



**Plumbers, Steamfitters and Refrigeration Fitters**  
**UA Local Union 393**  
**Building Trades Apprentices Periods 1-10**  
**Straight Time Wage Rates**  
**July 1, 2024 to June 30, 2025**

	<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	\$32.20	\$36.37	\$40.05	\$44.22	\$47.39	\$51.55	\$54.40	\$58.58	\$61.75	\$70.08	\$70.93
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	1.31	1.47	1.63	1.79	1.95	2.11	2.23	2.39	2.55	2.87	3.19
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>\$34.64</b>	<b>\$39.11</b>	<b>\$43.08</b>	<b>\$47.55</b>	<b>\$51.02</b>	<b>\$55.48</b>	<b>\$58.56</b>	<b>\$63.03</b>	<b>\$66.50</b>	<b>\$75.43</b>	<b>\$76.87</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	16.55	16.55	16.55	16.55	16.55	16.55	16.55	16.55	16.55	16.55	16.55
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	19.22	19.22	19.22	19.22	19.22	19.22	19.22	19.22	19.22	19.22	19.22
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	2.25	2.25	2.25	2.25	2.25	2.25	2.25	2.25	2.25	2.25	2.25
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>40.77</b>	<b>40.77</b>	<b>41.27</b>	<b>41.27</b>	<b>42.27</b>	<b>42.27</b>	<b>42.97</b>	<b>42.97</b>	<b>43.97</b>	<b>43.97</b>	<b>51.47</b>
<b>Total Package (w/fringes)</b>	<b>\$ 75.41</b>	<b>\$ 79.88</b>	<b>\$ 84.35</b>	<b>\$ 88.82</b>	<b>\$ 93.29</b>	<b>\$ 97.95</b>	<b>\$ 101.53</b>	<b>\$ 106.00</b>	<b>\$ 110.47</b>	<b>\$ 119.40</b>	<b>\$ 128.34</b>