

# 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 <sup>++</sup>	*Savings	*Market Recovery	**Hourly Dues	*Monthly U.A. Dues	H & W	Pension	ITF	Appr. Training	Industry Fund	Total Wages
<b>Journeyman <sup>++</sup></b>	31.05	1.56	0.42	0.78	35.00	7.08	4.40	0.10	0.62	0.12	43.37
<b>Foreman</b>	33.95	1.56	0.46	0.78	35.00	7.08	4.40	0.10	0.62	0.12	46.27
<b>Gen. Foreman</b>	34.80	1.56	0.47	0.78	35.00	7.08	4.40	0.10	0.62	0.12	47.12
<b>Superintendent</b>	35.80	1.56	0.48	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	0.21	0.39	31.00	7.08	N/A	0.10	0.62	0.12	23.45
<b>2nd Year 55%</b>	17.08	0.81	0.23	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	0.25	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	0.29	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	0.34	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

<sup>++</sup> 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 and \$0.80 for 6-Hr Continuing Education for 2019. **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)

<sup>\*\*</sup>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.

<sup>\*\*</sup> Effective rate on new hires after 01/01/14.

Unindentured Apprentices hired before 1/1/2014 changes to \$7.08 H&W Rate