

**PHCCLA Standards for Wage Rates**

Apprentices shall be paid not less than the following percentages of the Journeyman wage consistent with the skill acquired. Present Journeyman rate being \$**19.00** per hour. Any changes to the Journeyman wage will automatically affect the Apprentice's wage. **WAGE PROGRESSION STEPS (PERCENTAGES ONLY):**

<b>1<sup>st</sup> 45%</b>	<b>8.55</b>
<b>2<sup>nd</sup> 50%</b>	<b>9.50</b>
<b>3<sup>rd</sup> 55%</b>	<b>10.45</b>
<b>4<sup>th</sup> 60%</b>	<b>11.40</b>
<b>5<sup>th</sup> 65%</b>	<b>12.35</b>
<b>6<sup>th</sup> 70%</b>	<b>13.30</b>
<b>7<sup>th</sup> 75%</b>	<b>14.25</b>
<b>8<sup>th</sup> 80%</b>	<b>15.20</b>
<b>100%</b>	<b>19.00- end wage</b>