

**MEMORANDUM**

TO: Sponsors of Apprenticeships in Alabama

FROM: Joshua J. Laney, Director, Alabama Office of Apprenticeship

RE: Wage Scale in Appendix A

DATE: 05/04/2020

This memo is provided to clarify the apprentice wage progression and journey worker's wage in the work process documents of a registered apprenticeship, commonly referred to as "Appendix A.". The stipulations defined in the Appendix A should apply to every employer participating in the apprenticeship. This holds true for employers who might join an apprenticeship at the initial point of registration as well as for those who sign on to participate subsequently. As such, it has become a common point of confusion for the Appendix A to list a specific journey worker's wage. The implication of the specified wage in the Appendix A is, employers joining the apprenticeship must all agree to pay that same wage. However, employers are not required to pay a specific wage and must specify their own journey worker wage in their Employer Acceptance Agreement, also called Appendix D.

Therefore, it is the recommended best-practice that sponsors use the "Apprentice Wage Schedule" section of the Appendix A to detail the points in the apprenticeship at which all participating employers will provide progressive raises to apprentices, but not to specify a journey worker's rate. Sponsors might also use this section to specify a minimum Journey worker's rate for employers desiring to join the apprenticeship. (See attachment for examples. Please note, the wages and credentials in the examples are for illustrative purposes only.)

Sponsors of existing registered programs may adjust the relevant portion of the Appendix A now or may wait until the next regular update of their standards. Nothing in this policy is intended to or permitted to conflict with stipulations of collective bargaining agreements for group-joint programs. Any sponsor with questions regarding this guidance may directly contact their Alabama Office of Apprenticeship Project Manager, or contact the office by emailing [info@alapprentice.org](mailto:info@alapprentice.org).



cc: Alabama Apprenticeship Council, Sponsors of Registered Apprenticeships in Alabama

Attachments: 1

Attachment 1 - Samples of Apprentice Wage Schedule sections of Appendix A.

Examples are for reference only and are not a wage recommendation. Sponsors building new programs or updating existing standards are encouraged to contact their AOA Project Manager.

**SAMPLE 1- Competency-based with a minimum required journey worker rate.** Apprentices shall be paid a progressively increasing schedule of wages based on a percentage of the current hourly journey worker wage rate. Employers under this program must specify their journey worker rate in their Employer Acceptance Agreement which shall not be less than \$21.25 for employers joining this program.

- Starting Rate = 60% of Journey worker wage as specified by Employer Acceptance Agreement
- 25% Competencies = 70% of Journey worker wage as specified by Employer Acceptance Agreement
- 50% Competencies = 80% of Journey worker wage as specified by Employer Acceptance Agreement
- 75% Competencies = 90% of Journey worker wage as specified by Employer Acceptance Agreement
- 100% Competencies = 100% of Journey worker wage as specified by Employer Acceptance Agreement

**SAMPLE 2- Time-based with no minimum required journey worker rate.** Apprentices shall be paid a progressively increasing schedule of wages based on a percentage of the current hourly journey worker wage rate. Employers under this program must specify their journey worker rate in their Employer Acceptance Agreement.

- Starting Rate = 55% of Journey worker wage as specified by Employer Acceptance Agreement
- 1000 Hours = 75% of Journey worker wage as specified by Employer Acceptance Agreement
- 2000 Hours = 85% of Journey worker wage as specified by Employer Acceptance Agreement
- 3000 Hours (Completion)= 95% of Journey worker wage as specified by Employer Acceptance Agreement

**SAMPLE 3- Competency-based with a third-party exam requirement.** Apprentices shall be paid a progressively increasing schedule of wages based on a percentage of the current hourly journey worker wage rate and successful completion of an industry recognized credentialing exam. Employers under this program must specify their journey worker rate in their Employer Acceptance Agreement.

- Starting Rate = 60% of Journey worker wage as specified by Employer Acceptance Agreement
- 25% Competencies and NOCTI Level 1 = 70% of Journey worker wage as specified by Employer Acceptance Agreement
- 50% Competencies NOCTI Level 2 = 80% of Journey worker wage as specified by Employer Acceptance Agreement
- 75% Competencies and NOCTI Level 3= 90% of Journey worker wage as specified by Employer Acceptance Agreement
- 100% Competencies and NOCTI Level 4= 100% of Journey worker wage as specified by Employer Acceptance Agreement