

UA Local 296 — pay scale rate sheet

Plumbers & Pipefitters · Boise, ID · Effective June 1, 2024

UA Local 296 pays journeyman plumber members \$39.90/hr in straight-time wages, and \$58.57/hr once benefit and fringe contributions are added, effective June 1, 2024 per the U.S. DOL Davis-Bacon wage determination ID20260022 (PLUM0296-003) wage determination. Rates change with each contract cycle — confirm the current step with the Boise, ID hall before quoting an offer.

Wage detail

Base hourly wage **\$39.90/hr**

Straight-time journeyman plumber rate on the current wage determination, before fringes.

Total package **\$58.57/hr**

Wage plus all employer-paid benefit and fringe contributions per hour worked.

Approximate annual wage **\$79,800/yr**

Derived: base hourly × 2,000 hours. Actual earnings depend on hours dispatched, overtime and travel.

Effective date **June 1, 2024**

Date this rate took effect under the agreement, as printed on the U.S. DOL Davis-Bacon wage determination ID20260022 (PLUM0296-003) wage determination.

Classification **Journeyman Plumber**

Rate applies to this classification only. Apprentice steps, foremen and shift work are paid on separate lines of the wage determination.

Benefits & fringe contributions

Roughly 32% of the UA Local 296 package is employer-paid benefits and fringes rather than wages, which is why the package figure and a take-home hourly rate are not the same number.

Benefit & fringe contributions **\$18.67/hr**

Printed as the fringe line on U.S. Department of Labor, Wage and Hour Division determination ID20260022, schedule PLUM0296-003.

What the contributions fund **Health & welfare, pension, annuity, training and industry funds**

Standard fund categories in mechanical and electrical agreements. The exact split between funds is set in the local's agreement — the hall or fund office publishes the schedule.

Paid on **Every hour worked**

Fringe contributions are made per hour worked, so they scale with dispatched hours and are paid to the funds rather than to the member.

Source & currency

Source: U.S. DOL Davis-Bacon wage determination ID20260022 (PLUM0296-003) — <https://sam.gov/wage-determination/ID20260022/2#local-296>

Moderate confidence. The negotiated rate on this primary source (U.S. DOL Davis-Bacon wage determination ID20260022 (PLUM0296-003)) is dated more than 18 months back, so a mid-term raise may already be in effect. Confirm the current step with the local's business office before extending an offer.

Last cross-checked against the source on Aug 21, 2026.

Source document: U.S. Department of Labor, Wage and Hour Division Davis-Bacon Act determination ID20260022 (mod 2), published 2026-01-30.

Schedule line PLUM0296-003, scope: Boise metro — Ada County and surrounding Idaho counties.

Two PLUM0296 lines exist in the federal record and they disagree: PLUM0296-003 (CBA-dated 06/01/2024, \$39.90 + \$18.67) and PLUM0296-012 (CBA-dated 06/01/2020, \$32.00 + \$15.57, from ID20230028 published 05/12/2023).

The 2020 line is not a lower Boise-area wage — it is frozen inside a Canyon County determination DOL has not republished since 2023 (no ID20240028/ID20250028/ID20260028 successor exists). We quote the -003 line because it carries the local's most recently negotiated agreement rate.

Gulfstream Strategic Placements is a private mechanical construction recruiting firm. We are not affiliated with this local, we do not run dispatch, and we do not set or negotiate union rates. Figures are republished from the source above — confirm the current step with the hall before relying on them for an offer.

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<https://gulfstreamsp.com/local-unions/ua-local-296>