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U.S. DEPARTMENT OF LABOR MANPOWER ADMINISTRATION	Distribution	SUBJECT	CODE: 404
Bureau of Apprenticeship and Training Washington, D.C. 20210	BAT-3 BAT-8	Apprentice Wage Policy, Unilateral Programs in the Construction Industry	

**Purpose:** To provide clarification of the subject policy pending issuance in appropriate sections of the revised Handbook.

**Background:** The increasing number of unilateral, area wide programs (GNJ) in the construction industry has given rise to questions as to how apprentice wage rates are to be expressed and upon what journeyman rate they are to be based where such rates are not established by collective bargaining agreements. In particular, this policy has application to situations wherein apprentices may be employed at times on construction with wage rates established pursuant to Federal or State statute or regulation and at other times employed on private construction not subject to such requirements. The policy also addresses situations where apprentices may transfer from one employer to another among the sponsoring employer group and the individual employers have differing journeyman hourly wage rates on construction not subject to Federal or State wage determinations.

**Policy:** This policy is applicable in all States where the Bureau of Apprenticeship and Training is the registration authority.

For programs in the construction industry where wage rates are not established by collective bargaining agreements between participant employer sponsors and unions:

1. The progressively increasing schedule of apprentice wage rates shall be expressed in percentages of the journeyman hourly rate. The rates represent the minimum for each incremental period of apprenticeship.
2. The minimum journeyman hourly rate applicable among all participant employers shall be stated in dollars and cents. No apprentice shall receive an hourly wage less than the percentage for the period in which he is serving applied to the stated minimum journeyman rate.

3. When an apprentice is employed on any construction project where a journeyman hourly wage rate in his trade is established pursuant to Federal or State statute or exceeding the minimum journeyman hourly rate as stated under (2) above, the apprentice shall receive during the course of such employment a wage not less than the percentage rate for the period of apprenticeship currently being served applied to the higher journeyman established wage rate.

This policy is consistent with the current practice of informing sponsors proposing unilateral programs (as for example ABC and AIECA Chapters) that although apprentice wage rate percentages may remain fixed, the dollar and cents wage for the apprentice will change as he is moved, for the same employer, from private to predetermined wage rate projects when there is a differential between the predetermined journeyman wage rate and that customarily paid by the employer.

Secondly, this policy is consistent with the practice of informing prospective unilateral program sponsors that there must be a minimum journeyman hourly rate applicable to all participant employers upon which the apprentice wage schedule is based and the resulting rate of pay for each incremental period of apprenticeship shall be the minimum for each period to be earned by all apprentices serving in that period without regard to variations in the journeyman hourly rate among individual participant employers. In effect, a floor is established for apprentice rates and the highest minimum possible is desirable including acceptance of an average journeyman rate.