

WECA Arizona Apprenticeship Minimum Wages – Effective January 1, 2026

Private:

Period	Class Year / Semester	OJT Hours	Period %	Minimum Base Wage
1	1-1	0 - 1000	50%	\$16.68
2	1-2	1001 - 2000	55%	\$18.35
3	2-1	2001 - 3000	60%	\$20.01
4	2-2	3001 - 4000	65%	\$21.68
5	3-1	4001 - 5000	70%	\$23.35
6	3-2	5001 - 6000	75%	\$25.02
7	4-1	6001 - 7000	80%	\$26.69
8	4-2	7001 - 8000	85%	\$28.36

\*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, 2026 = \$18.35

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 %:**

1<sup>st</sup> 1000 hours & 72 RSI = 50%

2<sup>nd</sup> 1000 hours and 72 RSI = 55%

3<sup>rd</sup> 1000 hours & 72 RSI = 60%

4<sup>th</sup> 1000 hours and 72 RSI= 65%

5<sup>th</sup> 1000 hours & 72 RSI = 70%

6<sup>th</sup> 1000 hours and 72 RSI= 75%

7<sup>th</sup> 1000 hours & 72 RSI= 80%

8<sup>th</sup> 1000 hours and 72 RSI= 85%