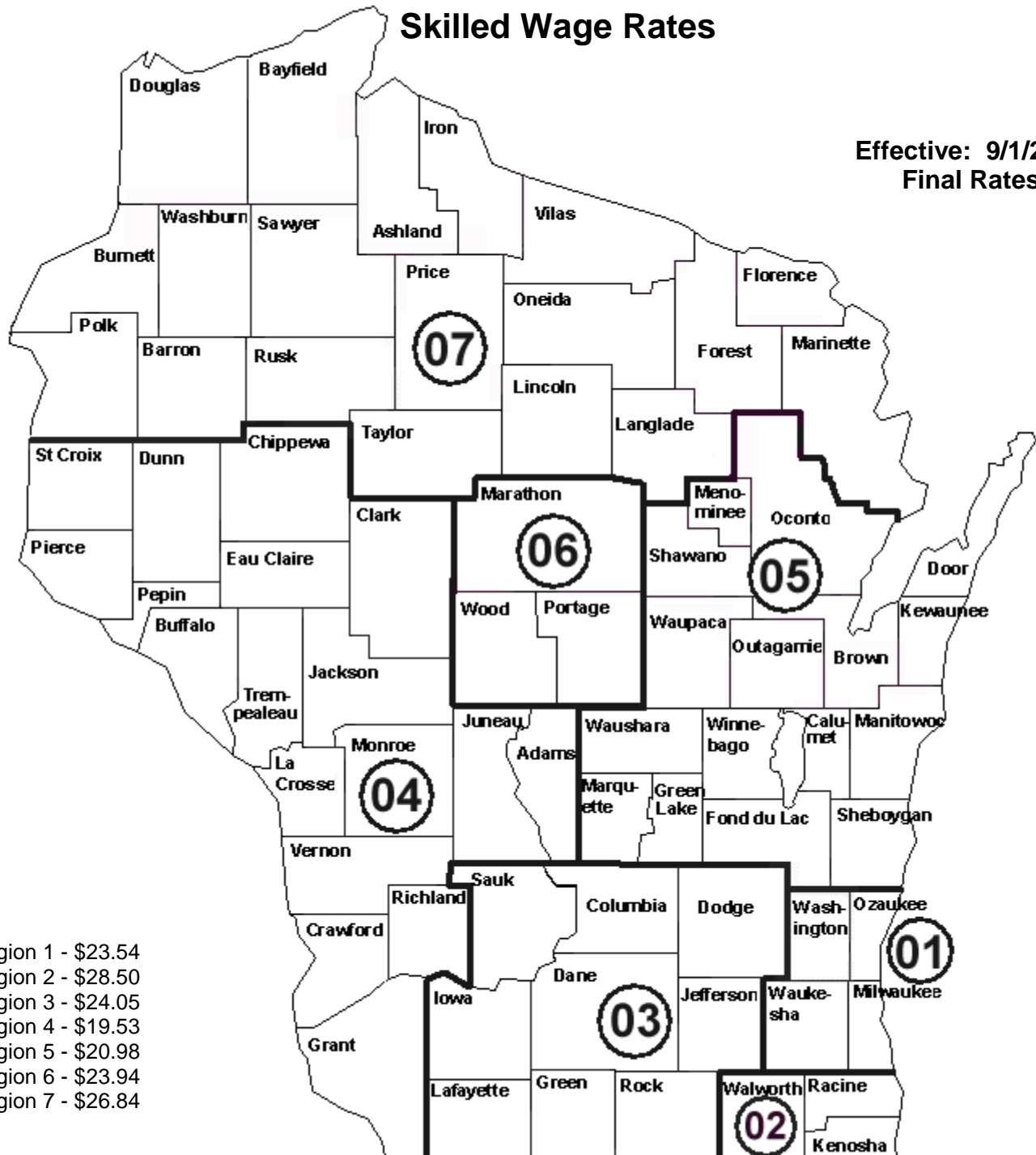


ABC of WI HVAC Installer/Service Skilled Wage Rates

**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 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* at 60% of the skilled rate.
 3rd period of 25 – 36 months of 3361 – 5040 hours and satisfactory progress* at 65% of the skilled rate.
 4th period of 37 – 48 months of 5041 – 6720 hours and satisfactory progress* at 70% of the skilled rate.
 5th period of 49 – 60 months of 6721 – 8400 hours and satisfactory progress* 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.

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.