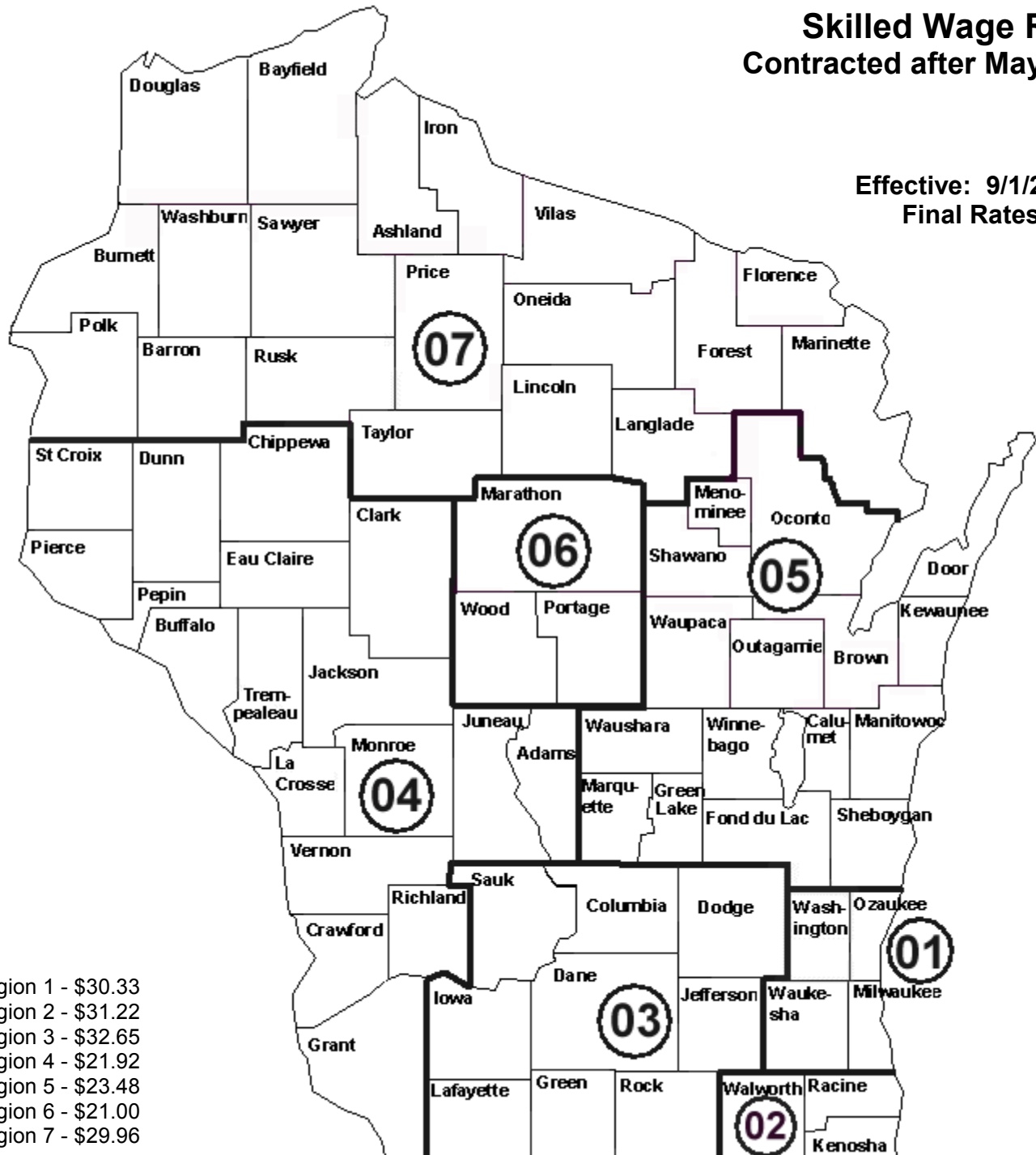


ABC of WI  
HVAC Installer/Service  
Skilled Wage Rates  
Contracted after May 2014

Effective: 9/1/2014  
Final Rates



- Region 1 - \$30.33
- Region 2 - \$31.22
- Region 3 - \$32.65
- Region 4 - \$21.92
- Region 5 - \$23.48
- Region 6 - \$21.00
- Region 7 - \$29.96

1st period of 0 – 12 months of 1 – 1680 hours and satisfactory progress\* at 45% of the skilled rate.  
2nd period of 13 – 24 months of 1681 – 3360 hours and satisfactory progress\* and at least 24 hours of unpaid related instruction at 50% of the skilled rate.  
3rd period of 25 – 36 months of 3361 – 5040 hours and satisfactory progress\* and at least 48 hours of unpaid related instruction at 60% of the skilled rate.  
4th period of 37 – 48 months of 5041 – 6720 hours and satisfactory progress\* and at least 72 hours of unpaid related instruction at 70% of the skilled rate.  
5th period of 49 – 60 months of 6721 – 8400 hours and satisfactory progress\* and at least 96 hours of unpaid related instruction at 75% of the skilled rate.

\*Satisfactory progress is defined as completing the minimum on the job hours; satisfactory progress on the job; satisfactory progress in paid related instruction and unpaid related instruction; current in first aid and CPR; and compliance with the record keeping policy.

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.