



# Plumbers & Steamfitters Local Union 342

935 Detroit Avenue, Concord, CA 94518-2501  
 Phone (925) 686-5880 Fax (925) 685-3710

## NORTHERN CALIFORNIA SERVICE AGREEMENT, Contract 040, 043 EFFECTIVE 7/1/18 THROUGH 6/30/19

|                              | JOURNEYMAN      | CREW LEAD<br>(NON INDUSTRIAL<br>PROJECTS ONLY) | FOREMAN         | GENERAL<br>FOREMAN | SR. GENERAL<br>FOREMAN |
|------------------------------|-----------------|--|-----------------|--------------------|------------------------|
| <b>TAXABLE WAGE RATE</b>     | <b>\$61.35</b>  | <b>\$66.26</b>                                 | <b>\$69.02</b>  | <b>\$74.85</b>     | <b>\$80.98</b>         |
| (Dues Check Off - Deduction) | 2.67            | 2.67   | 2.94            | 3.20               | 3.47                   |
| Health & Welfare             | 19.66           | 19.66  | 19.66           | 19.66              | 19.66                  |
| Pension                      | 12.89           | 12.89  | 12.89           | 12.89              | 12.89                  |
| 401(a) Mandatory             | 5.00            | 5.00   | 5.00            | 5.00               | 5.00                   |
| Health Reimbursement Acct    | 0.50            | 0.50   | 0.50            | 0.50               | 0.50                   |
| LU Training Fund             | 3.55            | 3.55   | 3.55            | 3.55               | 3.55                   |
| International Training Fund  | 0.10            | 0.10   | 0.10            | 0.10               | 0.10                   |
| Labor Management Corp        | 0.05            | 0.05   | 0.05            | 0.05               | 0.05                   |
| Retiree Fund                 | 0.70            | 0.70   | 0.70            | 0.70               | 0.70                   |
| Contract Administration      | 0.30            | 0.30   | 0.30            | 0.30               | 0.30                   |
| <i>Fringe Total</i>          | <i>42.75</i>    | <i>42.75</i>                                   | <i>42.75</i>    | <i>42.75</i>       | <i>42.75</i>           |
| <b>TOTAL PACKAGE</b>         | <b>\$104.10</b> | <b>\$109.01</b>                                | <b>\$111.77</b> | <b>\$117.60</b>    | <b>\$123.73</b>        |

**401(k) Elective Plan:** The 401(k) Elective Plan hourly deferral rate choices are: No Deduction, \$2.00, \$4.00, \$6.00, \$8.00 or \$10.00 per hour. An additional \$12.00 per hour deferral rate is offered only to members 50 years and older to allow for catch-up to meet the IRS 401(k) contribution limit. The 401(k) is deducted and remitted at straight time, time and one-half, and at double time rates. **The 401(k) is exempt from state and federal income tax.** (Not subject to state and federal income tax, though is subject to Social Security (FICA), Medicare, and Federal Unemployment Taxes (FUTA) and State Disability Insurance (SDI)).

**OVERTIME:** All time worked before and after the established work day of 8 hours, all time worked on Saturdays, Sundays and most holidays shall be paid at time and one-half; These four (4) Holidays are paid at double time: New Years Day, Labor Day, Thanksgiving Day and Christmas Day. Initial start up is New Construction for purposes of overtime and hours of work.

**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.** All overtime on other fringes are paid at the straight time rate.

**The Dues Check Off and Credit Union** deductions are deducted from the taxable wage rate and submitted 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 changes if the member enrolled in the \$1.00, \$2.00, \$3.00, \$4.00, or \$5.00. per hour deduction.

**ALL** the above are remitted once a month to the Northern California Pipe Trades Trust Funds. For Contractors not paying Contract Administration and/or the Joint/Management Cooperation contributions, Apprentice Training shall be paid an equivalent hourly amount in lieu of such contribution(s).

**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, Crew Lead, Foreman, General Foreman and Sr. General Foreman, and the 401(k) Elective deductions. Please view each members' dispatch for their individual payroll information.

PLUMBERS & STEAMFITTERS LOCAL UNION 342  
**NORTHERN CALIFORNIA SERVICE AGREEMENT, Contract 040, 043**  
**EFFECTIVE 7/1/18 THROUGH 6/30/19**

**JOURNEYMAN PAGE:**

Please see [Individual Dispatch](#) for HRA classifications A through G, 401(k) deferrals and voluntary Credit Union deductions.

**JOURNEYMAN, No 401(k) Elective:** (Trust Fund: RT# 04040A, 04340A through # 04040G, #04340G)

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 58.68 | -0-    | 2.67 | <b>61.35</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 104.10 |
| B   | 58.18 | -0-    | 2.67 | <b>60.85</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 104.10 |
| C   | 57.68 | -0-    | 2.67 | <b>60.35</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 104.10 |
| D   | 56.68 | -0-    | 2.67 | <b>59.35</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 104.10 |
| E   | 55.68 | -0-    | 2.67 | <b>58.35</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 104.10 |
| F   | 54.68 | -0-    | 2.67 | <b>57.35</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 104.10 |
| G   | 53.68 | -0-    | 2.67 | <b>56.35</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 104.10 |

**JOURNEYMAN, with a 401(k) Elective of \$2.00:**

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 56.68 | 2.00   | 2.67 | <b>61.35</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 104.10 |
| B   | 56.18 | 2.00   | 2.67 | <b>60.85</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 104.10 |
| C   | 55.68 | 2.00   | 2.67 | <b>60.35</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 104.10 |
| D   | 54.68 | 2.00   | 2.67 | <b>59.35</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 104.10 |
| E   | 53.68 | 2.00   | 2.67 | <b>58.35</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 104.10 |
| F   | 52.68 | 2.00   | 2.67 | <b>57.35</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 104.10 |
| G   | 51.68 | 2.00   | 2.67 | <b>56.35</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 104.10 |

**JOURNEYMAN, with a 401(k) Elective of \$4.00:**

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 54.68 | 4.00   | 2.67 | <b>61.35</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 104.10 |
| B   | 54.18 | 4.00   | 2.67 | <b>60.85</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 104.10 |
| C   | 53.68 | 4.00   | 2.67 | <b>60.35</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 104.10 |
| D   | 52.68 | 4.00   | 2.67 | <b>59.35</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 104.10 |
| E   | 51.68 | 4.00   | 2.67 | <b>58.35</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 104.10 |
| F   | 50.68 | 4.00   | 2.67 | <b>57.35</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 104.10 |
| G   | 49.68 | 4.00   | 2.67 | <b>56.35</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 104.10 |

**JOURNEYMAN, with a 401(k) Elective of \$6.00:**

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 52.68 | 6.00   | 2.67 | <b>61.35</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 104.10 |
| B   | 52.18 | 6.00   | 2.67 | <b>60.85</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 104.10 |
| C   | 51.68 | 6.00   | 2.67 | <b>60.35</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 104.10 |
| D   | 50.68 | 6.00   | 2.67 | <b>59.35</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 104.10 |
| E   | 49.68 | 6.00   | 2.67 | <b>58.35</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 104.10 |
| F   | 48.68 | 6.00   | 2.67 | <b>57.35</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 104.10 |
| G   | 47.68 | 6.00   | 2.67 | <b>56.35</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 104.10 |

**JOURNEYMAN, with a 401(k) Elective of \$8.00:**

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 50.68 | 8.00   | 2.67 | <b>61.35</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 104.10 |
| B   | 50.18 | 8.00   | 2.67 | <b>60.85</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 104.10 |
| C   | 49.68 | 8.00   | 2.67 | <b>60.35</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 104.10 |
| D   | 48.68 | 8.00   | 2.67 | <b>59.35</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 104.10 |
| E   | 47.68 | 8.00   | 2.67 | <b>58.35</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 104.10 |
| F   | 46.68 | 8.00   | 2.67 | <b>57.35</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 104.10 |
| G   | 45.68 | 8.00   | 2.67 | <b>56.35</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 104.10 |

**JOURNEYMAN, with a 401(k) Elective of \$10.00:**

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 48.68 | 10.00  | 2.67 | <b>61.35</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 104.10 |
| B   | 48.18 | 10.00  | 2.67 | <b>60.85</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 104.10 |
| C   | 47.68 | 10.00  | 2.67 | <b>60.35</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 104.10 |
| D   | 46.68 | 10.00  | 2.67 | <b>59.35</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 104.10 |
| E   | 45.68 | 10.00  | 2.67 | <b>58.35</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 104.10 |
| F   | 44.68 | 10.00  | 2.67 | <b>57.35</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 104.10 |
| G   | 43.68 | 10.00  | 2.67 | <b>56.35</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 104.10 |

PLUMBERS & STEAMFITTERS LOCAL UNION 342  
 NORTHERN CALIFORNIA SERVICE AGREEMENT, Contract 040, 043  
 EFFECTIVE 7/1/18 THROUGH 6/30/19

**CREW LEAD PAGE:**

Please see [Individual Dispatch](#) for HRA classifications A through G, 401(k) Deferrals and Credit Union Deductions.

**CREW LEAD, *No 401(k) Elective:*** (Trust Fund: RT# 04049A, 04349A through # 04049G, #04349G)

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 63.59 | -0-    | 2.67 | <b>66.26</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 109.01 |
| B   | 63.09 | -0-    | 2.67 | <b>65.76</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 109.01 |
| C   | 62.59 | -0-    | 2.67 | <b>65.26</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 109.01 |
| D   | 61.59 | -0-    | 2.67 | <b>64.26</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 109.01 |
| E   | 60.59 | -0-    | 2.67 | <b>63.26</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 109.01 |
| F   | 59.59 | -0-    | 2.67 | <b>62.26</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 109.01 |
| G   | 58.59 | -0-    | 2.67 | <b>61.26</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 109.01 |

**CREW LEAD, *with a 401(k) Elective of \$2.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 61.59 | 2.00   | 2.67 | <b>66.26</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 109.01 |
| B   | 61.09 | 2.00   | 2.67 | <b>65.76</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 109.01 |
| C   | 60.59 | 2.00   | 2.67 | <b>65.26</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 109.01 |
| D   | 59.59 | 2.00   | 2.67 | <b>64.26</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 109.01 |
| E   | 58.59 | 2.00   | 2.67 | <b>63.26</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 109.01 |
| F   | 57.59 | 2.00   | 2.67 | <b>62.26</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 109.01 |
| G   | 56.59 | 2.00   | 2.67 | <b>61.26</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 109.01 |

**CREW LEAD, *with a 401(k) Elective of \$4.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 59.59 | 4.00   | 2.67 | <b>66.26</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 109.01 |
| B   | 59.09 | 4.00   | 2.67 | <b>65.76</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 109.01 |
| C   | 58.59 | 4.00   | 2.67 | <b>65.26</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 109.01 |
| D   | 57.59 | 4.00   | 2.67 | <b>64.26</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 109.01 |
| E   | 56.59 | 4.00   | 2.67 | <b>63.26</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 109.01 |
| F   | 55.59 | 4.00   | 2.67 | <b>62.26</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 109.01 |
| G   | 54.59 | 4.00   | 2.67 | <b>61.26</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 109.01 |

**CREW LEAD, *with a 401(k) Elective of \$6.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 57.59 | 6.00   | 2.67 | <b>66.26</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 109.01 |
| B   | 57.09 | 6.00   | 2.67 | <b>65.76</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 109.01 |
| C   | 56.59 | 6.00   | 2.67 | <b>65.26</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 109.01 |
| D   | 55.59 | 6.00   | 2.67 | <b>64.26</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 109.01 |
| E   | 54.59 | 6.00   | 2.67 | <b>63.26</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 109.01 |
| F   | 53.59 | 6.00   | 2.67 | <b>62.26</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 109.01 |
| G   | 52.59 | 6.00   | 2.67 | <b>61.26</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 109.01 |

**CREW LEAD, *with a 401(k) Elective of \$8.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 55.59 | 8.00   | 2.67 | <b>66.26</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 109.01 |
| B   | 55.09 | 8.00   | 2.67 | <b>65.76</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 109.01 |
| C   | 54.59 | 8.00   | 2.67 | <b>65.26</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 109.01 |
| D   | 53.59 | 8.00   | 2.67 | <b>64.26</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 109.01 |
| E   | 52.59 | 8.00   | 2.67 | <b>63.26</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 109.01 |
| F   | 51.59 | 8.00   | 2.67 | <b>62.26</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 109.01 |
| G   | 50.59 | 8.00   | 2.67 | <b>61.26</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 109.01 |

**CREW LEAD, *with a 401(k) Elective of \$10.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 53.59 | 10.00  | 2.67 | <b>66.26</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 109.01 |
| B   | 53.09 | 10.00  | 2.67 | <b>65.76</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 109.01 |
| C   | 52.59 | 10.00  | 2.67 | <b>65.26</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 109.01 |
| D   | 51.59 | 10.00  | 2.67 | <b>64.26</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 109.01 |
| E   | 50.59 | 10.00  | 2.67 | <b>63.26</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 109.01 |
| F   | 49.59 | 10.00  | 2.67 | <b>62.26</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 109.01 |
| G   | 48.59 | 10.00  | 2.67 | <b>61.26</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 109.01 |

PLUMBERS & STEAMFITTERS LOCAL UNION 342  
**NORTHERN CALIFORNIA SERVICE AGREEMENT, Contract 040, 043**  
**EFFECTIVE 7/1/18 THROUGH 6/30/19**

**FOREMAN PAGE:**

Please see [Individual Dispatch](#) for HRA classifications A through G, 401(k) deferrals and voluntary Credit Union deductions.

**FOREMAN, No 401(k) Elective:** (Trust Fund: RT# 04041A, 04341A through # 04041G, #04341G)

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 66.08 | -0-    | 2.94 | <b>69.02</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 111.77 |
| B   | 65.58 | -0-    | 2.94 | <b>68.52</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 111.77 |
| C   | 65.08 | -0-    | 2.94 | <b>68.02</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 111.77 |
| D   | 64.08 | -0-    | 2.94 | <b>67.02</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 111.77 |
| E   | 63.08 | -0-    | 2.94 | <b>66.02</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 111.77 |
| F   | 62.08 | -0-    | 2.94 | <b>65.02</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 111.77 |
| G   | 61.08 | -0-    | 2.94 | <b>64.02</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 111.77 |

**FOREMAN, with a 401(k) Elective of \$2.00:**

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 64.08 | 2.00   | 2.94 | <b>69.02</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 111.77 |
| B   | 63.58 | 2.00   | 2.94 | <b>68.52</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 111.77 |
| C   | 63.08 | 2.00   | 2.94 | <b>68.02</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 111.77 |
| D   | 62.08 | 2.00   | 2.94 | <b>67.02</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 111.77 |
| E   | 61.08 | 2.00   | 2.94 | <b>66.02</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 111.77 |
| F   | 60.08 | 2.00   | 2.94 | <b>65.02</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 111.77 |
| G   | 59.08 | 2.00   | 2.94 | <b>64.02</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 111.77 |

**FOREMAN, with a 401(k) Elective of \$4.00:**

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 62.08 | 4.00   | 2.94 | <b>69.02</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 111.77 |
| B   | 61.58 | 4.00   | 2.94 | <b>68.52</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 111.77 |
| C   | 61.08 | 4.00   | 2.94 | <b>68.02</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 111.77 |
| D   | 60.08 | 4.00   | 2.94 | <b>67.02</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 111.77 |
| E   | 59.08 | 4.00   | 2.94 | <b>66.02</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 111.77 |
| F   | 58.08 | 4.00   | 2.94 | <b>65.02</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 111.77 |
| G   | 57.08 | 4.00   | 2.94 | <b>64.02</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 111.77 |

**FOREMAN, with a 401(k) Elective of \$6.00:**

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 60.08 | 6.00   | 2.94 | <b>69.02</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 111.77 |
| B   | 59.58 | 6.00   | 2.94 | <b>68.52</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 111.77 |
| C   | 59.08 | 6.00   | 2.94 | <b>68.02</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 111.77 |
| D   | 58.08 | 6.00   | 2.94 | <b>67.02</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 111.77 |
| E   | 57.08 | 6.00   | 2.94 | <b>66.02</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 111.77 |
| F   | 56.08 | 6.00   | 2.94 | <b>65.02</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 111.77 |
| G   | 55.08 | 6.00   | 2.94 | <b>64.02</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 111.77 |

**FOREMAN, with a 401(k) Elective of \$8.00:**

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 58.08 | 8.00   | 2.94 | <b>69.02</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 111.77 |
| B   | 57.58 | 8.00   | 2.94 | <b>68.52</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 111.77 |
| C   | 57.08 | 8.00   | 2.94 | <b>68.02</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 111.77 |
| D   | 56.08 | 8.00   | 2.94 | <b>67.02</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 111.77 |
| E   | 55.08 | 8.00   | 2.94 | <b>66.02</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 111.77 |
| F   | 54.08 | 8.00   | 2.94 | <b>65.02</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 111.77 |
| G   | 53.08 | 8.00   | 2.94 | <b>64.02</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 111.77 |

**FOREMAN, with a 401(k) Elective of \$10.00:**

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 56.08 | 10.00  | 2.94 | <b>69.02</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 111.77 |
| B   | 55.58 | 10.00  | 2.94 | <b>68.52</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 111.77 |
| C   | 55.08 | 10.00  | 2.94 | <b>68.02</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 111.77 |
| D   | 54.08 | 10.00  | 2.94 | <b>67.02</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 111.77 |
| E   | 53.08 | 10.00  | 2.94 | <b>66.02</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 111.77 |
| F   | 52.08 | 10.00  | 2.94 | <b>65.02</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 111.77 |
| G   | 51.08 | 10.00  | 2.94 | <b>64.02</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 111.77 |

PLUMBERS & STEAMFITTERS LOCAL UNION 342  
**NORTHERN CALIFORNIA SERVICE AGREEMENT, Contract 040, 043**  
**EFFECTIVE 7/1/18 THROUGH 6/30/19**

**GENERAL FOREMAN PAGE:**

Please see [Individual Dispatch](#) for HRA classifications A through G, 401(k) deferrals and voluntary Credit Union deductions.

**GENERAL FOREMAN, *No 401(k) Elective:*** (Trust Fund: RT# 04042A, 04342A through # 04042G, #04342G)

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 71.65 | -0-    | 3.20 | <b>74.85</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 117.60 |
| B   | 71.15 | -0-    | 3.20 | <b>74.35</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 117.60 |
| C   | 70.65 | -0-    | 3.20 | <b>73.85</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 117.60 |
| D   | 69.65 | -0-    | 3.20 | <b>72.85</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 117.60 |
| E   | 68.65 | -0-    | 3.20 | <b>71.85</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 117.60 |
| F   | 67.65 | -0-    | 3.20 | <b>70.85</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 117.60 |
| G   | 66.65 | -0-    | 3.20 | <b>69.85</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 117.60 |

**GENERAL FOREMAN, *with a 401(k) Elective of \$2.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 69.65 | 2.00   | 3.20 | <b>74.85</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 117.60 |
| B   | 69.15 | 2.00   | 3.20 | <b>74.35</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 117.60 |
| C   | 68.65 | 2.00   | 3.20 | <b>73.85</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 117.60 |
| D   | 67.65 | 2.00   | 3.20 | <b>72.85</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 117.60 |
| E   | 66.65 | 2.00   | 3.20 | <b>71.85</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 117.60 |
| F   | 65.65 | 2.00   | 3.20 | <b>70.85</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 117.60 |
| G   | 64.65 | 2.00   | 3.20 | <b>69.85</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 117.60 |

**GENERAL FOREMAN, *with a 401(k) Elective of \$4.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 67.65 | 4.00   | 3.20 | <b>74.85</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 117.60 |
| B   | 67.15 | 4.00   | 3.20 | <b>74.35</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 117.60 |
| C   | 66.65 | 4.00   | 3.20 | <b>73.85</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 117.60 |
| D   | 65.65 | 4.00   | 3.20 | <b>72.85</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 117.60 |
| E   | 64.65 | 4.00   | 3.20 | <b>71.85</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 117.60 |
| F   | 63.65 | 4.00   | 3.20 | <b>70.85</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 117.60 |
| G   | 62.65 | 4.00   | 3.20 | <b>69.85</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 117.60 |

**GENERAL FOREMAN, *with a 401(k) Elective of \$6.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 65.65 | 6.00   | 3.20 | <b>74.85</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 117.60 |
| B   | 65.15 | 6.00   | 3.20 | <b>74.35</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 117.60 |
| C   | 64.65 | 6.00   | 3.20 | <b>73.85</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 117.60 |
| D   | 63.65 | 6.00   | 3.20 | <b>72.85</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 117.60 |
| E   | 62.65 | 6.00   | 3.20 | <b>71.85</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 117.60 |
| F   | 61.65 | 6.00   | 3.20 | <b>70.85</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 117.60 |
| G   | 60.65 | 6.00   | 3.20 | <b>69.85</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 117.60 |

**GENERAL FOREMAN, *with a 401(k) Elective of \$8.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 63.65 | 8.00   | 3.20 | <b>74.85</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 117.60 |
| B   | 63.15 | 8.00   | 3.20 | <b>74.35</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 117.60 |
| C   | 62.65 | 8.00   | 3.20 | <b>73.85</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 117.60 |
| D   | 61.65 | 8.00   | 3.20 | <b>72.85</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 117.60 |
| E   | 60.65 | 8.00   | 3.20 | <b>71.85</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 117.60 |
| F   | 59.65 | 8.00   | 3.20 | <b>70.85</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 117.60 |
| G   | 58.65 | 8.00   | 3.20 | <b>69.85</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 117.60 |

**GENERAL FOREMAN, *with a 401(k) Elective of \$10.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 61.65 | 10.00  | 3.20 | <b>74.85</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 117.60 |
| B   | 61.15 | 10.00  | 3.20 | <b>74.35</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 117.60 |
| C   | 60.65 | 10.00  | 3.20 | <b>73.85</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 117.60 |
| D   | 59.65 | 10.00  | 3.20 | <b>72.85</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 117.60 |
| E   | 58.65 | 10.00  | 3.20 | <b>71.85</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 117.60 |
| F   | 57.65 | 10.00  | 3.20 | <b>70.85</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 117.60 |
| G   | 56.65 | 10.00  | 3.20 | <b>69.85</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 117.60 |

PLUMBERS & STEAMFITTERS LOCAL UNION 342  
**NORTHERN CALIFORNIA SERVICE AGREEMENT, Contract 040, 043**  
**EFFECTIVE 7/1/18 THROUGH 6/30/19**

**SR. GENERAL FOREMAN PAGE:**

Please see Individual Dispatch for HRA classifications A through G, 401(k) deferrals and voluntary Credit Union deductions.

**SR. GENERAL FOREMAN, *No 401(k) Elective:*** (Trust Fund: RT# 04043A, 04343A through # 04043G, #04343G)

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 77.51 | -0-    | 3.47 | <b>80.98</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 123.73 |
| B   | 77.01 | -0-    | 3.47 | <b>80.48</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 123.73 |
| C   | 76.51 | -0-    | 3.47 | <b>79.98</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 123.73 |
| D   | 75.51 | -0-    | 3.47 | <b>78.98</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 123.73 |
| E   | 74.51 | -0-    | 3.47 | <b>77.98</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 123.73 |
| F   | 73.51 | -0-    | 3.47 | <b>76.98</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 123.73 |
| G   | 72.51 | -0-    | 3.47 | <b>75.98</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 123.73 |

**SR. GENERAL FOREMAN, *with a 401(k) Elective of \$2.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 75.51 | 2.00   | 3.47 | <b>80.98</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 123.73 |
| B   | 75.01 | 2.00   | 3.47 | <b>80.48</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 123.73 |
| C   | 74.51 | 2.00   | 3.47 | <b>79.98</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 123.73 |
| D   | 73.51 | 2.00   | 3.47 | <b>78.98</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 123.73 |
| E   | 72.51 | 2.00   | 3.47 | <b>77.98</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 123.73 |
| F   | 71.51 | 2.00   | 3.47 | <b>76.98</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 123.73 |
| G   | 70.51 | 2.00   | 3.47 | <b>75.98</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 123.73 |

**SR. GENERAL FOREMAN, *with a 401(k) Elective of \$4.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 73.51 | 4.00   | 3.47 | <b>80.98</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 123.73 |
| B   | 73.01 | 4.00   | 3.47 | <b>80.48</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 123.73 |
| C   | 72.51 | 4.00   | 3.47 | <b>79.98</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 123.73 |
| D   | 71.51 | 4.00   | 3.47 | <b>78.98</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 123.73 |
| E   | 70.51 | 4.00   | 3.47 | <b>77.98</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 123.73 |
| F   | 69.51 | 4.00   | 3.47 | <b>76.98</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 123.73 |
| G   | 68.51 | 4.00   | 3.47 | <b>75.98</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 123.73 |

**SR. GENERAL FOREMAN, *with a 401(k) Elective of \$6.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 71.51 | 6.00   | 3.47 | <b>80.98</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 123.73 |
| B   | 71.01 | 6.00   | 3.47 | <b>80.48</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 123.73 |
| C   | 70.51 | 6.00   | 3.47 | <b>79.98</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 123.73 |
| D   | 69.51 | 6.00   | 3.47 | <b>78.98</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 123.73 |
| E   | 68.51 | 6.00   | 3.47 | <b>77.98</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 123.73 |
| F   | 67.51 | 6.00   | 3.47 | <b>76.98</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 123.73 |
| G   | 66.51 | 6.00   | 3.47 | <b>75.98</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 123.73 |

**SR. GENERAL FOREMAN, *with a 401(k) Elective of \$8.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 69.51 | 8.00   | 3.47 | <b>80.98</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 123.73 |
| B   | 69.01 | 8.00   | 3.47 | <b>80.48</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 123.73 |
| C   | 68.51 | 8.00   | 3.47 | <b>79.98</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 123.73 |
| D   | 67.51 | 8.00   | 3.47 | <b>78.98</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 123.73 |
| E   | 66.51 | 8.00   | 3.47 | <b>77.98</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 123.73 |
| F   | 65.51 | 8.00   | 3.47 | <b>76.98</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 123.73 |
| G   | 64.51 | 8.00   | 3.47 | <b>75.98</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 123.73 |

**SR. GENERAL FOREMAN, *with a 401(k) Elective of \$10.00:***

| HRA | BASE  | 401(k) | Dues | HrlyWage     | H&W   | Pension | 401(a) | HRA  | Training | ITF  | L/M  | RF   | CTR  | FringeT | TPKG   |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|------|------|------|------|---------|--------|
| A   | 67.51 | 10.00  | 3.47 | <b>80.98</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 42.75   | 123.73 |
| B   | 67.01 | 10.00  | 3.47 | <b>80.48</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.25   | 123.73 |
| C   | 66.51 | 10.00  | 3.47 | <b>79.98</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 43.75   | 123.73 |
| D   | 65.51 | 10.00  | 3.47 | <b>78.98</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 44.75   | 123.73 |
| E   | 64.51 | 10.00  | 3.47 | <b>77.98</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 45.75   | 123.73 |
| F   | 63.51 | 10.00  | 3.47 | <b>76.98</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 46.75   | 123.73 |
| G   | 62.51 | 10.00  | 3.47 | <b>75.98</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10 | 0.05 | 0.70 | 0.30 | 47.75   | 123.73 |

**APPRENTICE NORTHERN CALIFORNIA SERVICE AGREEMENT**

EFFECTIVE 7/1/18 THROUGH 6/30/19

CONTRACT 040, 043

| Period           | Scale | Base  | Dues | Hourly Wage  | H&W   | Pension | 401(a) | HRA  | Training | Int Training Fund | Labor Mgmt | Retiree Fund | Contract Admin | Fringe Total | Total Package |
|------------------|-------|-------|------|--------------|-------|---------|--------|------|----------|-------------------|------------|--------------|----------------|--------------|---------------|
| 1 <sup>st</sup>  | 40%   | 24.12 | 0.92 | <b>25.04</b> | 19.66 | -       | -      | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 24.86        | 49.90         |
| 2 <sup>nd</sup>  | 45%   | 27.07 | 1.04 | <b>28.11</b> | 19.66 | -       | -      | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 24.86        | 52.97         |
| 3 <sup>rd</sup>  | 50%   | 29.55 | 1.13 | <b>30.68</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 73.43         |
| 4 <sup>th</sup>  | 55%   | 32.50 | 1.24 | <b>33.74</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 76.49         |
| 5 <sup>th</sup>  | 60%   | 35.45 | 1.36 | <b>36.81</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 79.56         |
| 6 <sup>th</sup>  | 65%   | 38.41 | 1.47 | <b>39.88</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 82.63         |
| 7 <sup>th</sup>  | 70%   | 41.37 | 1.58 | <b>42.95</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 85.70         |
| 8 <sup>th</sup>  | 75%   | 44.31 | 1.70 | <b>46.01</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 88.76         |
| 9 <sup>th</sup>  | 80%   | 47.27 | 1.81 | <b>49.08</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 91.83         |
| 10 <sup>th</sup> | 85%   | 50.23 | 1.92 | <b>52.15</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 94.90         |

Trust Fund: RT# : 1st = 04020, 2nd = 04021, 3rd = 04022, 4th = 04023, 5th = 04024, 6th = 04025, 7th = 04026, 8th = 04027, 9th = 04028, 10th = 04029.

No Assoc/RT#: 1st = 04320, 2nd = 04321, 3rd = 04322, 4th = 04323, 5th = 04324, 6th = 04325, 7th = 04326, 8th = 04327, 9th = 04328, 10th=04329.

**BASIS FOR CALCULATING APPRENTICE RATES**

|  |               |
|--|---------------|
| The Apprentice rates are a percent of the Building Trades Journeyman Rate of \$61.35. (1st and 2nd Periods have an additional \$.50) |               |
| <b>JOURNEYMAN</b>  |               |
| <b>Gross Taxable Wage</b>  | <b>61.35</b>  |
| Health & Welfare   | 19.66         |
| Pension  | 12.89         |
| 401(a) Mandatory   | 5.00          |
| Health Reimbursement   | 0.50          |
| LU Training Fund   | 3.55          |
| International Training   | 0.10          |
| Labor Management Corp  | 0.05          |
| Retiree Fund   | 0.70          |
| Contract Administration  | 0.30          |
| Fringe Total   | 42.75         |
| <b>TOTAL PACKAGE</b>   | <b>104.10</b> |

1. Dues Check-Off amounts (Union Dues) are included in the Taxable Wage.
  2. The Wage Rate for **1st and 2nd period apprentices** includes an additional \$0.50.
  3. There are no pension or 401(a) contributions required for 1st and 2nd period apprentices.
  4. Credit Union voluntary payroll deduction is available to members at \$1.00, \$2.00, \$3.00, \$4.00 or \$5.00 per hour. The Credit Union amount is reflected on the dispatch and deducted from the taxable wage.
  5. The **401(k) Elective Plan** is now available for 3rd through 10th period Apprentices. The hourly deductions are: No Deduction, \$2.00, \$4.00, \$6.00, \$8.00 and \$10.00 per hour. **The 401(k) elections are indicated on the members' dispatch.** The 401(k) Plan amounts are not subject to State or Federal Taxes, though they are subject to social security (FICA), Medicare, and Federal Unemployment Taxes (FUTA), and SDI (State Disability Insurance). Deducted and submitted at straight time, time and one-half and at double time rates.
  6. HRA Classifications A through G are available for all Apprentices. HRA is excluded for all tax purposes.
- IMPORTANT:** Please see the following pages 7 & 8 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 deferrals available for 3rd through 10th periods. Please see page one for overtime and tax exclusion information.

**APPRENTICE**, detailed rates.

Please see Individual Dispatch for HRA classifications A through G, 401(k) deferrals and voluntary Credit Union deductions.

**1st Period Apprentice:** *No 401(k) available for 1st period apprentices (no pension)*

| HRA | BASE  | 401(k) | Dues | Hourly Wage  | H&W   | Pension | 401(a) | HRA  | Training | Int Training Fund | Labor Mgmt | Retiree Fund | Contract Admin | Fringe Total | Total Package |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|-------------------|------------|--------------|----------------|--------------|---------------|
| A   | 24.12 | 0.00   | 0.92 | <b>25.04</b> | 19.66 | -       | -      | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 24.86        | 49.90         |
| B   | 23.62 | 0.00   | 0.92 | <b>24.54</b> | 19.66 | -       | -      | 1.00 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 25.36        | 49.90         |
| C   | 23.12 | 0.00   | 0.92 | <b>24.04</b> | 19.66 | -       | -      | 1.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 25.86        | 49.90         |
| D   | 22.12 | 0.00   | 0.92 | <b>23.04</b> | 19.66 | -       | -      | 2.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 26.86        | 49.90         |
| E   | 21.12 | 0.00   | 0.92 | <b>22.04</b> | 19.66 | -       | -      | 3.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 27.86        | 49.90         |
| F   | 20.12 | 0.00   | 0.92 | <b>21.04</b> | 19.66 | -       | -      | 4.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 28.86        | 49.90         |
| G   | 19.12 | 0.00   | 0.92 | <b>20.04</b> | 19.66 | -       | -      | 5.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 29.86        | 49.90         |

**2nd Period Apprentice:** *No 401(k) available for 2nd period apprentices (no pension)*

| HRA | BASE  | 401(k) | Dues | Hourly Wage  | H&W   | Pension | 401(a) | HRA  | Training | Int Training Fund | Labor Mgmt | Retiree Fund | Contract Admin | Fringe Total | Total Package |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|-------------------|------------|--------------|----------------|--------------|---------------|
| A   | 27.07 | 0.00   | 1.04 | <b>28.11</b> | 19.66 | -       | -      | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 24.86        | 52.97         |
| B   | 26.57 | 0.00   | 1.04 | <b>27.61</b> | 19.66 | -       | -      | 1.00 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 25.36        | 52.97         |
| C   | 26.07 | 0.00   | 1.04 | <b>27.11</b> | 19.66 | -       | -      | 1.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 25.86        | 52.97         |
| D   | 25.07 | 0.00   | 1.04 | <b>26.11</b> | 19.66 | -       | -      | 2.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 26.86        | 52.97         |
| E   | 24.07 | 0.00   | 1.04 | <b>25.11</b> | 19.66 | -       | -      | 3.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 27.86        | 52.97         |
| F   | 23.07 | 0.00   | 1.04 | <b>24.11</b> | 19.66 | -       | -      | 4.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 28.86        | 52.97         |
| G   | 22.07 | 0.00   | 1.04 | <b>23.11</b> | 19.66 | -       | -      | 5.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 29.86        | 52.97         |

**APPRENTICES 3rd through 10th Period:** are eligible for the 401(k) elective deferrals, and the HRA classifications, and voluntary credit union deductions. **Please see tax exclusions and overtime information on Page 1.**

- Please manually process the 401(k) elective deferral rate deduction as seen on the members' dispatch.
- Please manually process any voluntary credit union deduction as seen on the members' dispatch.

**3rd Period Apprentice:** *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

| HRA | BASE  | 401(k) | Dues | Hourly Wage  | H&W   | Pension | 401(a) | HRA  | Training | Int Training Fund | Labor Mgmt | Retiree Fund | Contract Admin | Fringe Total | Total Package |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|-------------------|------------|--------------|----------------|--------------|---------------|
| A   | 29.55 | 0.00   | 1.13 | <b>30.68</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 73.43         |
| B   | 29.05 | 0.00   | 1.13 | <b>30.18</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.25        | 73.43         |
| C   | 28.55 | 0.00   | 1.13 | <b>29.68</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.75        | 73.43         |
| D   | 27.55 | 0.00   | 1.13 | <b>28.68</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 44.75        | 73.43         |
| E   | 26.55 | 0.00   | 1.13 | <b>27.68</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 45.75        | 73.43         |
| F   | 25.55 | 0.00   | 1.13 | <b>26.68</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 46.75        | 73.43         |
| G   | 24.55 | 0.00   | 1.13 | <b>25.68</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 47.75        | 73.43         |

**4th Period Apprentice:** *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

| HRA | BASE  | 401(k) | Dues | Hourly Wage  | H&W   | Pension | 401(a) | HRA  | Training | Int Training Fund | Labor Mgmt | Retiree Fund | Contract Admin | Fringe Total | Total Package |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|-------------------|------------|--------------|----------------|--------------|---------------|
| A   | 32.50 | 0.00   | 1.24 | <b>33.74</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 76.49         |
| B   | 32.00 | 0.00   | 1.24 | <b>33.24</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.25        | 76.49         |
| C   | 31.50 | 0.00   | 1.24 | <b>32.74</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.75        | 76.49         |
| D   | 30.50 | 0.00   | 1.24 | <b>31.74</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 44.75        | 76.49         |
| E   | 29.50 | 0.00   | 1.24 | <b>30.74</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 45.75        | 76.49         |
| F   | 28.50 | 0.00   | 1.24 | <b>29.74</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 46.75        | 76.49         |
| G   | 27.50 | 0.00   | 1.24 | <b>28.74</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 47.75        | 76.49         |

**5th Period Apprentice:** *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

| HRA | BASE  | 401(k) | Dues | Hourly Wage  | H&W   | Pension | 401(a) | HRA  | Training | Int Training Fund | Labor Mgmt | Retiree Fund | Contract Admin | Fringe Total | Total Package |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|-------------------|------------|--------------|----------------|--------------|---------------|
| A   | 35.45 | 0.00   | 1.36 | <b>36.81</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 79.56         |
| B   | 34.95 | 0.00   | 1.36 | <b>36.31</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.25        | 79.56         |
| C   | 34.45 | 0.00   | 1.36 | <b>35.81</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.75        | 79.56         |
| D   | 33.45 | 0.00   | 1.36 | <b>34.81</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 44.75        | 79.56         |
| E   | 32.45 | 0.00   | 1.36 | <b>33.81</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 45.75        | 79.56         |
| F   | 31.45 | 0.00   | 1.36 | <b>32.81</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 46.75        | 79.56         |
| G   | 30.45 | 0.00   | 1.36 | <b>31.81</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 47.75        | 79.56         |



PLUMBERS & STEAMFITTERS LOCAL UNION 342  
**NORTHERN CALIFORNIA SERVICE AGREEMENT, Contract 040, 043**  
 EFFECTIVE 7/1/18 THROUGH 6/30/19

**APPRENTICES 3rd through 10th Period:** are eligible for the 401(k) elective deferrals, and the HRA classifications, and voluntary credit union deductions . **Please see tax exclusions and overtime information on Page 1.**

- Please manually process the 401(k) elective deferral rate deduction as seen on the members' dispatch.
- Please manually process any voluntary credit union deduction as seen on the members' dispatch.

**6th Period Apprentice:** *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

| HRA | BASE  | 401(k) | Dues | Hourly Wage  | H&W   | Pension | 401(a) | HRA  | Training | Int Training Fund | Labor Mgmt | Retiree Fund | Contract Admin | Fringe Total | Total Package |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|-------------------|------------|--------------|----------------|--------------|---------------|
| A   | 38.41 | 0.00   | 1.47 | <b>39.88</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 82.63         |
| B   | 37.91 | 0.00   | 1.47 | <b>39.38</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.25        | 82.63         |
| C   | 37.41 | 0.00   | 1.47 | <b>38.88</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.75        | 82.63         |
| D   | 36.41 | 0.00   | 1.47 | <b>37.88</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 44.75        | 82.63         |
| E   | 35.41 | 0.00   | 1.47 | <b>36.88</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 45.75        | 82.63         |
| F   | 34.41 | 0.00   | 1.47 | <b>35.88</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 46.75        | 82.63         |
| G   | 33.41 | 0.00   | 1.47 | <b>34.88</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 47.75        | 82.63         |

**7th Period Apprentice:** *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

| HRA | BASE  | 401(k) | Dues | Hourly Wage  | H&W   | Pension | 401(a) | HRA  | Training | Int Training Fund | Labor Mgmt | Retiree Fund | Contract Admin | Fringe Total | Total Package |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|-------------------|------------|--------------|----------------|--------------|---------------|
| A   | 41.37 | 0.00   | 1.58 | <b>42.95</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 85.70         |
| B   | 40.87 | 0.00   | 1.58 | <b>42.45</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.25        | 85.70         |
| C   | 40.37 | 0.00   | 1.58 | <b>41.95</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.75        | 85.70         |
| D   | 39.37 | 0.00   | 1.58 | <b>40.95</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 44.75        | 85.70         |
| E   | 38.37 | 0.00   | 1.58 | <b>39.95</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 45.75        | 85.70         |
| F   | 37.37 | 0.00   | 1.58 | <b>38.95</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 46.75        | 85.70         |
| G   | 36.37 | 0.00   | 1.58 | <b>37.95</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 47.75        | 85.70         |

**8th Period Apprentice:** *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

| HRA | BASE  | 401(k) | Dues | Hourly Wage  | H&W   | Pension | 401(a) | HRA  | Training | Int Training Fund | Labor Mgmt | Retiree Fund | Contract Admin | Fringe Total | Total Package |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|-------------------|------------|--------------|----------------|--------------|---------------|
| A   | 44.31 | 0.00   | 1.70 | <b>46.01</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 88.76         |
| B   | 43.81 | 0.00   | 1.70 | <b>45.51</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.25        | 88.76         |
| C   | 43.31 | 0.00   | 1.70 | <b>45.01</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.75        | 88.76         |
| D   | 42.31 | 0.00   | 1.70 | <b>44.01</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 44.75        | 88.76         |
| E   | 41.31 | 0.00   | 1.70 | <b>43.01</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 45.75        | 88.76         |
| F   | 40.31 | 0.00   | 1.70 | <b>42.01</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 46.75        | 88.76         |
| G   | 39.31 | 0.00   | 1.70 | <b>41.01</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 47.75        | 88.76         |

**9th Period Apprentice:** *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

| HRA | BASE  | 401(k) | Dues | Hourly Wage  | H&W   | Pension | 401(a) | HRA  | Training | Int Training Fund | Labor Mgmt | Retiree Fund | Contract Admin | Fringe Total | Total Package |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|-------------------|------------|--------------|----------------|--------------|---------------|
| A   | 47.27 | 0.00   | 1.81 | <b>49.08</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 91.83         |
| B   | 46.77 | 0.00   | 1.81 | <b>48.58</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.25        | 91.83         |
| C   | 46.27 | 0.00   | 1.81 | <b>48.08</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.75        | 91.83         |
| D   | 45.27 | 0.00   | 1.81 | <b>47.08</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 44.75        | 91.83         |
| E   | 44.27 | 0.00   | 1.81 | <b>46.08</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 45.75        | 91.83         |
| F   | 43.27 | 0.00   | 1.81 | <b>45.08</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 46.75        | 91.83         |
| G   | 42.27 | 0.00   | 1.81 | <b>44.08</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 47.75        | 91.83         |

**10th Period Apprentice:** *Please refer to the dispatch for 401(k) elective deferrals: \$2.00, \$4.00, \$6.00, \$8.00, \$10.00*

| HRA | BASE  | 401(k) | Dues | Hourly Wage  | H&W   | Pension | 401(a) | HRA  | Training | Int Training Fund | Labor Mgmt | Retiree Fund | Contract Admin | Fringe Total | Total Package |
|-----|-------|--------|------|--------------|-------|---------|--------|------|----------|-------------------|------------|--------------|----------------|--------------|---------------|
| A   | 50.23 | 0.00   | 1.92 | <b>52.15</b> | 19.66 | 12.89   | 5.00   | 0.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 42.75        | 94.90         |
| B   | 49.73 | 0.00   | 1.92 | <b>51.65</b> | 19.66 | 12.89   | 5.00   | 1.00 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.25        | 94.90         |
| C   | 49.23 | 0.00   | 1.92 | <b>51.15</b> | 19.66 | 12.89   | 5.00   | 1.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 43.75        | 94.90         |
| D   | 48.23 | 0.00   | 1.92 | <b>50.15</b> | 19.66 | 12.89   | 5.00   | 2.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 44.75        | 94.90         |
| E   | 47.23 | 0.00   | 1.92 | <b>49.15</b> | 19.66 | 12.89   | 5.00   | 3.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 45.75        | 94.90         |
| F   | 46.23 | 0.00   | 1.92 | <b>48.15</b> | 19.66 | 12.89   | 5.00   | 4.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 46.75        | 94.90         |
| G   | 45.23 | 0.00   | 1.92 | <b>47.15</b> | 19.66 | 12.89   | 5.00   | 5.50 | 3.55     | 0.10              | 0.05       | 0.70         | 0.30           | 47.75        | 94.90         |