



Plumbers, Steamfitters and Refrigeration Fitters
UA Local Union 393
Building Trades Apprentices Periods 1-10
Straight Time Wage Rates
July 1, 2024 to June 30, 2025

	<u>1st Period</u>	<u>2nd Period</u>	<u>3rd Period</u>	<u>4th Period</u>	<u>5th Period</u>	<u>6th Period</u>	<u>7th Period</u>	<u>8th Period</u>	<u>9th Period</u>	<u>10th Period</u>	<u>Journeyman</u>
Base Rate	\$32.20	\$36.37	\$40.05	\$44.22	\$47.39	\$51.55	\$54.40	\$58.58	\$61.75	\$70.08	\$70.93
Employee Savings Deduction	1.13	1.27	1.40	1.54	1.68	1.82	1.93	2.06	2.20	2.48	2.75
Dues Check-Off	1.31	1.47	1.63	1.79	1.95	2.11	2.23	2.39	2.55	2.87	3.19
Part B Pension-401(k) (Fed/State Exempt)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Hourly Taxable Wage:	\$34.64	\$39.11	\$43.08	\$47.55	\$51.02	\$55.48	\$58.56	\$63.03	\$66.50	\$75.43	\$76.87
Fringes:	<u>1st Period</u>	<u>2nd Period</u>	<u>3rd Period</u>	<u>4th Period</u>	<u>5th Period</u>	<u>6th Period</u>	<u>7th Period</u>	<u>8th Period</u>	<u>9th Period</u>	<u>10th Period</u>	<u>Journeyman</u>
Health & Welfare	16.55	16.55	16.55	16.55	16.55	16.55	16.55	16.55	16.55	16.55	16.55
Health & Welfare Extended Reserve	0.00	0.00	0.50	0.50	0.50	0.50	1.00	1.00	1.00	1.00	1.50
Part A Pension – Defined Benefit	19.22	19.22	19.22	19.22	19.22	19.22	19.22	19.22	19.22	19.22	19.22
Part B Pension – 401(a) Contribution	2.00	2.00	2.00	2.00	3.00	3.00	3.00	3.00	4.00	4.00	11.00
SUB	0.30	0.30	0.30	0.30	0.30	0.50	0.50	0.50	0.50	0.50	0.50
Training	2.25	2.25	2.25	2.25	2.25	2.25	2.25	2.25	2.25	2.25	2.25
Labor Management Cooperation Trust	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15	0.15
Contract Administration	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
Hourly Fringes:	40.77	40.77	41.27	41.27	42.27	42.27	42.97	42.97	43.97	43.97	51.47
Total Package (w/fringes)	\$ 75.41	\$ 79.88	\$ 84.35	\$ 88.82	\$ 93.29	\$ 97.95	\$ 101.53	\$ 106.00	\$ 110.47	\$ 119.40	\$ 128.34



**Plumbers, Steamfitters, Pipefitters and HVAC/R Service Technicians
 UA Local Union 393**

**Residential Journeyman, Foreman & Apprentice
 Straight Time Wage & Fringe Rates**

Effective November 12, 2024 to November 11, 2025

Journeyman:

Base Rate	\$39.67
Employee Savings Deduction (ESD)	1.00
Dues Check-Off	0.73
Total Hourly Wage:	\$41.40

Fringes:

Health & Welfare	9.90
Part B Pension - 401(a) Contribution	2.00
Training (UA \$0.15/Local 393 \$0.25)	0.40
Contract Administration	0.30
Total Hourly Fringes:	\$12.60

Total Package: \$54.00

Foreman:

Base Rate	\$44.85
Employee Savings Deduction (ESD)	1.00
Dues Check-Off	0.73
Total Hourly Wage:	\$46.58

Fringes:

Health & Welfare	9.90
Part B Pension - 401(a) Contribution	2.00
Training (UA \$0.15 / Local 393 \$0.25)	0.40
Contract Administration	0.30
Total Hourly Fringes:	\$12.60

Total Package: \$59.18

Residential Apprentices Periods 1-8

Period	Base Rate	Dues Check-Off	ESD	H&W	Pension	Training	Contract Admin	Total Package
1 st	\$20.76	\$0.37	0.00	\$9.90	1.00	\$0.40	\$0.30	\$32.73
2 nd	23.32	0.42	0.00	9.90	1.00	0.40	0.30	\$35.34
3 rd	28.01	0.50	0.00	9.90	1.00	0.40	0.30	\$40.11
4 th	32.71	0.58	0.00	9.90	1.00	0.40	0.30	\$44.89
5 th	33.85	0.61	1.00	9.90	1.00	0.40	0.30	\$47.06
6 th	34.69	0.63	1.00	9.90	1.00	0.40	0.30	\$47.92
7 th	35.48	0.65	1.00	9.90	1.50	0.40	0.30	\$49.23
8 th	36.73	0.67	1.00	9.90	1.50	0.40	0.30	\$50.53