



## **EMPLOYER ACCEPTANCE AGREEMENT**

The undersigned employer hereby subscribes to the provisions of the Apprenticeship Standards formulated and registered by the Western Colorado Contractors Association ATC and agrees to carry out the intent and purpose of said Standards and to abide by the rules and decisions of the Sponsor established under these Apprenticeship Standards. We have been furnished a copy of the Standards and have read and understood them, and request certification to train apprentices under the provisions of these Standards. On-the-job, the apprentice is hereby guaranteed assignment to a skilled and competent journeyworker and is guaranteed that the work assigned to the apprentice will be rotated so as to ensure training in all phases of work. This employer acceptance agreement will remain in effect until cancelled voluntarily or revoked by the WCCA or Registration Agency.

### **Apprentice Wage Schedule**

The progressive wage schedule and fringe benefits will be expressed as an increasing percentage of a fully proficient or journeyworker wage rate. A sample of an increasing schedule of wages is shown on the attached Work Process Schedule and Related Instruction Outline (Appendix A). Each participating employer shall insert their appropriate increasing schedule of wages below. In no case will the starting wages of apprentices be less than that required by any minimum wage law that may be applicable.

Apprentices shall be paid a progressively increasing schedule of wages based on a percentage of the current hourly journeyworker wage rate, which is: no less than **\$18.00** per hour. Each participating employer shall insert their appropriate increasing schedule of wages on the APPENDIX E., EMPLOYER ACCEPTANCE AGREEMENT. In no case will the starting wages of apprentices be less than that required by any minimum wage law that may be applicable.

Each increasing schedule of wages shall provide for a starting wage shown as a percentage of the journey worker wage rate, at least one wage increase based on the acquisition of increased skill and competence on the job and in related instruction and the current minimum hourly journeyworker wage rate for the occupation at that employer.

**Sample:**

<b>Period</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Completion</b>
	1000 hours	1000 hours	1000 hours	1000 hours	1000 hours	1000 hours	4000 to 6000 hours
	67%	72 %	78 %	83 %	89 %	94 %	100%

See Section X – WCCA Standards of Apprenticeship: Apprentice Wage Progression

Attach wage schedule.

Please supply the following information as it pertains to your company:

Total Workforce: \_\_\_\_\_

Total Certified Workers Employed: \_\_\_\_\_ *Female:* \_\_\_\_\_ *Minority:* \_\_\_\_\_

Will the Employer pay the Apprentice for hours spent attending related instruction classes?  
(See Section X of WCCA Standards.) Please check one: \_\_\_Yes \_\_\_ No

Employer will keep WCCA informed on all and any related reviews, evaluations, and promotions, demotions, layoff's or terminations, changes in rate of pay and any other actions pertaining to the apprenticeship.

As stated above, company stated below agrees to the terms and conditions of the WCCA Apprenticeship Program.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Title: \_\_\_\_\_

Name of Company: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/Zip Code: \_\_\_\_\_

Phone Number: \_\_\_\_\_

FAX: \_\_\_\_\_

Name of Contact: \_\_\_\_\_

Contact Phone Number: \_\_\_\_\_

Contact Email: \_\_\_\_\_

cc: Registration Agency