



# Plumbers & Steamfitters Local Union 342

935 Detroit Avenue, Concord CA 94518-2501 Phone (925) 686-5880 Fax (925) 685-3710 Web www.ua342.org

## MASTER LABOR AGREEMENT (MLA)

### 07/01/2022 – 06/30/2023

TFO Contract: 010, 011, 022, 023, 024, 025, 026, 027, 028, 029, 032, 033, 034, 035, 036, 037

	Journeyman	Job Steward 1	Job Steward 2	Crew Lead (Non-Industrial)	Foreman	General Foreman	Sr General Foreman
<b>TAXABLE WAGE RATE</b>	<b>\$72.00</b>	<b>\$72.00</b>	<b>\$72.00</b>	<b>\$77.76</b>	<b>\$82.80</b>	<b>\$87.84</b>	<b>\$95.04</b>
<i>Working Dues Deduction</i>	<i>(\$2.87)</i>	<i>(\$1.96)</i>	<i>(\$1.05)</i>	<i>(\$2.87)</i>	<i>(\$3.14)</i>	<i>(\$3.40)</i>	<i>(\$3.67)</i>
Health & Welfare	\$19.66	\$19.66	\$19.66	\$19.66	\$19.66	\$19.66	\$19.66
Pension	\$14.39	\$14.39	\$14.39	\$14.39	\$14.39	\$14.39	\$14.39
401(a) Mandatory	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00
Health Reimbursement Account	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
Local Union 342 Training Fund	\$2.30	\$2.30	\$2.30	\$2.30	\$2.30	\$2.30	\$2.30
International Training Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Joint Labor Management	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Retiree Fund	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Contract Admin	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
<i>Fringe Total</i>	<i>\$46.05</i>	<i>\$46.05</i>	<i>\$46.05</i>	<i>\$46.05</i>	<i>\$46.05</i>	<i>\$46.05</i>	<i>\$46.05</i>
<b>TOTAL PACKAGE</b>	<b>\$118.05</b>	<b>\$118.05</b>	<b>\$118.05</b>	<b>\$123.81</b>	<b>\$128.85</b>	<b>\$133.89</b>	<b>\$141.09</b>

**SHIFT WORK:** The second and third shifts receive pay for the hours worked, plus fifteen percent (15%). The 15% is based on the wage rates as shown in table above for Journeyman, Crew Lead, Foreman, General Foreman, and Senior General Foreman and is calculated as shift rate and differential as follows:

	Journeyman	Job Steward 1	Job Steward 2	Crew Lead (Non-Industrial)	Foreman	General Foreman	Sr General Foreman
Shift Rate	\$82.80	\$82.80	\$82.80	\$89.42	\$95.22	\$101.02	\$109.30
Differential	\$10.80	\$10.80	\$10.80	\$11.66	\$12.42	\$13.18	\$14.26

**ALLOY WELDER:** Receives 8% premium above the Journeyman rate of \$72.00, or \$5.76 added to the taxable hourly wage.

**OVERTIME:** On a 5-8 project, the first 2 hours after an 8-hour workday, Monday through Friday, and the first 10 hours on Saturday are paid at time and one-half rate. Sunday and Holidays and all hours worked in excess of 10 hours Monday through Saturday are paid at the double time rate. On a 4-10 project, all hours worked in excess of 10 hours Monday through Saturday, all hours worked on Sunday and holidays are paid at the double time rate. Fringe Benefits (**except CU, HRA and 401(k) Plan**) shall be at straight time on all overtime hours worked.

**401(k) PLAN:** The 401(k) Plan hourly deferral rate choices are: \$0.00, \$2.00, \$4.00, \$6.00, \$8.00 or \$10.00 per hour. An additional deferral rate of \$12.00 and \$14.00 per hour is offered only to members 50 years and older allowing for catch-up contributions and the increased 401(k) contribution limit. The 401(k) is deducted and remitted at straight time, time and one-half, and at double time rates. Elective 401(k) deferrals are not subject to state and federal income tax. Deferrals are subject to Federal Insurance Contributions Act (FICA), Federal Unemployment Tax Act (FUTA), and State Disability Insurance (SDI).

**401(a) MANDATORY and HEALTH REIMBURSEMENT ACCOUNT (HRA):** The 401(a) Mandatory and Health Reimbursement Account (HRA) are paid at straight time, time and one-half, and at the double time rates. The 401(a) Mandatory and HRA are excluded for all tax purposes.

**WORKING DUES AND CREDIT UNION (CU):** The Working Dues and Credit Union amounts are deducted from the taxable wage rate and remitted at straight time, time and one-half and at double time rates. Credit Union is a voluntary payroll deduction. The member's dispatch will reflect applicable rate to be deducted (\$1.00, \$2.00, \$3.00, \$4.00, or \$5.00 per hour) if the member enrolled in the program.

**IMPORTANT:** Please see the following pages for wage and benefit information regarding the HRA rates noted under A, B, C, D, E, F and G for Apprentice, Journeyman, Job Steward 1, Job Steward 2, Crew Lead, Foreman, General Foreman, and Sr. General Foreman, and the 401(k) Elective deductions. Please review each members' dispatch for their individual payroll information.

The 401(k) Plan, HRA, Working Dues and Credit Union amounts above are remitted once a month to the Northern California Pipe Trades Trust Fund Office. For Employers not paying Contract Administration and/or the Joint Labor Management contributions, Apprentice Training shall be paid an equivalent hourly amount in lieu of such contribution(s).



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## MASTER LABOR AGREEMENT (MLA) APPRENTICE RATES 07/01/2022 – 06/30/2023

TFO Contract: 010, 011, 022, 023, 024, 025, 026, 027, 028, 029, 032, 033, 034, 035, 036, 037

Scale / Percentage	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>	9 <sup>th</sup>	10 <sup>th</sup>
	40% + \$0.50	45% + \$0.50	50%	55%	60%	65%	70%	75%	80%	85%
<b>TAXABLE WAGE RATE</b>	<b>\$29.30</b>	<b>\$32.90</b>	<b>\$36.00</b>	<b>\$39.60</b>	<b>\$43.20</b>	<b>\$46.80</b>	<b>\$50.40</b>	<b>\$54.00</b>	<b>\$57.60</b>	<b>\$61.20</b>
<i>Working Dues Deduction</i>	<i>(\$1.12)</i>	<i>(\$1.24)</i>	<i>(\$1.33)</i>	<i>(\$1.44)</i>	<i>(\$1.56)</i>	<i>(\$1.67)</i>	<i>(\$1.78)</i>	<i>(\$1.90)</i>	<i>(\$2.01)</i>	<i>(\$2.12)</i>
Health & Welfare	\$19.66	\$19.66	\$19.66	\$19.66	\$19.66	\$19.66	\$19.66	\$19.66	\$19.66	\$19.66
Pension	\$0.00	\$0.00	\$14.39	\$14.39	\$14.39	\$14.39	\$14.39	\$14.39	\$14.39	\$14.39
401(a) Mandatory	\$0.00	\$0.00	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00	\$7.00
Health Reimbursement Acct	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75	\$0.75
Local Union 342 Training Fund	\$2.30	\$2.30	\$2.30	\$2.30	\$2.30	\$2.30	\$2.30	\$2.30	\$2.30	\$2.30
International Training Fund	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Joint Labor Management	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Retiree Fund	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Contract Admin	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
<i>Fringe Total</i>	<i>\$24.66</i>	<i>\$24.66</i>	<i>\$46.05</i>	<i>\$46.05</i>	<i>\$46.05</i>	<i>\$46.05</i>	<i>\$46.05</i>	<i>\$46.05</i>	<i>\$46.05</i>	<i>\$46.05</i>
<b>TOTAL PACKAGE</b>	<b>\$53.96</b>	<b>\$57.56</b>	<b>\$82.05</b>	<b>\$85.65</b>	<b>\$89.25</b>	<b>\$92.85</b>	<b>\$96.45</b>	<b>\$100.05</b>	<b>\$103.65</b>	<b>\$107.25</b>

### BASIS FOR CALCULATING APPRENTICE RATES

The Apprentice rates are based on the Building Trades Journeyman rate (\$72.00) times the percentage set forth in Section 79 of the current Master Labor Agreement.

1<sup>st</sup> and 2<sup>nd</sup> period Apprentices have an additional \$0.50 added to the wage percentage.

Pension or 401(a) Mandatory contributions are not required for 1<sup>st</sup> and 2<sup>nd</sup> period Apprentices.

401(a) Mandatory and Health Reimbursement Account (HRA) are paid at straight time, time and one-half, and at the double time rates. The 401(a) Mandatory and HRA are excluded for all tax purposes. All overtime on other fringes is paid at the straight time rate.

HRA classifications A through G are available for all Apprentices

The 401(k) Plan is available for 3<sup>rd</sup> through 10<sup>th</sup> period Apprentices. The 401(k) Plan hourly deferral rate choices are: No Deduction, \$2.00, \$4.00, \$6.00, \$8.00 or \$10.00 per hour. An additional deferral rate of \$12.00 and \$14.00 per hour is offered only to members 50 years and older allowing for catch-up contributions and the increased 401(k) contribution limit. The 401(k) is deducted and remitted at straight time, time and one-half, and at double time rates. Elective 401(k) deferrals are not subject to state and federal income tax. Deferrals are subject to Federal Insurance Contributions Act (FICA), Federal Unemployment Tax Act (FUTA), and State Disability Insurance (SDI).

Working Dues and Credit Union (CU) amounts are deducted from the taxable wage rate and remitted at straight time, time and on-half- and double-time rates. Credit Union is a voluntary payroll deduction. If enrolled in the CU program, the members' dispatch will reflect the applicable rate to be deducted: No Deduction, \$1.00, \$2.00, \$3.00, \$4.00 or \$5.00 per hour.

Fringe benefits (**except CU, HRA and 401(k) Plan**) shall be straight time on all overtime hours worked.

**IMPORTANT:** Please see the following pages for detailed Apprentice wage and benefit information regarding the HRA rates noted as Classifications A, B, C, D, E, F and G, and the 401(k) Elective deductions available for 3<sup>rd</sup> through 10<sup>th</sup> periods.