

WECA Utah Apprenticeship Minimum Wages – Effective January 1, 2026

Private:

Period	Class Year / Semester	OJT Hours	Period %	Minimum Base Wage
1	1-1	0 - 1000	50%	\$20.00
2	1-2	1001 - 2000	55%	\$22.00
3	2-1	2001 - 3000	60%	\$24.00
4	2-2	3001 - 4000	65%	\$26.00
5	3-1	4001 - 5000	70%	\$28.00
6	3-2	5001 - 6000	75%	\$30.00
7	4-1	6001 - 7000	80%	\$32.00
8	4-2	7001 - 8000	85%	\$34.00

*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.

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 full fringe benefits.

Apprentice Periods & Wage %:

1st 1000 hours & 72 RSI = 50%

2nd 1000 hours and 72 RSI = 55%

3rd 1000 hours & 72 RSI = 60%

4th 1000 hours and 72 RSI= 65%

5th 1000 hours & 72 RSI = 70%

6th 1000 hours and 72 RSI= 75%

7th 1000 hours & 72 RSI= 80%

8th 1000 hours and 72 RSI= 85%