

**LOCAL 396 RESIDENTIAL/LIGHT COMMERCIAL  
WAGES SCHEDULE  
JUNE 1, 2023 THROUGH MAY 31, 2024**

**Residential/Light Commercial Journeyman**

|                              |           |              |
|------------------------------|-----------|--------------|
| Wages                        | \$        | 28.08        |
| Health & Welfare Fund        | \$        | 8.35         |
| Health Reimbursement Account | \$        | .75          |
| UA NAT'L PENSION             | \$        | 2.00         |
| Security Plan                | \$        | .75          |
| International Training Fund  | \$        | .10          |
| Education Fund               | \$        | .75          |
| Industry Fund                | \$        | .30          |
| <b>Total</b>                 | <b>\$</b> | <b>41.08</b> |

Deduct: (per hour worked)

|         |     |   |
|---------|-----|---|
| OSA, BF | .10 | <b>Raise of 3% cost of living per year on wages</b> |
|---------|-----|---|

Union dues shall be a percentage of Taxable Wages of local area – **2.5% of Gross Wage**

**Residential Apprentice:** Minimum of Five (5) Year Program based on local area's programs.

**% BASED ON RESIDENTIAL/JOURNEYMAN RATE**

|                            |   |
|----------------------------|---|
| 1 <sup>ST</sup> Period 45% | \$12.64 – No Pension Contribution – Plus H&W  |
| 2 <sup>nd</sup> Period 48% | \$13.48 – No Pension Contribution – Plus H&W  |
| 3 <sup>rd</sup> Period 62% | \$17.41 – UA Nat'l Pension, Security Plan, Int'l Training Fund,<br>Education Fund, OSA Contributions, H&W |
| 4 <sup>th</sup> Period 72% | \$20.22 – UA Nat'l Pension, Security Plan, Int'l Training Fund,<br>Education Fund, OSA Contributions, H&W |
| 5 <sup>th</sup> Period 86% | \$24.15 – UA Nat'l Pension, Security Plan, Int'l Training Fund,<br>Education Fund, OSA Contributions, H&W |

**Helper:** Wage Scale – Minimum Wage plus H&W – No Pension Contribution