



Plumbers, Steamfitters and Refrigeration Fitters

UA Local Union 393

Building Trades Apprentice Periods 1-10

Straight Time Wage Rates

July 1, 2025 to June 30, 2026

	1st Period	2nd Period	3rd Period	4th Period	5th Period	6th Period	7th Period	8th Period	9th Period	10th Period	Journeyman
Base Rate	\$33.68	\$38.02	\$41.89	\$46.23	\$49.58	\$53.93	\$56.91	\$61.26	\$64.62	\$73.31	\$74.02
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	1.35	1.52	1.68	1.85	2.01	2.18	2.31	2.48	2.64	2.97	3.30
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:	\$36.16	\$40.81	\$44.97	\$49.62	\$53.27	\$57.93	\$61.15	\$65.80	\$69.46	\$78.76	\$80.07
Fringes:											
Health & Welfare	16.80	16.80	16.80	16.80	16.80	16.80	16.80	16.80	16.80	16.80	16.80
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	19.72	19.72	19.72	19.72	19.72	19.72	19.72	19.72	19.72	19.72	19.72
Part B - 401(a) Contribution	2.00	2.00	2.00	2.00	3.00	3.00	3.00	3.00	4.00	4.00	11.50
SUB	0.30	0.30	0.30	0.30	0.30	0.50	0.50	0.50	0.50	0.50	0.50
Training	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60	2.60
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:	41.87	41.87	42.37	42.37	43.37	43.57	44.07	44.07	45.07	45.07	53.07
Total Package (w/fringes)	\$ 78.03	\$ 82.68	\$ 87.34	\$ 91.99	\$ 96.64	\$ 101.50	\$ 105.22	\$ 109.87	\$ 114.53	\$ 123.83	\$ 133.14



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