

ARTICLE IX - WAGES AND FRINGE BENEFITS

PLUMBERS AND PIPEFITTERS LOCAL 396 BUILDING TRADES WAGE PACKAGE JUNE 1, 2025 THROUGH MAY 31, 2026

	S.T.	O.T.	D.T.
Journeyman Taxable Wage	40.55	60.83	81.10
Foreman <u>+2.75</u>	43.30	64.95	86.60
General Foreman <u>+3.75</u>	44.30	66.45	88.60

FRINGES, ADD:

Health & Welfare	8.80 Hours Paid
Health Reimbursement Account	1.41 Hours Paid
Local Pension	11.75 Hours Paid
Security Plan	4.70 Hours Paid
National Pension	1.50 Hours Worked
Educational Fund	1.00 Hours Worked
International Training Fund	.10 Hours Worked
Industry Fund	.50 Hours Worked
United Appeal	.02 Hours Worked

TOTAL PACKAGE \$70.33

DEDUCTIONS:

Optional Savings	1.50 Hours Paid
(Employee must submit form to deduct savings from pay)	
BT, AFL, OSA, UAPEC	.20 Hours Worked
Dues Check-Off	3.5% of Gross

Breakdown in Abeyance

June 1, 2026 \$2.50

June 1, 2027 \$2.55

June 1, 2028 \$2.60

Foreman Increase

June 1, 2026 \$.15 (Total \$2.90)

June 1, 2027 \$.15 (Total \$3.05)

General Foreman Increase

June 1, 2026 \$.15 (Total \$3.90)

June 1, 2027 \$.15 (Total \$4.05)

Any contribution received by the Industry Fund from non-signatory contractors to the Local Agreement working on National Maintenance Job Sites or similar agreements are to be totaled and the following distributions made on a monthly basis: Local 396 Education Fund, 10% of the total amount received, Promotion and Marketing Plan, 5% of the total amount received. The rest of the amount will be submitted into MCA of Mahoning Valley Industry Fund.