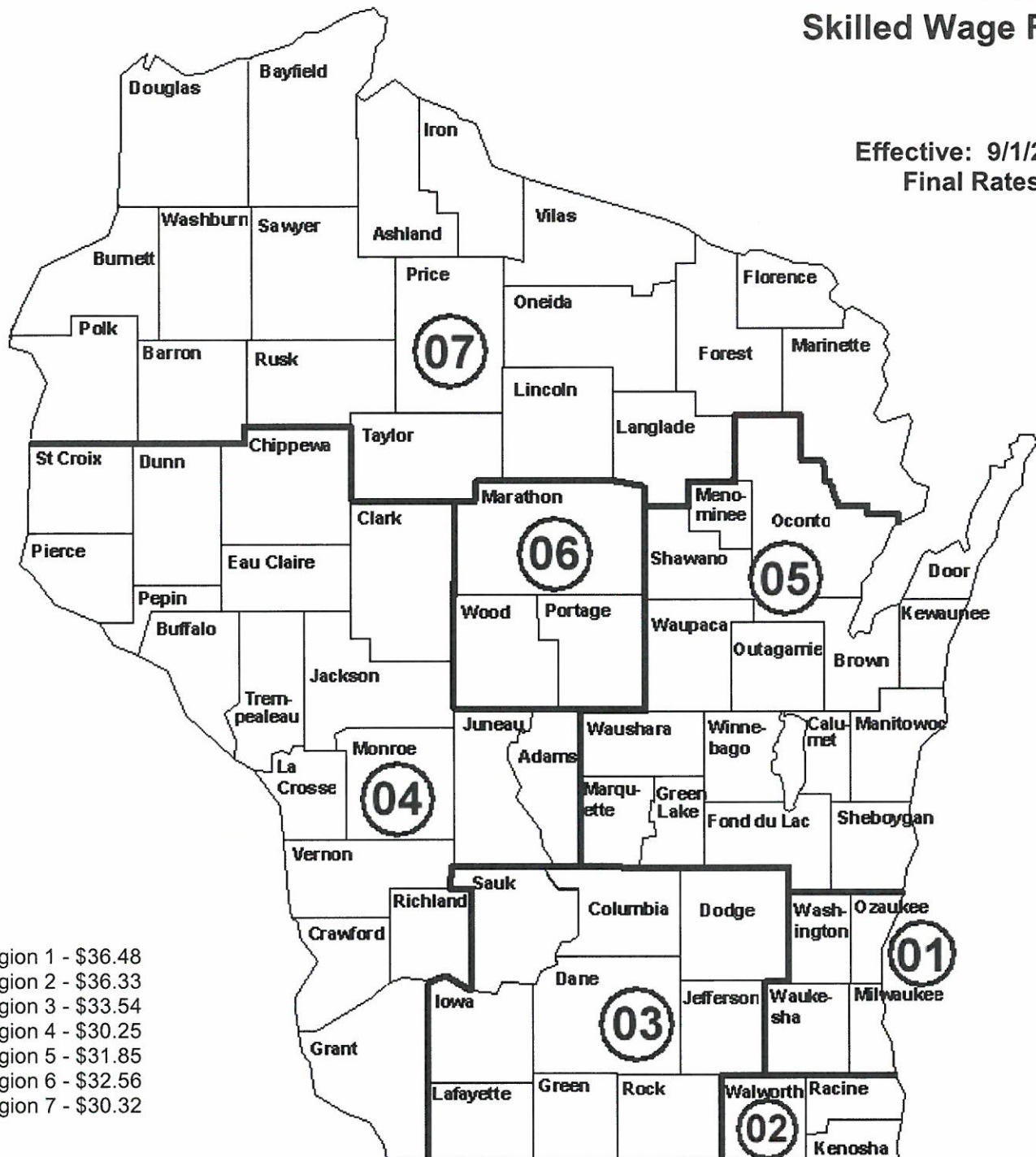


Effective: 9/1/2016  
 Final Rates



- Region 1 - \$36.48
- Region 2 - \$36.33
- Region 3 - \$33.54
- Region 4 - \$30.25
- Region 5 - \$31.85
- Region 6 - \$32.56
- Region 7 - \$30.32

1st period of 0 – 12 months of 1 – 1600 hours and satisfactory progress\* at 45% of the base skilled wage rate  
 2nd period of 13 – 24 months of 1601 – 3200 hours and satisfactory progress\*, at least 45 hours of unpaid related instruction and a current license at 55% of the base skilled wage rate  
 3rd period of 25 – 36 months of 3201 – 4800 hours and satisfactory progress\*, at least 90 hours of unpaid related instruction and a current license at 65% of the base skilled wage rate  
 4th period of 37 – 48 months of 4801 – 6400 hours and satisfactory progress\*, at least 135 hours of unpaid related instruction and a current license at 70% of the base skilled wage rate  
 5th period of 49 – 60 months of 6401 – 8000 hours and satisfactory progress\*, at least 180 hours of unpaid related instruction and a current license at 75% of the base skilled wage 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.

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.