**UNITED ASSOCIATION OF JOURNEYMAN 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

Not withstanding 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, 2020 thru June 30, 2021.

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<tbody>
<tr>
<td>Journeyman ++</td>
<td>31.90</td>
<td>1.56</td>
<td>0.43</td>
<td>0.80</td>
<td>35.00</td>
<td>7.08</td>
<td>4.40</td>
<td>0.10</td>
<td>0.62</td>
<td>0.12</td>
<td>44.22</td>
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<tr>
<td>Foreman</td>
<td>34.80</td>
<td>1.56</td>
<td>0.47</td>
<td>0.80</td>
<td>35.00</td>
<td>7.08</td>
<td>4.40</td>
<td>0.10</td>
<td>0.62</td>
<td>0.12</td>
<td>47.12</td>
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<tr>
<td>Gen. Foreman</td>
<td>35.65</td>
<td>1.56</td>
<td>0.48</td>
<td>0.80</td>
<td>35.00</td>
<td>7.08</td>
<td>4.40</td>
<td>0.10</td>
<td>0.62</td>
<td>0.12</td>
<td>47.97</td>
</tr>
<tr>
<td>Superintendent</td>
<td>36.65</td>
<td>1.56</td>
<td>0.49</td>
<td>0.80</td>
<td>35.00</td>
<td>7.08</td>
<td>4.40</td>
<td>0.10</td>
<td>0.62</td>
<td>0.12</td>
<td>48.97</td>
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Apprentices:

- 1st Year 50%: 15.95, 0.22, 0.40, 31.00, 7.08, 0.10, 0.62, 0.12, 23.87
- 2nd Year 55%: 17.55, 0.81, 0.44, 31.00, 7.08, 1.82, 0.10, 0.62, 0.12, 27.29
- 3rd Year 60%: 19.14, 0.81, 0.48, 31.00, 7.08, 1.88, 0.10, 0.62, 0.12, 28.94
- 4th Year 70%: 22.33, 0.81, 0.30, 31.00, 7.08, 1.94, 0.10, 0.62, 0.12, 32.19
- 5th Year 80%: 25.52, 0.81, 0.34, 31.00, 7.08, 1.99, 0.10, 0.62, 0.12, 35.43

Un-Ind. App.: 12.50, 0.00, 0.00, 30.75, 7.08, 0.00, 0.12, 0.12, 16.41

Un-Ind. App./w License:

- 1 to 2 years experience: 18.00, 0.00, 0.00, 56.00, 3.54, 0.25, 0.12, 21.91
- 2 to 3 years experience: 20.00, 0.00, 0.00, 62.00, 3.54, 0.25, 0.12, 23.91
- 3 to 4 years experience: 23.00, 0.00, 0.00, 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, $0.15 for 2018, $0.80 for 6-Hr Continuing Education for 2019 and $0.85 for 6-Hr Continuing Education for 2020.

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 and is 0.0135% of Base Wage

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