

U.S. Department of Labor Employment and Training Administration Office of Apprenticeship Training, Employer and Labor Services (OATELS) Washington, D.C. 20210	<u>Distribution:</u> A-541 Headquarters A-544 All Field Tech A-547 SD+RD+SAC+; Lab.Com	<u>Subject:</u> Revision to the National Guideline Standards for Apprenticeship for the Associated Builders and Contractors, Inc. (ABC) <u>Code:</u> 400.1
Symbols: DSNIP/FDK		Action: Immediate

PURPOSE: To transmit to the Office of Apprenticeship Training, Employer and Labor Services (OATELS), the Bureau of Apprenticeship and Training (BAT) staff a revision to the National Guideline Standards for Apprenticeship for the Associated Builders and Contractors, Inc. (ABC)

BACKGROUND: The OATELS' Administrator certified this revision to the Revised National Guideline Standards for Apprenticeship for the ABC on December 21, 2005.

This revision incorporates changes to the section on Apprentice Wage Progression by including fringe benefits to the first sentence of the section in the program standards that covers wage progression. A copy of the revised section to the standards is attached for your information.

If you have any questions please contact the National Office at 202-693-3813.

ACTION: OATELS/BAT staff should familiarize themselves with this bulletin and the attached revision as a source for developing apprenticeship standards and/or providing technical assistance.

NOTE: This Bulletin is being sent via electronic mail.

Attachment

SECTION XI. APPRENTICE WAGE PROGRESSION

29 CFR 29.5(b)(5)

Apprentices shall be paid a progressively increasing schedule of wages and fringe benefits (hereinafter referred to collectively as "wages") consistent with skill performance and knowledge levels achieved and demonstrated in on-the-job learning and related instruction.

Apprentice wages shall be based on a percentage of wages paid journeypersons. The entry wage shall not be less than the minimum wage prescribed by the Fair Labor Standards Act, where applicable, unless a higher wage is required by other applicable Federal law, State law, or respective regulations. The Registration Agency shall be notified of any change in the wage rate for a journeyperson or apprentice.

Within each registered craft, the arithmetic average of the individual contractor's journeyperson rates will become the journeyperson rate upon which the apprentice wage schedules (as listed with the trade work processes) are applied for apprentices employed by that contractor. Each subscribing employer shall be responsible for the submission to the program sponsor of journeyperson pay rates for each craft for which apprentices are employed under the apprenticeship program. It will be the Program Sponsor's responsibility to maintain the information on an up-to-date basis. At a minimum, the subscribing employers shall annually determine the average journeyperson wage rate, and if there has been any change in the rate from the last reporting period, the Apprenticeship Committee will be notified. The apprentice will be made aware of the employer's average journeyperson rate prior to being sent on the job. In the event the apprentice is transferred or changes employers, his/her wages will be based upon the journeyperson rates of the new employer, with the achieved percentage level being retained.