

U.A. Local No. 393 Benefit Funds

HEALTH & WELFARE, SUB, DEFINED BENEFIT PENSION AND DEFINED CONTRIBUTION

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TO: Employers Covering Non-Bargaining Employees

FROM: Board of Trustees, U.A. Local No. 393 Health and Welfare Plan

RE: Non-Bargaining Health & Welfare Contribution Rate

DATE: October 2025

Effective with January 2026 coverage, the non-bargaining contribution rate will increase as follows:

Coverage	Current Rate	Rate Effective January 2026
Non-Bargaining	\$2,184	\$2,318

This change is effective with contributions paid by December 15th for November work month.