

**LOCAL 396 RESIDENTIAL/LIGHT COMMERCIAL
WAGES SCHEDULE
JUNE 1, 2025 THROUGH MAY 31, 2026**

Residential/Light Commercial Journeyman

Wages	\$	29.79
Health & Welfare Fund	\$	8.80
Health Reimbursement Account	\$.80
UA NAT'L PENSION	\$	2.00
Security Plan	\$.75
International Training Fund	\$.10
Education Fund	\$.75
Industry Fund	\$.35
Total	\$	43.34

Deduct: (per hour worked)

OSA, BF	.10	Raise of 3% cost of living per year on wages
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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 ST Period 45%	\$13.41 – No Pension Contribution – Plus H&W
2 nd Period 48%	\$14.30 – No Pension Contribution – Plus H&W
3 rd Period 62%	\$18.47 – UA Nat'l Pension, Security Plan, Int'l Training Fund, Education Fund, OSA Contributions, H&W
4 th Period 72%	\$21.45 – UA Nat'l Pension, Security Plan, Int'l Training Fund, Education Fund, OSA Contributions, H&W
5 th Period 86%	\$25.62 – UA Nat'l Pension, Security Plan, Int'l Training Fund, Education Fund, OSA Contributions, H&W

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