



**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
Hourly Taxable Wage:	\$33.12	\$37.40	\$41.19	\$45.47	\$48.75	\$53.04	\$55.96	\$60.25	\$63.53	\$72.09	\$73.16
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	16.21	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
Hourly Fringes:	39.93	39.93	40.43	40.43	41.43	41.63	42.13	42.13	43.13	43.13	50.63
Total Package (w/fringes)	\$ 73.05	\$ 77.33	\$ 81.62	\$ 85.90	\$ 90.18	\$ 94.67	\$ 98.09	\$ 102.38	\$ 106.66	\$ 115.22	\$ 123.79



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

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

Effective November 12, 2023 to November 11, 2024

Journeyman:

Base Rate	\$	38.42
Employee Savings Deduction (ESD)		1.00
Dues Check-Off		0.73
Total Hourly Wage:	\$	40.15

Fringes:

Health & Welfare	\$	9.35
Part B Pension - 401(a) Contribution		1.00
Training (UA \$0.05 / Local 393 \$0.15)		0.20
Contract Administration		0.30
Total Hourly Fringes:	\$	10.85

Total Package: \$ **51.00**

Foreman:

Base Rate		43.44
Employee Savings Deduction (ESD)	\$	1.00
Dues Check-Off		0.73
Total Hourly Wage:	\$	45.17

Fringes:

Health & Welfare		9.35
Part B Pension - 401(a) Contribution		1.00
Training (UA \$0.05 / Local 393 \$0.15)	\$	0.20
Contract Administration		0.30
Total Hourly Fringes:	\$	10.85

Total Package: \$ **56.02**

Residential Apprentices Periods 1-8

Period	Base Rate	Dues Check-Off	ESD	H&W	Pension	Training	Contract Admin	Total Package
1 st	\$20.12	\$0.37	0.00	\$9.35	0.50	\$0.20	\$0.30	\$30.84
2 nd	22.54	0.42	0.00	9.35	0.50	0.20	0.30	\$33.31
3 rd	26.98	0.50	0.00	9.35	0.50	0.20	0.30	\$37.83
4 th	31.43	0.58	0.00	9.35	0.50	0.20	0.30	\$42.36
5 th	32.46	0.61	1.00	9.35	0.50	0.20	0.30	\$44.42
6 th	33.26	0.63	1.00	9.35	0.50	0.20	0.30	\$45.24
7 th	34.22	0.65	1.00	9.35	0.75	0.20	0.30	\$46.47
8 th	35.44	0.67	1.00	9.35	0.75	0.20	0.30	\$47.71