



**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