

LOCAL 396 BUILDING TRADES APPRENTICE WAGE SCHEDULE

JUNE 1, 2024 THROUGH MAY 31, 2025

YEAR	HOURLY RATE	ADD H&W	ADD SECURITY PLAN	ADD U.A. PENSION & ITF	ADD LOCAL PENSION	ADD ED, IND, UA	UNION ASSESSMENT DEDUCT BT, AFL, OSA, UAPEC, BF	TOTAL PKG.
1 st	\$15.01	\$8.50 .25*	\$0.25				2.5% of Gross +0.20/hr	\$24.01
2 nd	\$19.57	\$8.50 .75*	\$0.25		\$5.25		2.5% of Gross +0.20/hr	\$34.32
3 rd	\$23.25	\$8.50 .75*	\$1.25	\$1.50 .10	\$6.25	\$1.52	2.5% of Gross +0.20/hr	\$43.12
4 th	\$29.48	\$8.50 .75*	\$1.60	\$1.50 .10	\$7.25	\$1.52	2.5% of Gross +0.20/hr	\$50.70
5 th	\$33.44	\$8.50 .75*	\$1.90	\$1.50 .10	\$8.25	\$1.52	2.5% of Gross +0.20/hr	\$55.96

The apprentice base rate will automatically increase 3% per year based on the current apprentice base rate. Apprentice rates are NOT related to the Journeyman's rate in any way.

* Denotes Health Reimbursement Account