

- [Overview of Minimum Wage Rates](#)
- [Provincial Minimum Wage Overview & Table](#)
- [Construction Sector Wage Overview & Table](#)
- [Electrical Trade Wage Overview & Table](#)

TRADES & WAGES	<i>located in the following table...</i>
Agricultural Equipment Technician	Provincial Minimum Wages
Aircraft Maintenance Journeyperson	Provincial Minimum Wages
Boilermaker	Provincial Minimum Wages
Bricklayer	Construction Industry Wages
Cabinetmaker	Provincial Minimum Wages
Carpenter (Winnipeg/Rural Residential)	Provincial Minimum Wages
Carpenter (Winnipeg Major Construction, Rural)	Construction Industry Wages Table
Concrete Finisher	Provincial Minimum Wages
Construction Electrician (not regulated by the Construction Industry Wages Act)	Electrical Trade Wages
Construction Electrician (regulated by the Construction Industry Wages Act)	Construction Industry Wages
Cook	Provincial Minimum Wages
Crane & Hoisting Equipment Operator	Provincial Minimum Wages
Electrologist	Provincial Minimum Wages
Esthetician (includes Nail Technician & Skin Care Technician)	Provincial Minimum Wages
Floorcovering Installer	Provincial Minimum Wages
Glazier	Construction Industry Wages
Hairstylist	Provincial Minimum Wages
Heavy Duty Equipment Technician	Provincial Minimum Wages
Industrial Electrician	Electrical Trade Wages
Industrial Instrument Mechanic	Provincial Minimum Wages
Industrial Mechanic (Millwright)	Provincial Minimum Wages
Industrial Welder	Provincial Minimum Wages
Ironworker	Provincial Minimum Wages

TRADES & WAGES	<i>located in the following table...</i>
Insulator (Heat & Frost)	Construction Industry Wages
Lather (Interior Systems Mechanic)	Provincial Minimum Wages
Landscape Technician	Provincial Minimum Wages
Machinist	Provincial Minimum Wages
Miner	Provincial Minimum Wages
Motor Vehicle Body Repairer	Provincial Minimum Wages
Motor Vehicle Body Repairer-Painter	Provincial Minimum Wages
Motor Vehicle Mechanic	Provincial Minimum Wages
Painter & Decorator	Construction Industry Wages
Parts Person	Provincial Minimum Wages
Plumber	Construction Industry Wages
Pork Production Technician	Provincial Minimum Wages
Power Electrician	Provincial Minimum Wages
Refrigeration & Air Conditioning Mechanic	Construction Industry Wages
Recreation Vehicle Service Technician	Provincial Minimum Wages
Roofer	Construction Industry Wages
Sheet Metal Worker	Construction Industry Wages
Sprinkler System Installer	Construction Industry Wages
Steamfitter-Pipefitter	Construction Industry Wages
Steel Fabricator	Provincial Minimum Wages
Tool & Die Maker	Provincial Minimum Wages
Transport Trailer Technician	Provincial Minimum Wages
Truck & Transport Mechanic	Provincial Minimum Wages



Regulations under the *Apprenticeship and Trades Qualifications Act* establish minimum wage rates for apprentices.

Every employer who enters into an apprenticeship agreement with an apprentice must ensure that the apprentice is paid at least the minimum wage rate specified for that trade.

The apprentice minimum wage rates—and all other training and certification requirements—in each apprenticeship trade are set out in the regulation for that trade. Trade regulations are law. To view your trade regulation, or other apprenticeship training and certification legislation, please view the Government of Manitoba Acts & Regulations at <http://web2.gov.mb.ca/laws/regs/index.php>

Wage rates specified in regulation are minimum rates; employers are free to pay a wage higher than the regulated minimum wage.

Apprentice minimum wage rates in each apprenticeship trade, (like all regulated apprenticeship training requirements), are established by the Apprenticeship and Trades Qualifications Board (the Board) on the advice of trade-specific Provincial Trade Advisory Committees (PTACs).

The Board and PTACs endeavour to establish apprentice minimum wage rates that ensure that the apprentice, as he/she progresses through the levels of apprenticeship training toward full certification, is paid a gradually increasing proportion of the wage rate that a typical journey person in that trade might be paid.



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→ [Link to Provincial Minimum Wage Table](#)



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Apprentice Minimum Wage Rates - Based on the Provincial Minimum Wage Table			
Trade Name	Level	Percentage (%) of the Provincial Minimum Wage (\$7.60)	Apprentice Minimum Wage (\$)
Agricultural Equipment Technician	One	150	11.4
	Two	170	12.92
	Three	190	14.44
	Four	200	15.2
Aircraft Maintenance Journeyperson	One - 1st Six mths	115	8.74
	One - 2nd Six mths	135	10.26
	Two	155	11.78
	Three	175	13.3
	Four	195	14.82
Boilermaker Regulation	One - 1st Six mths	130	9.88
	One - 2nd Six mths	140	10.64
	Two - 1st Six mths	150	11.4
	Two - 2nd Six mths	160	12.16
	Three - 1st Six mths	170	12.92
	Three - 2nd Six mths	180	13.68
Cabinetmaker	One	125	9.5
	Two	175	13.3
	Three	200	15.2
	Four	225	17.1
Carpenter (Winnipeg Residential Sector)	One	180	13.68
	Two	215	16.34
	Three	250	19
	Four	280	21.28
Carpenter (Rural Residential Sector)	One	110	8.36
	Two	120	9.12
	Three	130	9.88
	Four	140	10.64
Concrete Finisher	One	140	10.64
	Two	160	12.16
	Three	180	13.68
Construction Electrician	Refer to Electrical Wage Table		
Cook	One	120	9.12
	Two	145	11.02



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Trade Name	Level	Percentage (%) of the Provincial Minimum Wage (\$7.60)	Apprentice Minimum Wage (\$)
Crane and Hoisting Equipment Operator (Branch 1: Mobile Crane)	One	160	12.16
	Two	240	18.24
	Three	280	21.28
(Branch 2a: Boom Truck)	One	160	12.16
	Two	240	18.24
(Branch 2b: Boom Truck)	One	155	11.78
	Two	210	15.96
(Branch 2c: Boom Truck)	One	150	11.4
	Two	200	15.2
(Branch 3: Tower Crane)	One	200	15.2
	Two	260	19.76
Electrologist	One	110	8.36
Esthetician	One	110	8.36
	Two	120	9.12
(Skin Care Technician)	One	110	8.36
	Two	120	9.12
(Nail Technician)	One	110	8.36
Floorcovering Installer	One	150	11.4
	Two	200	15.2
	Three	250	19
Hairstylist	One	110	8.36
	Two	120	9.12
Heavy Duty Equipment Technician	One	150	11.4
	Two	170	12.92
	Three	190	14.44
	Four	200	15.2
Industrial Electrician	<i>Refer to Electrical Wage Table</i>		
Industrial Instrument Mechanic	One - 1st Six mths	110	8.36
	One - 2nd Six mths	120	9.12
	Two - 1st Six mths	130	9.88
	Two - 2nd Six mths	140	10.64
	Three - 1st Six mths	150	11.4
	Three - 2nd Six mths	160	12.16
	Four - 1st Six mths	170	12.92
	Four - 2nd Six mths	180	13.68

Apprenticeship

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Trade Name	Level	Percentage (%) of the Provincial Minimum Wage (\$7.60)	Apprentice Minimum Wage (\$)
Industrial Mechanic	One - 1st Six mths	130	9.88
	One - 2nd Six mths	140	10.64
	Two - 1st Six mths	150	11.4
	Two - 2nd Six mths	160	12.16
	Three - 1st Six mths	170	12.92
	Three - 2nd Six mths	180	13.68
	Four - 1st Six mths	190	14.44
	Four - 2nd Six mths	200	15.2
Industrial Welder	One - 1st Six mths	110	8.36
	One - 2nd Six mths	120	9.12
	Two - 1st Six mths	130	9.88
	Two - 2nd Six mths	140	10.64
	Three - 1st Six mths	150	11.4
	Three - 2nd Six mths	160	12.16
Ironworker	One	200	15.2
	Two	250	19
	Three	310	23.56
Landscape Technician	One	110	8.36
	Two	125	9.5
	Three	135	10.26
	Four	145	11.02
Lather (Interior Systems Mechanic)	One	180	13.68
	Two	215	16.34
	Three	250	19
	Four	280	21.28
Machinist	One	115	8.74
	Two	135	10.26
	Three	155	11.78
	Four	175	13.3
Miner	One	135	10.26
	Two	155	11.78
	Three	175	13.3
Motor Vehicle Body Repairer	One	115	8.74
	Two	135	10.26
	Three	155	11.78
	Four	175	13.3
Motor Vehicle Body Repairer-Painter	One	115	8.74
	Two	150	11.4
Motor Vehicle Mechanic	One	115	8.74
	Two	135	10.26
	Three	155	11.78
	Four	175	13.3

Apprenticeship

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Trade Name	Level	Percentage (%) of the Provincial Minimum Wage (\$7.60)	Apprentice Minimum Wage (\$)
Parts Person	One	110	8.36
	Two	125	9.5
	Three	150	11.4
Pork Production Technician	One	110	8.36
	Two	120	9.12
Power Electrician	One	130	9.88
	Two	150	11.4
	Three	170	12.92
	Four	190	14.44
Recreation Vehicle Service Technician	One	115	8.74
	Two	130	9.88
	Three	150	11.4
Steel Fabricator	One - 1st Six mths	130	9.88
	One - 2nd Six mths	140	10.64
	Two - 1st Six mths	150	11.4
	Two - 2nd Six mths	160	12.16
	Three - 1st Six mths	170	12.92
	Three - 2nd Six mths	180	13.68
	Four - 1st Six mths	190	14.44
	Four - 2nd Six mths	195	14.82
Tool and Die Maker	One	115	8.74
	Two	135	10.26
	Three	155	11.78
	Four	175	13.3
Transport Trailer Technician	One	115	8.74
	Two	135	10.26
	Three	155	11.78
Truck and Transport Mechanic	One	135	10.26
	Two	155	11.78
	Three	175	13.3
	Four	195	14.82

→ [Link to Provincial Minimum Wage Overview](#)

Wages for most journeypersons working in the construction sector are regulated by the *Construction Industry Wages Act (CIWA)*. Therefore, the Apprenticeship and Trades Qualifications Board and PTAC use these wage rates as the basis for minimum wage rates in most apprenticeship trades in the construction sector. In these trade regulations, the apprentice minimum wage rate is expressed as a percentage of the “prevailing journeyperson rate”, and “prevailing journeyperson rate” is defined to mean the rate specified by CIWA regulations.

The CIWA provides for two different journeyperson wage rate schedules:

1. Winnipeg area and Major Building Projects—applies to all journeyperson in all trades working on major building projects and other construction projects outside of the Winnipeg area and Major Building Projects where the total aggregate floor space exceeds 25,000 square feet.
2. Rural—applies to all construction projects not covered by the Winnipeg/Major Building Project schedule.

Calculating your wage rate:

When a trade regulation states that the minimum wage for a Level 1 Steamfitter - Pipefitter apprentice is 40 per cent of the prevailing journeyperson wage, you:

Multiply the prevailing journeyperson wage rate (\$28.00/hour in Winnipeg and on Major Building Projects) by 40 per cent or 0.4.

$$\$28.00 \times 0.4 = \$11.20$$

The wage rate is \$11.20 per hour

If you have questions about the CIWA, journeyperson wage rates or the Employment Standards Code, contact:

Employment Standards Branch

Manitoba Labour and Immigration

604 – 401 York Avenue

Winnipeg MB R3C 0P8

945-3352 or 1-800-821-4307 Toll-Free (in Manitoba)

→ [Link to Construction Industry Wage Table](#)



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APPRENTICE MINIMUM WAGE RATES- CONSTRUCTION INDUSTRY WAGE ACT TABLE <i>As reflected in the Construction Industry Wage Act (CIWA), the Apprenticeship Trades Qualification Act (General Regulation) and the trade specific regulation</i>				
Trade Name	Level	Applicable Wage Schedule	Percentage (%) of the Journeyman Rate	Apprentice Minimum Wage (\$)
Bricklayer Journeyman Rate: Winnipeg/Major Construction- \$26.60 Rural \$21.28	One	Winnipeg/Major Construction	60	\$15.96
		Rural	60	\$12.77
	Two	Winnipeg/Major Construction	70	\$18.62
		Rural	70	\$14.90
	Three	Winnipeg/Major Construction	80	\$21.28
		Rural	80	\$17.02
	Four	Winnipeg/Major Construction	90	\$23.94
		Rural	90	\$19.15
Carpenter - Excluding Residential Sector Journeyman Rate: Winnipeg/Major Construction-24.15 Rural \$19.32	One	Winnipeg/Major Construction	65	\$15.70
		Rural	65	\$12.56
	Two	Winnipeg/Major Construction	75	\$18.11
		Rural	75	\$14.49
	Three	Winnipeg/Major Construction	80	\$19.32
		Rural	80	\$15.46
	Four	Winnipeg/Major Construction	90	\$21.74
		Rural	90	\$17.39
Construction Electrician when working in a Construction Industry Wages Act regulated work sites Journeyman Rate: Winnipeg/Major Construction - \$28.00 Rural - \$22.40	<i>*Note: For apprentices in the electrical trades who are working at work sites that are not regulated by the Construction Industry Wages Act, refer to the Provincial Minimum Wage Table</i>			
	One	Winnipeg/Major Construction	40	\$11.20
		Rural	40	\$8.96
	Two	Winnipeg/Major Construction	50	\$14.00
		Rural	50	\$11.20
	Three	Winnipeg/Major Construction	65	\$18.20
		Rural	65	\$14.56
	Four	Winnipeg/Major Construction	80	\$22.40
		Rural	80	\$17.92

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Trade Name	Level	Applicable Wage Schedule	Percentage (%) of the Journeyperson Rate	Apprentice Minimum Wage (\$)
Glazier Journeyperson Rate: Winnipeg/Major Construction - \$22.80 Rural - \$18.24	One-1st Six mths	Winnipeg/Major Construction	60	\$13.68
		Rural	60	\$10.94
	One - 2nd Six mths	Winnipeg/Major Construction	65	\$14.82
		Rural	65	\$11.86
	Two - 1st Six mths	Winnipeg/Major Construction	70	\$15.96
		Rural	70	\$12.77
	Two - 2nd Six mths	Winnipeg/Major Construction	75	\$17.10
		Rural	75	\$13.68
	Three- 1st Six mths	Winnipeg/Major Construction	80	\$18.24
		Rural	80	\$14.59
	Three- 2nd Six mths	Winnipeg/Major Construction	85	\$19.38
		Rural	85	\$15.50
	Four - 1st Six mths	Winnipeg/Major Construction	90	\$20.52
		Rural	90	\$16.42
Four - 2nd Six mths	Winnipeg/Major Construction	95	\$21.66	
	Rural	95	\$17.33	
Insulator (Heat & Frost) Journeyperson Rate: Winnipeg/Major Construction - \$22.40 Rural - \$17.92	One	Winnipeg/Major Construction	58	\$12.99
		Rural	58	\$10.39
	Two	Winnipeg/Major Construction	69	\$15.46
		Rural	69	\$12.36
	Three	Winnipeg/Major Construction	81	\$18.14
		Rural	81	\$14.52
	Four	Winnipeg/Major Construction	92	\$20.61
		Rural	92	\$16.49
Painter & Decorator Journeyperson Rate: Winnipeg/Major Construction - \$20.85 Rural - \$16.68	One - 1st Six mths	Winnipeg/Major Construction	40	\$8.34
		Rural	40	\$6.67
	One - 2nd Six mths	Winnipeg/Major Construction	50	\$10.43
		Rural	50	\$8.34
	Two	Winnipeg/Major Construction	65	\$13.55
		Rural	65	\$10.84
	Three	Winnipeg/Major Construction	75	\$15.64
		Rural	75	\$12.51
Four	Winnipeg/Major Construction	85	\$17.72	
	Rural	85	\$14.18	
Plumber Journeyperson Rate: Winnipeg/Major Construction - \$28.00 Rural - \$22.40	One	Winnipeg/Major Construction	40	\$11.20
		Rural	40	\$8.96
	Two	Winnipeg/Major Construction	50	\$14.00
		Rural	50	\$11.20
	Three	Winnipeg/Major Construction	60	\$16.80
		Rural	60	\$13.44
	Four	Winnipeg/Major Construction	70	\$19.60
		Rural	70	\$15.68
Five	Winnipeg/Major Construction	80	\$22.40	
	Rural	80	\$17.92	



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Trade Name	Level	Applicable Wage Schedule	Percentage (%) of the Journeyperson Rate	Apprentice Minimum Wage (\$)	
Refrigeration & Air Conditioning Mechanic <i>(Commercial)</i> Journeyperson Rate: Winnipeg/Major Construction - \$27.10 Rural - \$21.68	One	Winnipeg/Major Construction	50	\$13.55	
		Rural	50	\$10.84	
	Two	Winnipeg/Major Construction	60	\$16.26	
		Rural	60	\$13.01	
	Three	Winnipeg/Major Construction	70	\$18.97	
		Rural	70	\$15.18	
	Four	Winnipeg/Major Construction	80	\$21.68	
		Rural	80	\$17.34	
	Five	Winnipeg/Major Construction	90	\$24.39	
		Rural	90	\$19.51	
	<i>(Residential)</i>	One	Winnipeg/Major Construction	50	\$13.55
			Rural	50	\$10.84
		Two	Winnipeg/Major Construction	60	\$16.26
			Rural	60	\$13.01
Three		Winnipeg/Major Construction	70	\$18.97	
		Rural	70	\$15.18	
Four		Winnipeg/Major Construction	80	\$21.68	
		Rural	80	\$17.34	
Roofer Journeyperson Rate: Winnipeg/Major Construction - \$22.65 Rural - \$18.12	One - 1st Six mths	Winnipeg/Major Construction	60	\$13.59	
		Rural	60	\$10.87	
	One - 2nd Six mths	Winnipeg/Major Construction	65	\$14.72	
		Rural	65	\$11.78	
	Two - 1st Six mths	Winnipeg/Major Construction	70	\$15.86	
		Rural	70	\$12.68	
	Two - 2nd Six mths	Winnipeg/Major Construction	75	\$16.99	
		Rural	75	\$13.59	
	Three - 1st Six mths	Winnipeg/Major Construction	80	\$18.12	
		Rural	80	\$14.50	
Three - 2nd Six mths	Winnipeg/Major Construction	85	\$19.25		
	Rural	85	\$15.40		
Sheet Metal Worker Journeyperson Rate: Winnipeg/Major Construction - \$28.55 Rural - \$22.84	One - 1st Six mths	Winnipeg/Major Construction	50	\$14.28	
		Rural	50	\$11.42	
	One - 2nd Six mths	Winnipeg/Major Construction	55	\$15.70	
		Rural	55	\$12.56	
	Two	Winnipeg/Major Construction	65	\$18.56	
		Rural	65	\$14.85	
	Three	Winnipeg/Major Construction	75	\$21.41	
		Rural	75	\$17.13	
	Four	Winnipeg/Major Construction	85	\$24.27	
		Rural	85	\$19.41	



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Trade Name	Level	Applicable Wage Schedule	Percentage (%) of the Journeyperson Rate	Apprentice Minimum Wage (\$)
Sprinkler System Installer Journeyperson Rate: Winnipeg/Major Construction - \$30.75 Rural - \$24.60	One	Winnipeg/Major Construction	60	\$18.45
		Rural	60	\$14.76
	Two	Winnipeg/Major Construction	70	\$21.53
		Rural	70	\$17.22
	Three	Winnipeg/Major Construction	80	\$24.60
		Rural	80	\$19.68
	Four	Winnipeg/Major Construction	90	\$27.68
		Rural	90	\$22.14
Steamfitter Pipefitter Journeyperson Rate: Winnipeg/Major Construction - \$28.00 Rural - \$22.40	One	Winnipeg/Major Construction	40	\$11.20
		Rural	40	\$8.96
	Two	Winnipeg/Major Construction	50	\$14.00
		Rural	50	\$11.20
	Three	Winnipeg/Major Construction	60	\$16.80
		Rural	60	\$13.44
	Four	Winnipeg/Major Construction	70	\$19.60
		Rural	70	\$15.68
	Five	Winnipeg/Major Construction	80	\$22.40
		Rural	80	\$17.92

→ [Link to Construction Industry Wage Overview](#)

Industrial Electrician

Apprentice minimum wage rates for Industrial Electricians are expressed as a percentage of the journeyperson's wage rate working for that employer at that work location.

Calculating your wage rate:

The Industrial Electrician trade regulation states that the minimum wage for a Level 1 apprentice is 40 per cent of the "prescribed journeyperson wage," and the regulation defines "prescribed journeyperson wage" to mean the wage of a journeyperson who is working for the same employer on the same site as the apprentice.

The apprentice minimum wage rate will vary from employer to employer, depending on the journeyperson rate paid by that employer.

Multiply the prescribed journeyperson wage rate by 40 per cent or 0.4.

$$(\text{wage/hour}) \times 0.4 = \text{the regulated apprentice minimum wage/hour}$$

Construction Electrician

Construction sector journeypersons in all trades who are working on work sites that are regulated the *Construction Industry Wages Act (CIWA)* have their minimum wages set by a regulation under the CIWA.

In most of the construction sector apprenticeship trades, the Apprenticeship and Trades Qualifications Board has based apprentice minimum wage rates on the CIWA journeyperson wage.

However, Construction Electricians may work in construction, in which case their wages are regulated under the CIWA; or in house building, maintenance, or service, in which case their wages are not regulated.

Accordingly, apprentice Construction Electricians who work in construction have minimum wages expressed as a percentage of the CIWA journeyperson rate; apprentice Construction Electrician apprentices who work in house building, maintenance, or service have their minimum wages expressed as a percentage of the rate paid to the journeyperson working for the same employer at the same site as the apprentice.

Calculating your CIWA-based wage rate:

(Construction of all major building projects and other construction projects where the total aggregate floor space exceeds 25,000 square feet)

The Construction Electrician trade regulation states that the minimum wage for a Level 1 apprentice is 40 per cent of the "reference wage rate", and defines "reference wage rate" as the journeyperson electrician wage established under the CIWA.

Multiply the reference wage rate (\$28.00/hour in Winnipeg and on Major Building Projects) by 40 per cent or 0.4.

$$\$28.00 \times 0.4 = 11.20$$

The wage rate is \$11.20 per hour



The CIWA provides for two different journeyperson wage rate schedules:

1. Winnipeg area and Major Building Projects—applies to all journeyperson in all trades working on major building projects and other construction projects outside of the Winnipeg area and Major Building Projects where the total aggregate floor space exceeds 25,000 square feet.
2. Rural—applies to all construction projects not covered by the Winnipeg/Major Building Project schedule.

Calculating your non-CIWA-based wage rate: (house building, maintenance, service)

The Construction Electrician trade regulation states that the minimum wage for a Level 1 apprentice is 40 per cent of the “reference journeyperson wage,” and when the work site is not regulated by the CIWA, the regulation defines “reference journeyperson wage” to mean the wage of a journeyperson who is working for the same employer on the same site as the apprentice.

The apprentice minimum wage rate will vary from employer to employer, depending on the journeyperson rate paid by that employer.

Multiply the prescribed journeyperson wage rate by 40 per cent or 0.4

$(\text{wage/hour}) \times 0.4 = \text{the regulated apprentice minimum wage/hour}$

Note: The apprentice shall not be paid less than 110% for Level 1, 120% for Level 2, 130% for Level 3 and 140% for Level 4.

If you have questions about the CIWA, journeyperson wage rates, or need more information, contact:

Employment Standards Branch

Manitoba Labour and Immigration

Link to Electrical Wage Table Link to Electrical Wage Table 604 – 401 York Avenue

Winnipeg MB R3C 0P8

945-3352 or 1-800-821-4307 Toll-Free (in Manitoba)

→ [Link to Electrical Wage Table](#)



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APPRENTICE MINIMUM WAGES-ELECTIRICAL TRADES

For apprentices in the electrical trades who are working at work sites that are **not** regulated by the Construction Industry Wage Act, "Journeyman Rate" means the rate paid to a journeyman who is working for the same employer and at the same work site as the apprentice.

**NOTE: Residential apprentices shall not be paid less than 110% for Level 1, 120% for Level 2, 130% for Level 3, and 140% for Level 4.*

For apprentices in the electrical trades who *are* working at work sites that *are* regulated by the Construction Industry Wages Act, please see the [Construction Industry Wage Table](#).

	Level	Percentage (%) "Journeyman Rate"	Apprentice Minimum Wage (\$)
Industrial Electrician; and Construction Electrician	One	40	Industrial Electrician wage rates vary according to "Journeyman Rate" at each apprentice's employer
	Two	50	
	Three	65	
	Four	80	

→ [Link to Electrical Trade Wage Rate Overview](#)