

## APPRENTICESHIP AND CERTIFICATION BOARD POLICY

Name:	Standardization of Wage Rates Language
Subject:	Regulatory
Effective Date:	January 19, 2023

### **Policy Statement:**

The Board supports the standardization of wage rates language in all trade regulations and schedules 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:
  - Industrial, Commercial and Institutional (ICI) sector apprentices have their minimum wage rates set as a percentage of the Construction and Industry Wages Act (CIWA) journey person wage rate; and
  - Residential sector apprentices have their minimum wage rates set as a percentage of the provincial wage rate.
3. When an Industry Working Group (IWGs) meets to update the regulation and set wages, they must use a five (5) year forecast to set their wage percentages. As part of this process, the IWGs 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 the Board's annual Work Plan.

### **Rationale:**

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

Board Motion(s)	April 17, 2013, January 19, 2023
X-Referencing	n/a
Legislation	Apprenticeship and Certification – General Regulation
Comments	n/a