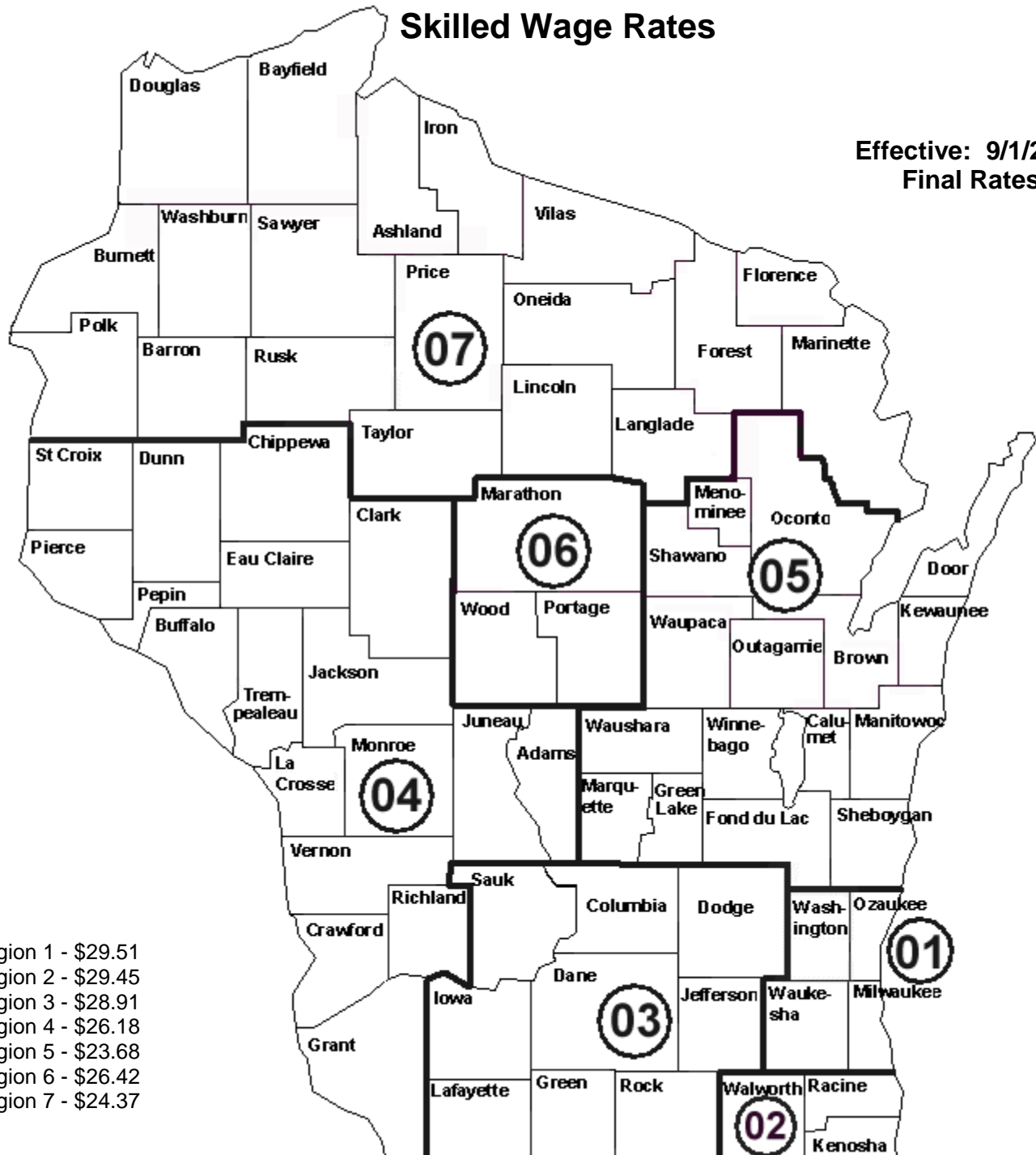


ABC of WI

Heat and Frost Insulator Skilled Wage Rates

Effective: 9/1/2009
Final Rates



- Region 1 - \$29.51
- Region 2 - \$29.45
- Region 3 - \$28.91
- Region 4 - \$26.18
- Region 5 - \$23.68
- Region 6 - \$26.42
- Region 7 - \$24.37

1st period of not less than 1560 hours or 12 months at 45% of the base skilled wage rate.
 2nd period of not less than 1560 hours or 12 months at 60% of the base skilled wage rate.
 3rd period of not less than 1560 hours or 12 months at 65% of the base skilled wage rate.
 4th period of not less than 1560 hours or 12 months at 70% of the base skilled wage rate.

For apprentices contracted 9/15/99 to 8/31/06.

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.