

UA Local 396 — pay scale rate sheet

Plumbers & Pipefitters · Boardman, OH · Effective June 1, 2025

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UA Local 396 pays plumber / pipefitter — davis-bacon public-work rate, mahoning county, oh members \$40.55/hr in straight-time wages, and \$69.80/hr once benefit and fringe contributions are added, effective June 1, 2025 per the U.S. DOL Davis-Bacon General Decision OH20260090 (Building), union rate line PLUM0396-004 wage determination. Rates change with each contract cycle — confirm the current step with the Boardman, OH hall before quoting an offer.

Wage detail

Base hourly wage **\$40.55/hr**

Straight-time plumber / pipefitter — davis-bacon public-work rate, mahoning county, oh rate on the current wage determination, before fringes.

Total package **\$69.80/hr**

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

Approximate annual wage **\$81,100/yr**

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

Effective date **June 1, 2025**

Date this rate took effect under the agreement, as printed on the U.S. DOL Davis-Bacon General Decision OH20260090 (Building), union rate line PLUM0396-004 wage determination.

Classification **Plumber / Pipefitter — Davis-Bacon public-work rate, Mahoning County, OH**

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 42% of the UA Local 396 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 **\$29.25/hr**

Derived: total package minus base wage. This is the employer's combined hourly contribution to the funds, not take-home pay.

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 General Decision OH20260090 (Building), union rate line PLUM0396-004 — <https://sam.gov/wage-determination/OH20260090/0#local-396>

High confidence. Read directly from the primary source (U.S. DOL Davis-Bacon General Decision OH20260090 (Building), union rate line PLUM0396-004) and cross-checked at build time. Highest confidence for offer benchmarking.

Last cross-checked against the source on Oct 1, 2026.

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-396>