

LOCAL 396 MES AND TRADESMEN WAGE SCHEDULE

JUNE 1, 2025 THROUGH MAY 31, 2026

Please find below the MES and Tradesman wage rates as per the "Memorandum of Understanding" effective June 1994. As per the contract this memorandum is binding until such time as mutually accepted revisions are put into place.

YEAR	HOURLY RATE	ADD HEALTH & WELFARE	ADD SECURITY PLAN	ADD NATIONAL PENSION & ITF	ADD EDUCATION FUND	ADD INDUSTRY FUND UNITED APPEAL	DEDUCT BT, AFL, OSA, UAPEC, BF	TOTAL PKG.
1 st Mechanic	\$16.22	\$8.80 .25*	\$.75		\$1.00	\$.47	2.5% of Gross +0.20/hr	\$27.49
2 nd Mechanic	\$18.25	\$8.80 .25*	\$.75		\$1.00	\$.47	2.5% of Gross +0.20/hr	\$29.52
3 rd Mechanic	\$21.09	\$8.80 .25*	\$.75		\$1.00	\$.47	2.5% of Gross +0.20/hr	\$32.36
4 th Mechanic	\$23.52	\$8.80 .25*	\$1.00	\$1.50 .10	\$1.00	\$.47	2.5% of Gross +0.20/hr	\$36.64
5 th Mechanic	\$25.95	\$8.80 .25*	\$1.00	\$1.50 .10	\$1.00	\$.47	2.5% of Gross +0.20/hr	\$39.07
MES Journeyman	\$28.39	\$8.80 .25*	\$1.50	\$1.50 .10	\$1.00	\$.47	2.5% of Gross +0.20/hr	\$42.01

TRADESMAN: As per Article XII-NMESA-Paragraph 43 \$10.70

* Denotes Health Reimbursement Account

ALL ADDITIONS AND DEDUCTIONS ARE BASED ON HOURS WORKED

1ST YEAR MECHANIC: 40% BT RATE
 2ND YEAR MECHANIC: 45% BT RATE
 3RD YEAR MECHANIC: 52% BT RATE
 4TH YEAR MECHANIC: 58% BT RATE
 5TH YEAR MECHANIC: 64% BT RATE
 MES JOURNEYMAN: 70% BT RATE