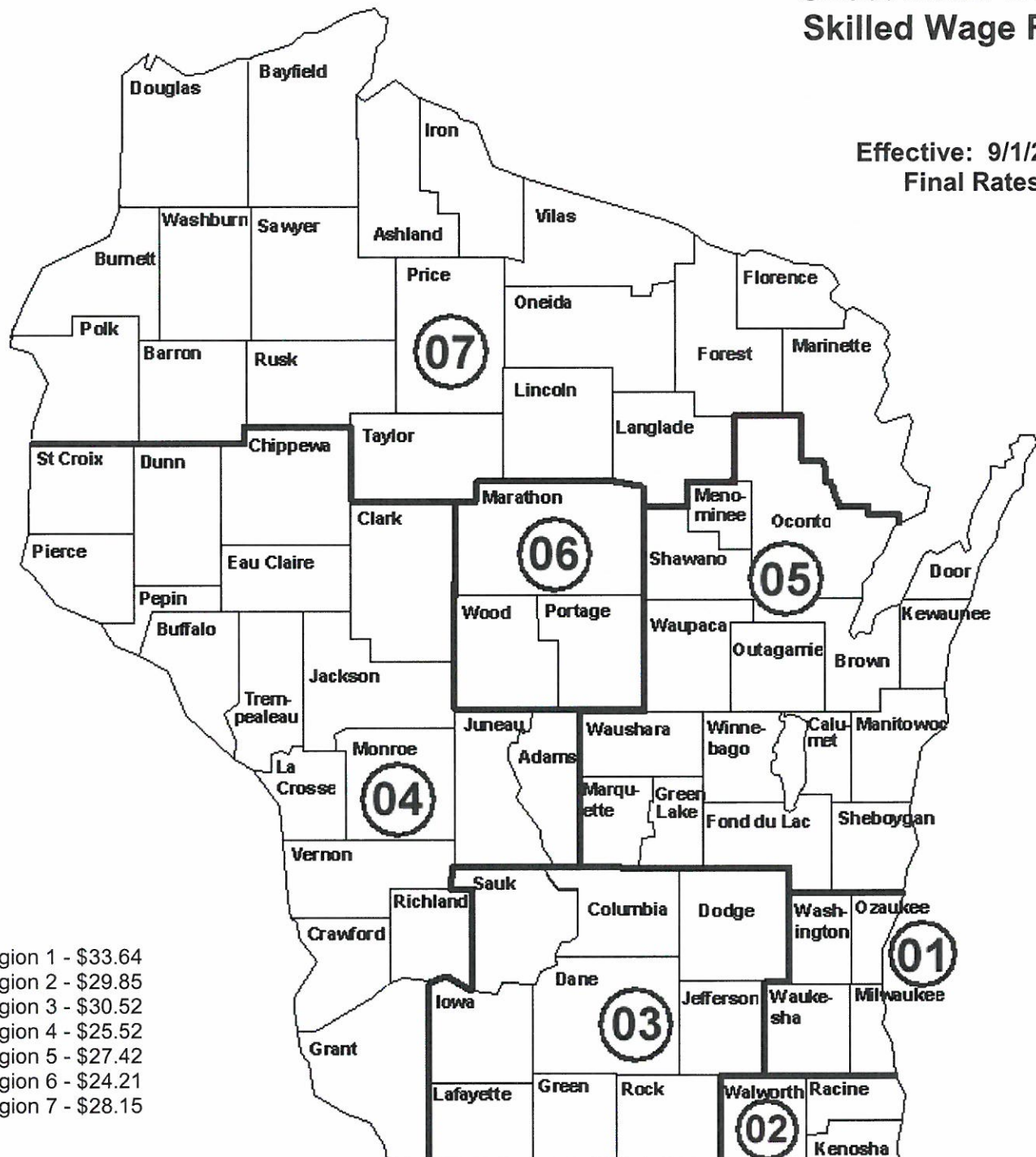


**Effective: 9/1/2016
 Final Rates**



- Region 1 - \$33.64
- Region 2 - \$29.85
- Region 3 - \$30.52
- Region 4 - \$25.52
- Region 5 - \$27.42
- Region 6 - \$24.21
- Region 7 - \$28.15

1st period of 0 – 12 months of 1 – 1800 hours and satisfactory progress* at 45% of the base skilled wage rate
 2nd period of 13 – 24 months of 1801 – 3600 hours and satisfactory progress* and at least 25 hours in unpaid related instruction at 55% of the base skilled wage rate
 3rd period of 25 – 36 months of 3601 – 5400 hours and satisfactory progress* and at least 50 hours in unpaid related instruction at 65% of the base skilled wage rate
 4th period of 37 – 48 months of 5401 – 7200 hours and satisfactory progress* and at least 75 hours in unpaid related instruction at 70% of the base skilled wage rate
 5th period of 49 – 60 months of 7201 – 9000 hours and satisfactory progress* and at least 100 hours in unpaid related instruction 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.