



**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