

LOCAL 396 BUILDING TRADES APPRENTICE WAGE SCHEDULE

JUNE 1, 2025 THROUGH MAY 31, 2026

YEAR	HOURLY RATE	ADD H&W	ADD SECURITY PLAN	ADD U.A. PENSION & ITF	ADD LOCAL PENSION	ADD ED, IND, UA	UNION ASSESSMENT DEDUCT BT, AFL, OSA, UAPEC, BF	TOTAL PKG.
1 st	\$18.50	\$8.80 .25*	\$0.25				2.5% of Gross +0.20/hr	\$27.80
2 nd	\$20.50	\$8.80 .75*	\$0.25		\$5.25		2.5% of Gross +0.20/hr	\$35.55
3 rd	\$23.95	\$8.80 .75*	\$1.25	\$1.50 .10	\$6.25	\$1.52	2.5% of Gross +0.20/hr	\$44.12
4 th	\$30.36	\$8.80 .75*	\$1.60	\$1.50 .10	\$7.25	\$1.52	2.5% of Gross +0.20/hr	\$51.88
5 th	\$34.44	\$8.80 .75*	\$1.90	\$1.50 .10	\$8.25	\$1.52	2.5% of Gross +0.20/hr	\$57.26

The apprentice base rate will automatically increase 3% per year based on the current apprentice base rate. Apprentice rates are NOT related to the Journeyman's rate in any way.

* Denotes Health Reimbursement Account