or technical work.
- Due to the unavailability of qualified trained apprentice graduates, skilled Journeyman Kade Lawrence, Brian Troost, and Roman Butucel performed all work on site. This resulted in a skilled and trained ration of zero percent for January 2025.

SoilFreeze plan to achieve the required goal going forward:

- SoilFreeze will continue to request the dispatch of a trained apprentice graduate as a good faith effort to comply with the projects skilled and trained workforce requirement before contract completion.





5931 238<sup>th</sup> ST SE #201  
Woodinville, WA 98072

Date: January 9, 2025

(Previously Sent on 12/24/24, 12/06/2024, 11/04/2024, 10/3/24, 9/10/24, 7/23/24, 6/7/24, 5/3/24, 3/13/24 & 2/14/24)

Via E-Mail: psaucedo@agcsdatt.org

Associated General Contractors of America

PO Box 927870

San Diego, CA 92192

Reference: Morena Pump Station

Subject: Request for **Apprentice Graduate** Dispatch

Attention Dispatch:

SoilFreeze employee to be dispatched to our job site located at:

Morena Pump Station

887 Sherman St.

San Diego, CA 92110 Classification: General Laborer Date/Time:

January 13, 2025 at 8:00am

No employee is being laid off or discharged to make room for the above-named employee.

Due to the Skilled and Trained Workforce Act, all new hires must provide proof of apprenticeship graduation (certification), or the union must notify SoilFreeze that the dispatched employee did not complete the apprenticeship program due to one of the following:

1. Union member joined the union prior to the establishment of the apprenticeship program
2. Union member was assessed prior to joining, and it was determined that their skill level exceeded apprenticeship training; therefore, was enrolled as a journeyman.

In addition, the apprentice must have the following training/experience to work with our specialized team:

- Metropolitan Transit System Trained
- Experience with constructing Ground Freezing Systems

**UNION RESPONSE:**

( ) No apprentice graduate is available for the above request

Name: \_\_\_\_\_ Signature: \_\_\_\_\_

All new hires must provide proper identification to satisfy employment eligibility.

If you should have any questions, please get in touch with me at (206) 420-2759

Sincerely,

SOILFREEZE, INC.

Mike McMillan

Operations Manager

Cc Union File

**Nuss, Sarah**

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**From:** Teresa Zahnow <tzahnow@soilfreeze.com>  
**Sent:** Thursday, January 9, 2025 11:01 AM  
**To:** psaucedo@agcsdatt.org  
**Subject:** Apprentice Request January 2025  
**Attachments:** 1 Apprentice Request Jan 2025.pdf

Hello,

Please find our request for a graduate apprentice attached.

Thank you

**Teresa Zahnow | Accounting Manager**



5931 238<sup>th</sup> St. SE, Ste 201 | Woodinville, WA | 98072  
Cell: 206.571.1595 | Office: 206.420.2759 | Fax: 206.913.2278  
[tzahnow@soilfreeze.com](mailto:tzahnow@soilfreeze.com) | [www.soilfreeze.com](http://www.soilfreeze.com)

## Southern Contracting Company

### Skilled and Trained Workforce Monthly Compliance Report

**DIRECTIONS:** This form is required to be submitted by the Prime for all contractors regardless of tier by the 15th of the following month for work performed corresponding to this reporting period. Items with a red asterisk (\*) indicate a required field.

Project Title *	Morena Pump Station		
Project Number *	3222		
Prime Contractor *	Flatiron West, Inc.		
Subcontractor *	Southern Contracting Company		
Contact Name *	David Eveland		
Contact Number *	760-744-0760 ext 605		
Work Month & Year *	Month	Year	
	January	2025	
Exemptions *	The contractor or subcontractor need not meet the apprenticeship graduation requirements if either (1) is true, or (2)(A) and (2)(B) are both true:		Please select * (True/False)
	(1) The contractor or subcontractor employed skilled journeypersons to perform fewer than 10 hours of work on the project during this reporting period?		FALSE
	(2) (A) The subcontractor was not a listed subcontractor under Section 4104 or a substitute for a listed subcontractor.		FALSE
	(2) (B) The subcontract does not exceed one-half of 1 percent of the price of the prime contract.		FALSE
			Exempt or non-exempt? Exempt if (1) is "True". Exempt if both (2)(A) and (2)(B) are "True".

Report \* Please fill out the following report for all apprenticeable occupations utilized in this reporting period.

SKILLED JOURNEYPEPERSON (SJ) REPORT							
Apprenticeable Occupation (use dropdown menu) *	Required minimum SJ: Apprentice Graduate percentage (see 2nd page attachment) *	Number of Skilled Journeypersons (SJ) employed by the contractor to perform work on the project		SJ ratio between the number of SJ: Apprentice Graduates to SJ: On-The-Job Experience workers	Number of hours worked by SJ employed by the contractor to perform work on the project		SJ ratio of hours worked by SJ: Apprentice Graduates compared with SJ: On- The-Job Experience workers
		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *		SJ: Apprentice Graduate *	SJ: On-The-Job Experience *	
Electrician: Inside Wireman	60%	5	0	100%	338	0	100%
	30%						
	50%						
	30%						
<b>**EXAMPLE**</b> Laborer	40%	7	3	70%	30	70	30%

Terms	Definitions
Apprentice	Defined in Labor Code 3077
Skilled Journeyperson: Apprentice Graduate	Defined in Public Contracts Code 2601 (e) (1)
Skilled Journeyperson: On-The-Job Experience	Defined in Public Contracts Code 2601 (e) (2)