

WECA Arizona Apprenticeship Minimum Wages

Private:

Period	Class Year / Semester	OJT Hours	Period %	Minimum Base Wage
1	1-1	0 - 1000	50%	\$15.64
2	1-2	1001 - 2000	55%	\$17.21
3	2-1	2001 - 3000	60%	\$18.77
4	2-2	3001 - 4000	65%	\$20.33
5	3-1	4001 - 5000	70%	\$21.90
6	3-2	5001 - 6000	75%	\$23.46
7	4-1	6001 - 7000	80%	\$25.03
8	4-2	7001 - 8000	85%	\$26.59

*In addition to the apprentice base wage there is a \$2.25 per hour training contribution for every hour worked. Apprentice Training Contributions are not considered Wages and are therefore not subject to payroll taxes or reported as Personal Income Tax wages.

**Minimum Wage for Flagstaff Area Effective January 1, 2025 = \$17.85

Davis Bacon:

Apprentices shall be paid a progressively increasing schedule of wages based on a percentage of the applicable hourly journey worker wage rate. Apprentices will receive the full Journey worker fringe benefits package.

Apprentice Periods & Wage %:

- 1st 1000 hours & 72 RSI = 50%
- 2nd 1000 hours and 72 RSI =55%
- 3rd 1000 hours & 72 RSI = 60%
- 4th 1000 hours and 72 RSI= 65%
- 5th 1000 hours & 72 RSI = 70%
- 6th 1000 hours and 72 RSI= 75%
- 7th 1000 hours & 72 RSI= 80%
- 8th 1000 hours and 72 RSI= 85%