



**CONSTRUCTION TRADES  
APPRENTICE TO JOURNEYWORKER RATIOS**

(Rev. June 13, 2022)

**Note: The ratios below may not be applicable for Public Works jobs under Chapter 104, HRS and Davis Bacon. The prevailing ratio would apply for each trade.**

**(UNION)**

| <b><u>TRADE/OCCUPATION</u></b>                           | <b><u>RATIO</u></b>  |
|--|--|
| <b>Boilermaker<br/>(Field Construction &amp; Repair)</b> | <b>1 apprentice to 5 journeyworkers</b>  |
| <b>Bricklayer-Mason</b>                                  | <b>2 apprentices to 1 journeyworker</b>  |
| <b>Carpenter</b>   | <b>2 apprentices to 1 journeyworker</b>  |
| <b>Cement Finisher</b>                                   | <b>2 apprentices to 1 journeyworker</b>  |
| <b>Construction Craft Laborer</b>                        | <b>1 apprentice to 1 journeyworker</b>   |
| <b>Construction Equipment Operator</b>                   | <b>1 apprentice to 1 journeyworker</b>   |
| <b>Drywall</b>   | <b>2 apprentices to 1 journeyworker</b>  |
| <b>(Electrician) Wireperson<br/>(IBEW Local 1186)</b>    | <b>1 apprentice to 1 journeyworker</b><br><b>1 apprentice to 2 journeyworkers</b><br><b>2 apprentices to 3 journeyworkers</b><br><b>2 apprentices to 4 journeyworkers</b><br><b>3 apprentices to 5 journeyworkers</b><br><b>3 apprentices to 6 journeyworkers</b><br><b>4 apprentices to 7 journeyworkers</b><br><b>4 apprentices to 8 journeyworkers</b><br><b>5 apprentices to 10 journeyworkers</b><br><br>The progressive ratio stated above shall apply only up to the fourth apprentice after which the straight ratio of 1 apprentice to 2 journeyworkers will be applied for every apprentice in excess of four (4). |

**Apprentice to Journeyworker Ratio**  
 (Rev. June 13, 2022)



**(UNION)**

| <b><u>TRADE/OCCUPATION</u></b>      | <b><u>RATIO</u></b>  |
|-------------------------------------|--|
| Elevator Constructor                | 1 apprentice to 1 journeyworker  |
| Fire Sprinkler Fitter               | 1 apprentice to 1 journeyworker  |
| Floor Layer                         | 2 apprentices to 1 journeyworker   |
| Glazier                             | 2 apprentices to 1 journeyworker   |
| Hazardous Waste Material Technician | 1 apprentice to 1 journeyworker  |
| Heat and Frost Asbestos Insulator   | 1 apprentice to 1 journeyworker  |
| Heavy Duty Repairman and Welder     | 1 apprentice to 1 journeyworker  |
| Landscape and Irrigation Laborer    | 1 apprentice to 1 journeyworker  |
| Ironworker (Shop Fabricator/Welder) | 1 apprentice to 4 journeyworker  |
| <b>Ironworker (Reinforcing)</b>     | <b>2 apprentices to 1 journeyworker</b><br>(Effective 06/13/2022 up to 12/31/2023) |
| <b>Ironworker (Structural)</b>      | <b>2 apprentices to 1 journeyworker</b><br>(Effective 06/13/2022 up to 12/31/2023) |
| Painter                             | 2 apprentices to 1 journeyworker   |
| Paving Equipment Operator           | 1 apprentice to 1 journeyworker  |
| Plasterer                           | 2 apprentices to 1 journeyworker   |

**Apprentice to Journeyworker Ratio**  
(Rev. June 13, 2022)



**(UNION)**

| <b><u>TRADE/OCCUPATION</u></b>                         | <b><u>RATIO</u></b>                     |
|--|---|
| <b>Plumber</b>   | <b>1 apprentice to 1 journeyworker</b>  |
| <b>Refrigeration-Air Conditioning</b>                  | <b>1 apprentice to 1 journeyworker</b>  |
| <b>Pointer-Caulker-Weatherproofer</b>                  | <b>2 apprentices to 1 journeyworker</b> |
| <b>Roofer</b>  | <b>2 apprentices to 1 journeyworker</b> |
| <b>Sheet Metal Worker</b>                              | <b>2 apprentices to 1 journeyworker</b> |
| <b>Stone Mason</b>                                     | <b>2 apprentices to 1 journeyworker</b> |
| <b>Taper</b>   | <b>2 apprentices to 1 journeyworker</b> |
| <b>Telecommunication/CATV Installer<br/>Technician</b> | <b>1 apprentice to 1 journeyworker</b>  |
| <b>Tile Setter</b>                                     | <b>2 apprentices to 1 journeyworker</b> |
| <b>Truck Operator and Driver</b>                       | <b>1 apprentice to 1 journeyworker</b>  |



**(NON-UNION)**

| <b><u>TRADE/OCCUPATION</u></b>                                    | <b><u>RATIO</u></b>  |
|---|--|
| <b><u>ASSOCIATED BUILDERS AND CONTRACTORS, HAWAII CHAPTER</u></b> |  |
| <b>Carpenter</b>  | <b>2 apprentices to 1 journeyworker</b>  |
| <b>Painter</b>  | <b>2 apprentices to 1 journeyworker</b>  |
| <b>Electrician</b>  | <b>1 apprentice to 1 journeyworker</b><br><b>1 apprentice to 2 journeyworkers</b><br><b>2 apprentices to 3 journeyworkers</b><br><b>2 apprentices to 4 journeyworkers</b><br><b>3 apprentices to 5 journeyworkers</b><br><b>3 apprentices to 6 journeyworkers</b><br><b>4 apprentices to 7 journeyworkers</b><br><br>The straight ratio of 1 apprentice to 2 journeyworkers will be applied for every additional apprentice in excess of four (4). |
| <b>Plumber</b>  | <b>1 apprentice to 1 journeyworker</b>   |
| <b>Roofer</b>   | <b>2 apprentices to 1 journeyworker</b>  |
| <b><u>KAWIKA'S PAINTING</u></b>                                   |  |
| <b>Painter</b>  | <b>2 apprentices to 1 journeyworker</b>  |
| <b><u>COLOR DYNAMICS</u></b>                                      |  |
| <b>Painter</b>  | <b>2 apprentices to 1 journeyworker</b>  |

Note: Above ratios are subject to change without notice. This revised schedule supersedes the previous ratio schedule (Rev. September 1, 2021). Updates are highlighted yellow).