



**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
July 1, 2024 thru June 30, 2025*

	Hourly Wage++	*Savings	*SWPT Organizing	*UA Organizing	*UA Political	*Market Recovery	**Hourly Dues	*Monthly U.A. Dues	H & W	Pension	ITF	Appr. Training	App Bldg Fund	Industry Fund	Total Wages
Journeyman ++	36.87	1.56	0.16	0.10	0.05	0.28	0.92	35.00	5.73	4.70	0.10	0.62	0.33	0.12	48.47
Foreman	39.87	1.56	0.16	0.10	0.05	0.28	0.92	35.00	5.73	4.70	0.10	0.62	0.33	0.12	51.47
Gen. Foreman	41.37	1.56	0.16	0.10	0.05	0.28	0.92	35.00	5.73	4.70	0.10	0.62	0.33	0.12	52.97
Superintendent	42.37	1.56	0.16	0.10	0.05	0.28	0.92	35.00	5.73	4.70	0.10	0.62	0.33	0.12	53.97
Apprentices:															
1st Year 50%	18.44	0.25	0.08	0.05	0.03	0.14	0.46	31.00	5.73		0.10	0.62	0.17	0.12	25.18
2nd Year 55%	20.28	0.81	0.09	0.06	0.03	0.15	0.51	31.00	5.73	1.82	0.10	0.62	0.18	0.12	28.85
3rd Year 60%	22.12	0.81	0.10	0.06	0.03	0.17	0.55	31.00	5.73	1.88	0.10	0.62	0.20	0.12	30.77
4th Year 70%	25.81	0.81	0.11	0.07	0.04	0.20	0.64	31.00	5.73	1.94	0.10	0.62	0.24	0.12	34.56
5th Year 80%	29.50	0.81	0.13	0.08	0.04	0.22	0.74	31.00	5.73	1.99	0.10	0.62	0.26	0.12	38.32
National Svc Man Agreement 60%	22.12	0.81	0.10	0.06	0.03	0.17	0.55	35.00	5.73	3.52	0.10	0.62	0.20	0.12	32.41
National Svc Tradesman 50%	18.44	0.81	0.08	0.05	0.03	0.14	0.46	35.00	5.73	2.35	0.10	0.62	0.17	0.12	27.53
Un-Ind. App.	14.25							20.00	2.87			0.25		0.12	17.49
Un-Ind.App./w License:															
1 to 2 years Exp	18.00							56.00	2.87			0.25		0.12	21.24
2 to 3 years Exp	20.00							62.00	2.87			0.25		0.12	23.24
3 to 4 years Exp	23.00							71.00	0.00			0.25		0.12	23.37

++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

* & ** taken out of base wage wages.

MARKET RECOVERY BASED ON REGULAR 40 HOURS, PER PAY PERIOD and is \$0.28 PER HOUR

****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.**

***Red highlighted deductions are paid on one check to Local 142 Market Recovery
NEW DEDUCTION: Apprentice Building Fund is remitted with Apprentice Training Fund**

(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)

06.21.24