

**LOCAL 396 RESIDENTIAL/LIGHT COMMERCIAL  
WAGES SCHEDULE  
JUNE 1, 2026 THROUGH MAY 31, 2027**

**Residential/Light Commercial Journeyman**

Wages	\$	30.68
Health & Welfare Fund	\$	9.05
Health Reimbursement Account	\$	.80
UA NAT'L PENSION	\$	2.00
Security Plan	\$	.75
International Training Fund	\$	.10
Education Fund	\$	.75
Industry Fund	\$	.35
<b>Total</b>	<b>\$</b>	<b>44.48</b>

Deduct: (per hour worked)

OSA, BF	.10	<b>Raise of 3% cost of living per year on wages</b>
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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 <sup>ST</sup> Period 45%	\$13.81 – No Pension Contribution – Plus H&W
2 <sup>nd</sup> Period 48%	\$14.73 – No Pension Contribution – Plus H&W
3 <sup>rd</sup> Period 62%	\$19.02 – UA Nat'l Pension, Security Plan, Int'l Training Fund, Education Fund, OSA Contributions, H&W
4 <sup>th</sup> Period 72%	\$22.09 – UA Nat'l Pension, Security Plan, Int'l Training Fund, Education Fund, OSA Contributions, H&W
5 <sup>th</sup> Period 86%	\$26.38 – 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