



**Plumbers, Steamfitters and Refrigeration Fitters**  
**UA Local Union 393**  
**Building Trades Apprentices Periods 1-10**  
**Straight Time Wage Rates**  
**July 1, 2023 to June 30, 2024**

	<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	\$30.74	\$34.72	\$38.23	\$42.22	\$45.20	\$49.20	\$51.89	\$55.89	\$58.88	\$66.86	\$67.35
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	1.25	1.41	1.56	1.71	1.87	2.02	2.14	2.30	2.45	2.75	3.06
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
<b>Hourly Taxable Wage:</b>	<b>\$33.12</b>	<b>\$37.40</b>	<b>\$41.19</b>	<b>\$45.47</b>	<b>\$48.75</b>	<b>\$53.04</b>	<b>\$55.96</b>	<b>\$60.25</b>	<b>\$63.53</b>	<b>\$72.09</b>	<b>\$73.16</b>
<b>Fringes:</b>	<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	16.21	16.21	16.21	16.21	16.21	16.21	16.21	16.21	16.21	16.21	16.21
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	18.97	18.97	18.97	18.97	18.97	18.97	18.97	18.97	18.97	18.97	18.97
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	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
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
<b>Hourly Fringes:</b>	<b>39.93</b>	<b>39.93</b>	<b>40.43</b>	<b>40.43</b>	<b>41.43</b>	<b>41.63</b>	<b>42.13</b>	<b>42.13</b>	<b>43.13</b>	<b>43.13</b>	<b>50.63</b>
<b>Total Package (w/fringes)</b>	<b>\$ 73.05</b>	<b>\$ 77.33</b>	<b>\$ 81.62</b>	<b>\$ 85.90</b>	<b>\$ 90.18</b>	<b>\$ 94.67</b>	<b>\$ 98.09</b>	<b>\$ 102.38</b>	<b>\$ 106.66</b>	<b>\$ 115.22</b>	<b>\$ 123.79</b>



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

Residential Journeyman, Foreman & Apprentice  
Straight Time Wage & Fringe Rates  
Effective November 12, 2022 to November 11, 2023

**Journeyman:**

Base Rate	\$	37.42
Employee Savings Deduction (ESD)		1.00
Market Recovery		0.30
Dues Check-Off		0.43
<b>Total Hourly Wage:</b>	<b>\$</b>	<b>39.15</b>

**Fringes:**

Health & Welfare	\$	9.35
Pension		0.00
Training (UA \$0.05 / Local 393 \$0.15)		0.20
Contract Administration		0.30
<b>Total Hourly Fringes:</b>	<b>\$</b>	<b>9.85</b>

**Total Package: \$ 49.00**

**Foreman:**

Base Rate	\$	42.31
Employee Savings Deduction (ESD)		1.00
Market Recovery		0.30
Dues Check-Off		0.43
<b>Total Hourly Wage:</b>	<b>\$</b>	<b>44.04</b>

**Fringes:**

Health & Welfare	\$	9.35
Pension		0.00
Training (UA \$0.05 / Local 393 \$0.15)		0.20
Contract Administration		0.30
<b>Total Hourly Fringes:</b>	<b>\$</b>	<b>9.85</b>

**Total Package: \$ 53.89**

**Residential Apprentices Periods 1-8**

<b>Period</b>	<b>Base Rate</b>	<b>Dues Check-Off</b>	<b>ESD</b>	<b>Market Recovery</b>	<b>H&amp;W</b>	<b>Pension</b>	<b>Training</b>	<b>Contract Admin</b>	<b>Total Package</b>
1 <sup>st</sup>	\$19.66	\$0.21	0.00	\$0.10	\$9.35	0.00	\$0.20	\$0.30	\$29.82
2 <sup>nd</sup>	22.01	0.21	0.00	0.10	9.35	0.00	0.20	0.30	\$32.17
3 <sup>rd</sup>	26.31	0.21	0.00	0.10	9.35	0.00	0.20	0.30	\$36.47
4 <sup>th</sup>	30.62	0.21	0.00	0.10	9.35	0.00	0.20	0.30	\$40.78
5 <sup>th</sup>	31.38	0.31	1.00	0.20	9.35	0.00	0.20	0.30	\$42.74
6 <sup>th</sup>	32.16	0.31	1.00	0.20	9.35	0.00	0.20	0.30	\$43.52
7 <sup>th</sup>	33.33	0.31	1.00	0.20	9.35	0.00	0.20	0.30	\$44.69
8 <sup>th</sup>	34.51	0.31	1.00	0.20	9.35	0.00	0.20	0.30	\$45.87