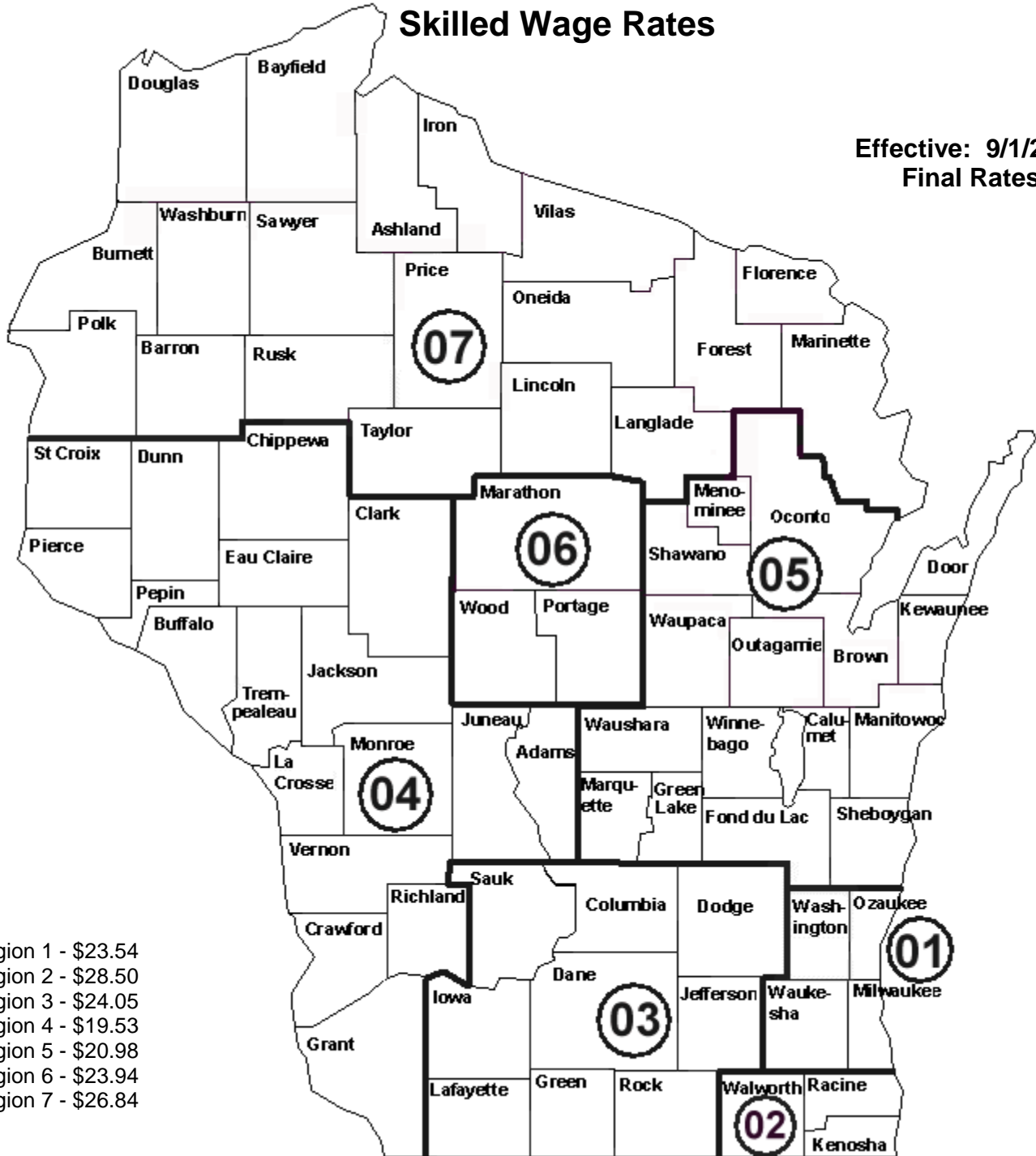


ABC of WI HVAC Installer/Service Skilled Wage Rates

Effective: 9/1/2009
Final Rates



- Region 1 - \$23.54
- Region 2 - \$28.50
- Region 3 - \$24.05
- Region 4 - \$19.53
- Region 5 - \$20.98
- Region 6 - \$23.94
- Region 7 - \$26.84

1st period of 12 months of not less than 2000 hours at 45% of the skilled rate.
 2nd period of 12 months of not less than 2000 hours at 60% of the skilled rate.
 3rd period of 12 months of not less than 2000 hours at 65% of the skilled rate.
 4th period of 12 months of not less than 2000 hours at 70% of the skilled rate.

For apprentices contracted 9/15/99 to 11/23/04.

Firms that work outside the normal geographic areas where there is a higher skilled wage; the employer must use the higher skilled wage rate for determining apprentice wages while working in the higher rate area.

These rates are set by the Bureau of Apprenticeship Standards, to be used in determining apprentice wages. Wages for non-apprentices are not subject to these rates.