

## APPRENTICESHIP AND CERTIFICATION BOARD POLICY

Name:	Standardization of Wage Rates Language
Subject:	Regulatory
Effective Date:	April 17, 2013

### Policy Statement:

The Board supports the standardization of wage rates in all trade regulations through the implementation of two different wage structures with the following components:

1. The service, transportation, manufacturing and industrial trades set their minimum wage rate standards as a percentage of the provincial minimum wage or defer to the Apprenticeship and Certification - General Regulation.
2. The construction trades use a dual wage system as follows:
  - o Industrial, Commercial and Institutional (ICI) sector apprentices would set their minimum wage rates as a percentage of the Construction and Industry Wages Act (CIWA) journeyman wage rate, and
  - o Residential sector apprentices would set their minimum wage rates as a percentage of the provincial wage rate.
3. When a Provincial Advisory Committees (PAC) meets to update their regulation and set wages, that they use a five (5) year forecast to set their wage percentages. As part of this process, PACs will work in partnership with Apprenticeship Manitoba to ensure alignment between the dual wage rates for the residential and commercial sectors. Although a five (5) year forecast will be employed, the Board understands that predictions may be difficult and adjustments may be required on a case by case basis.
4. The Board will implement this policy on a case-by-case basis when trade regulations are already being reviewed as part of their Annual Strategic Plan.

### Rationale:

In the Board's 2011-2012 Strategic Plan, the Board is committed to reviewing trade regulations to ensure standardized and consistent minimum wage rate language and structure. After the Board's review of the consultation responses (ending on February 15, 2013), the Board decided that the consultation results and supporting research supported a dual wage rate structure to be determined in consultation with the PACs and industry.

Board Motion(s)	April 17, 2013
X-Referencing	n/a
Legislation	Apprenticeship and Certification – General Regulation
Comments	n/a