



**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
 TEL. (210) 226-1244 FAX (210) 226-2596

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
March 1, 2024 thru June 30, 2024*

	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
Journeyman ++	35.62	1.56	0.16	0.10	0.05	0.28	0.89	35.00	5.83	4.70	0.10	0.95	0.12	47.32
Foreman	38.62	1.56	0.16	0.10	0.05	0.28	0.89	35.00	5.83	4.70	0.10	0.95	0.12	50.32
Gen. Foreman	40.12	1.56	0.16	0.10	0.05	0.28	0.89	35.00	5.83	4.70	0.10	0.95	0.12	51.82
Superintendent	41.12	1.56	0.16	0.10	0.05	0.28	0.89	35.00	5.83	4.70	0.10	0.95	0.12	52.82
Apprentices:														
1st Year. 50%	17.81	0.25	0.08	0.05	0.03	0.14	0.45	31.00	5.83		0.10	0.79	0.12	24.65
2nd Year 55%	19.59	0.81	0.09	0.06	0.03	0.15	0.49	31.00	5.83	1.82	0.10	0.80	0.12	28.26
3rd Year 60%	21.37	0.81	0.10	0.06	0.03	0.17	0.53	31.00	5.83	1.88	0.10	0.82	0.12	30.12
4th Year 70%	24.93	0.81	0.11	0.07	0.04	0.20	0.62	31.00	5.83	1.94	0.10	0.86	0.12	33.78
5th Year 80%	28.50	0.81	0.13	0.08	0.04	0.22	0.71	31.00	5.83	1.99	0.10	0.88	0.12	37.42
Un-Ind. App.	14.25							20.00	2.92			0.25	0.12	17.54
Un-Ind.App./w License:														
1 - 2 years Exp	18.00							56.00	2.92			0.25	0.12	21.29
2 - 3 years Exp	20.00							62.00	2.92			0.25	0.12	23.29
3 - 4 years Exp	23.00							71.00	2.92			0.25	0.12	26.29

* & ** 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 IS DONE.

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":

Service man 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