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**Carol Stream Location**

1200 Old Gary Avenue  
Carol Stream IL 60188  
(630) 653-0006

**Chicago Location**

5700 West Homer Street  
Chicago IL 60639

**Small Employer Ratio Variance**

The JATC Committee recognizes the challenge in complying with the 6:1 journey worker to apprentice ratio when a contractor is growing quickly and there are few journey workers available for hire.

The JATC Committee will hear requests for variances from the ratio on an individual basis. To qualify, contractors need to establish that their request for relief from the ratio requirement is grounded in a legitimate business purpose. If granted the variance, the contractor would need to maintain the ratio with respect to pay. That is, some of the apprentices (starting with the apprentice with the most seniority) would need to be paid journey worker wages so that the ratio of those being paid as journey workers and those being paid as Apprentices satisfies the ratio requirements.

All contractor requests regarding the ratio variance must be made by submitting a company letter via e-mail to the Director of Apprenticeship at [John.Retondo@chicagolaborers.org](mailto:John.Retondo@chicagolaborers.org).