

# ARTICLE IX - WAGES AND FRINGE BENEFITS

## PLUMBERS AND PIPEFITTERS LOCAL 396 BUILDING TRADES WAGE PACKAGE JUNE 1, 2026 THROUGH MAY 31, 2027

	<b>S.T.</b>	<b>O.T.</b>	<b>D.T.</b>
Journeyman Taxable Wage	42.55	63.83	85.10
Foreman <u>+2.90</u>	45.45	68.18	90.90
General Foreman <u>+3.90</u>	46.45	69.68	92.90

**FRINGES, ADD:**

Health & Welfare	9.05 Hours Paid
Health Reimbursement Account	1.51 Hours Paid
Local Pension	11.75 Hours Paid
Security Plan	4.85 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                      \$72.83**

**DEDUCTIONS:**

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

**Breakdown in Abeyance**

**June 1, 2027 \$2.55**

**June 1, 2028 \$2.60**

**Foreman Increase**

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

**General Foreman Increase**

**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.