

# LOCAL 396 MES AND TRADESMEN WAGE SCHEDULE

JUNE 1, 2024 THROUGH MAY 31, 2025

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 <sup>st</sup> Mechanic	\$15.38	\$8.50 .25*	\$.75		\$1.00	\$.47	2.5% of Gross +0.20/hr	\$26.35
2 <sup>nd</sup> Mechanic	\$17.30	\$8.50 .25*	\$.75		\$1.00	\$.47	2.5% of Gross +0.20/hr	\$28.27
3 <sup>rd</sup> Mechanic	\$19.99	\$8.50 .25*	\$.75		\$1.00	\$.47	2.5% of Gross +0.20/hr	\$30.96
4 <sup>th</sup> Mechanic	\$22.30	\$8.50 .25*	\$1.00	\$1.50 .10	\$1.00	\$.47	2.5% of Gross +0.20/hr	\$35.12
5 <sup>th</sup> Mechanic	\$24.61	\$8.50 .25*	\$1.00	\$1.50 .10	\$1.00	\$.47	2.5% of Gross +0.20/hr	\$37.43
MES Journeyman	\$26.92	\$8.50 .25*	\$1.50	\$1.50 .10	\$1.00	\$.47	2.5% of Gross +0.20/hr	\$40.24

TRADESMAN: As per Article XII-NMESA-Paragraph 43 \$9.50

\* Denotes Health Reimbursement Account

ALL ADDITIONS AND DEDUCTIONS ARE BASED ON HOURS WORKED

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