



**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**  
 3630 BELGIUM LANE      SAN ANTONIO, TEXAS 78219-2506  
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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  
**June 1, 2022 thru June 30, 2023***

	Hourly Wage++	*Savings	*SWPT Organizing	*UA Organizing	*UA Political	*Market Recovery	**Hourly Dues	*Monthly U.A. Dues	H & W	Pension	ITF	Appr. Training	Industry Fund	Total Wages
<b>Journeyman ++</b>	34.45	1.56	0.16	0.10	0.05	0.28	0.86	35.00	6.33	4.70	0.10	0.62	0.12	46.32
<b>Foreman</b>	37.45	1.56	0.16	0.10	0.05	0.28	0.86	35.00	6.33	4.70	0.10	0.62	0.12	49.32
<b>Gen. Foreman</b>	38.95	1.56	0.16	0.10	0.05	0.28	0.86	35.00	6.33	4.70	0.10	0.62	0.12	50.82
<b>Superintendent</b>	39.95	1.56	0.16	0.10	0.05	0.28	0.86	35.00	6.33	4.70	0.10	0.62	0.12	51.82
<b>Apprentices:</b>														
<b>1st Year. 50%</b>	17.23	0.25	0.08	0.05	0.03	0.14	0.43	31.00	6.33		0.10	0.62	0.12	24.40
<b>2nd Year 55%</b>	18.95	0.81	0.09	0.06	0.03	0.15	0.47	31.00	6.33	1.82	0.10	0.62	0.12	27.94
<b>3rd Year 60%</b>	20.67	0.81	0.10	0.06	0.03	0.17	0.52	31.00	6.33	1.88	0.10	0.62	0.12	29.72
<b>4th Year 70%</b>	24.12	0.81	0.11	0.07	0.04	0.20	0.60	31.00	6.33	1.94	0.10	0.62	0.12	33.23
<b>5th Year 80%</b>	27.56	0.81	0.13	0.08	0.04	0.22	0.69	31.00	6.33	1.99	0.10	0.62	0.12	36.72
<b>Un-Ind. App.</b>	14.25							20.00	3.16			0.25	0.12	17.78
<b>Un-Ind.App./w License:</b>														
<b>1 to 2 years Exp</b>	18.00							56.00	3.16			0.25	0.12	21.53
<b>2 to 3 years Exp</b>	20.00							62.00	3.16			0.25	0.12	23.53
<b>3 to 4 years Exp</b>	23.00							71.00	3.16			0.25	0.12	26.53

\* & \*\* taken out of base wage wages.  
MARKET RECOVERY  
BASED ON REGULAR 40 HOURS, PER PAY PERIOD and is \$0.28 PER HOUR

**++BASE JOURNEYMAN HOURLY WAGE WITHOUT OSHA-30 TRAINING IS \$32.60 PER HR UNTIL TRAINING COMPLETED**

Journeyman U.A. Dues are \$35.00 a month and Apprentice UA Dues are \$31.00 a month taken out on the first check of the month

**For Employers signatory to the "NATIONAL SERVICE AND MAINTENANCE AGREEMENT":**  
 Serviceman Pension - 3.52 (H&W, Training and Industry Fund same as Journeyman)  
 Tradesman Pension – 2.35 (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. reman thru superintendent pay same as journeyman), both are paid at the end of the month in which the dues are deducted.

(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)

\*Red highlighted deductions are paid on one check to Local 142 Market Recovery