

# UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA



## PLUMBERS AND PIPE FITTERS LOCAL UNION 142

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### SUPPLEMENT TO COLLECTIVE BARGAINING AGREEMENT BETWEEN MCA-SMACNA OF SAN ANTONIO AND PLUMBERS & PIPEFITTERS LOCAL 142

*Notwithstanding any other provisions of the Collective Bargaining Agreement, wages and benefits for employees covered by this agreement will be paid in accordance with the chart appearing below from August 7, 2019 thru June 30, 2020*

	Hourly Wage++	*Savings	*Market Recovery	**Hourly Dues	*Monthly U.A. Dues	H & W	Pension	ITF	Appr. Training	Industry Fund	Total Wages
<b>Journeyman ++</b>	31.05	1.56	0.62	0.78	35.00	7.08	4.40	0.10	0.62	0.12	43.37
<b>Foreman</b>	33.95	1.56	0.68	0.78	35.00	7.08	4.40	0.10	0.62	0.12	46.27
<b>Gen. Foreman</b>	34.80	1.56	0.70	0.78	35.00	7.08	4.40	0.10	0.62	0.12	47.12
<b>Superintendent</b>	35.80	1.56	0.72	0.78	35.00	7.08	4.40	0.10	0.62	0.12	48.12
<b>Apprentices:</b>											
<b>1st Year. 50%</b>	15.53	N/A	0.31	0.39	31.00	7.08	N/A	0.10	0.62	0.12	23.45
<b>2nd Year 54%</b>	17.08	0.81	0.34	0.43	31.00	7.08	1.82	0.10	0.62	0.12	26.82
<b>3rd Year 60%</b>	18.63	0.81	0.37	0.47	31.00	7.08	1.88	0.10	0.62	0.12	28.43
<b>4th Year 70%</b>	21.74	0.81	0.43	0.54	31.00	7.08	1.94	0.10	0.62	0.12	31.60
<b>5th Year 80%</b>	24.84	0.81	0.50	0.62	31.00	7.08	1.99	0.10	0.62	0.12	34.75
<b>Un-Ind. App.</b>	12.50				20.00	3.54			0.25	0.12	16.41
<b>Un-Ind.App./w License:</b>											
<b>1 to 2 years experience</b>	18.00				56.00	3.54			0.25	0.12	21.91
<b>2 to 3 years experience</b>	20.00				62.00	3.54			0.25	0.12	23.91
<b>3 to 4 years experience</b>	23.00				71.00	3.54			0.25	0.12	26.91

++ Journeyman Hourly Wage includes \$0.25 per hour for OSHA 30-HR Training in 2016 and \$0.20 per hour for 8-Hr of Continuing Education for 2017. **BASE JOURNEYMAN HOURLY WAGE WITHOUT EXTRA TRAINING IS \$29.65 PER HR**

\* & \*\* taken out of base wage wages.  
MARKET RECOVERY  
BASED ON REGULAR 40 HOURS, PER PAY PERIOD.

Journeyman U.A. Dues are \$35.00 a month, taken out on the first check of the month.

Apprentice U.A. Dues are \$31.00 a month, taken out on the first check of the month.

(See Article IX for Trust Fund Contributions and base wage deductions for savings.)

Employer contributions to trust funds are not subject to taxes or worker compensation.

#### For Employers signatory to the "NATIONAL SERVICE AND MAINTENANCE AGREEMENT":

Serviceman Pension - 3.08 (H&W, Training and Industry Fund same as Journeyman)

Tradesman Pension - 2.20 (H&W, Training and Industry Fund same as Journeyman)

\*\*Monthly dues come out of the first check of the month and the Hourly Dues are deducted on all hours worked at base rate of pay. (foreman thru superintendent pay same as journeyman), both are paid at the end of the month in which the dues are deducted.

\*\* Effective rate on new hires after 01/01/14. Unindentured Apprentices hired before 1/1/2014 changes to \$7.08 H&W Rate

## Overtime Language – EFFECTIVE August 7, 2019

### **Section 3. Overtime**

- a. In order to be eligible to receive compensation at the rate of time and one half the regular hourly rate of pay, an employee must first have worked forty (40) hours in any Monday through Friday work week, unless they have an excused absence or forty (40) hours of work was not available to them due to rainouts, shutdown, holidays or an employee is hired in or terminated anytime during the week.

Following are reasons for excused absences:

- (1) Absences due to medical reasons for employee when documented from a doctor.
- (2) Absences due to a death in the immediate family, defined as parents, spouses, siblings and children are excused when documented
- (3) Jury duty is excused when documented

#### **b. Weekdays:**

Once forty (40) hours is worked during the current week per Section 3 a., on jobs scheduled for five (5) eight-hour days per week Monday through Friday, all hours worked in excess of eight (8) hours in any one work day will be paid at the rate of time and one half for the first eight (8) hours, any time worked thereafter until the beginning of the regular work shift on the following day shall be paid at the rate of double time.

Once forty (40) hours is worked during the current week per Section 3 a., on jobs scheduled for four (4) ten-hour days per week Monday through Friday, all hours worked in excess of ten (10) hours in any one work day will be paid at the rate of time and one half for the first eight (8) hours, any time worked thereafter until the beginning of the regular work shift on the following day shall be paid at the rate of double time.

#### **c. Weekends and Holidays:**

Once forty (40) hours is worked during the current week per Section 3 a., the first eight (8) hours of work on Saturday shall be paid at time and one half, Saturday start time will be from 6:30 a.m. to 8:00 a.m., and any time worked thereafter on Saturday, Sunday or holiday shall be paid at double time.