



Plumbers & Steamfitters Local Union 342

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CALIFORNIA SHORTLINE AGREEMENT, Contract 183 EFFECTIVE 5/1/18 THROUGH 4/30/19

	JOURNEYMAN	FOREMAN	HELPER	GRADED HELPER
TAXABLE WAGE RATE	\$48.25	\$52.60	\$30.50	\$32.50
(Dues Check Off - Deduction)	2.30	2.50	0.75	0.75
Health & Welfare	15.65	15.65	10.40	10.40
Pension	12.10	12.10	6.22	6.22
401(a) Mandatory	1.50	1.50	1.00	1.00
Health Reimbursement Account	0.25	0.25	0.25	0.25
LU Training Fund	1.00	1.00	0.75	0.75
International Training Fund	0.10	0.10	0.10	0.10
<i>Fringe Total</i>	<i>30.60</i>	<i>30.60</i>	<i>18.72</i>	<i>18.72</i>
TOTAL PACKAGE	\$78.85	\$83.20	\$49.22	\$51.22

401(k) Deferrals: The 401(k) Hourly Deferral Rates are \$0.00, \$2.00, \$4.00, \$6.00 and \$8.00. Deferrals are not subject to State and Federal tax at time of earning. Deferrals are subject to Social Security (FICA), Medicare, Federal Unemployment Taxes (FUTA) and SDI (State Disability Insurance) The 401(k) is deducted and remitted at straight time, time and one-half, and double time rates. Please see members' individual dispatch for 401(k) Deferrals.

OVERTIME: All work in excess of eight (8) hours Monday through Friday and all work on Saturday paid at time and one-half. Work on Sundays and holidays paid at double time. Fringes are paid on all hours worked at straight time.

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

Dues Check Off and Credit Union Deductions are deducted from the Taxable Wage rate and submitted at straight time, time and one-half, and 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.

STEWARDS have \$1.00 added to the Journeyman Taxable Wage rate, for a total Taxable Wage rate of \$49.25 per hour.

PAID SICK LEAVE WAIVER OF \$0.75 per hour is added to the Taxable Wage rate for all classifications.

IMPORTANT: Class Schedules Attached.

SUBSISTENCE: Any employee staying out of town, with approval of the Employer and the concurrence of the Union will be reimbursed at the rate of \$110.00 per day for Welders and Non-Welding Journeyman, and \$75.00 per day for Helpers.

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JOURNEYMAN PAGE:

Please see Individual Dispatch for HRA classifications, 401(k) Deferrals and Credit Union Deductions.

JOURNEYMAN, No 401(k) Deferral:

(RT# 18368A THRU RT# 18368D)

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	45.95	-0-	2.30	48.25	12.10	15.65	1.50	0.25	1.00	0.10	30.60	78.85
B	45.45	-0-	2.30	47.75	12.10	15.65	1.50	0.75	1.00	0.10	31.10	78.85
C	44.95	-0-	2.30	47.25	12.10	15.65	1.50	1.25	1.00	0.10	31.60	78.85
D	43.95	-0-	2.30	46.25	12.10	15.65	1.50	2.25	1.00	0.10	32.60	78.85

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

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	43.95	2.00	2.30	48.25	12.10	15.65	1.50	0.25	1.00	0.10	30.60	78.85
B	43.45	2.00	2.30	47.75	12.10	15.65	1.50	0.75	1.00	0.10	31.10	78.85
C	42.95	2.00	2.30	47.25	12.10	15.65	1.50	1.25	1.00	0.10	31.60	78.85
D	41.95	2.00	2.30	46.25	12.10	15.65	1.50	2.25	1.00	0.10	32.60	78.85

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

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	41.95	4.00	2.30	48.25	12.10	15.65	1.50	0.25	1.00	0.10	30.60	78.85
B	41.45	4.00	2.30	47.75	12.10	15.65	1.50	0.75	1.00	0.10	31.10	78.85
C	40.95	4.00	2.30	47.25	12.10	15.65	1.50	1.25	1.00	0.10	31.60	78.85
D	39.95	4.00	2.30	46.25	12.10	15.65	1.50	2.25	1.00	0.10	32.60	78.85

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

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	39.95	6.00	2.30	48.25	12.10	15.65	1.50	0.25	1.00	0.10	30.60	78.85
B	39.45	6.00	2.30	47.75	12.10	15.65	1.50	0.75	1.00	0.10	31.10	78.85
C	38.95	6.00	2.30	47.25	12.10	15.65	1.50	1.25	1.00	0.10	31.60	78.85
D	37.95	6.00	2.30	46.25	12.10	15.65	1.50	2.25	1.00	0.10	32.60	78.85

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

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	37.95	8.00	2.30	48.25	12.10	15.65	1.50	0.25	1.00	0.10	30.60	78.85
B	37.45	8.00	2.30	47.75	12.10	15.65	1.50	0.75	1.00	0.10	31.10	78.85
C	36.95	8.00	2.30	47.25	12.10	15.65	1.50	1.25	1.00	0.10	31.60	78.85
D	35.95	8.00	2.30	46.25	12.10	15.65	1.50	2.25	1.00	0.10	32.60	78.85

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FOREMAN PAGE:

Please see Individual Dispatch for HRA classifications, 401(k) Deferrals and Credit Union Deductions.

FOREMAN, No 401(k) Deferral:

(RT# 18369A THRU RT# 18369D)

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	50.10	-0-	2.50	52.60	12.10	15.65	1.50	0.25	1.00	0.10	30.60	83.20
B	49.60	-0-	2.50	52.10	12.10	15.65	1.50	0.75	1.00	0.10	31.10	83.20
C	49.10	-0-	2.50	51.60	12.10	15.65	1.50	1.25	1.00	0.10	31.60	83.20
D	48.10	-0-	2.50	50.60	12.10	15.65	1.50	2.25	1.00	0.10	32.60	83.20

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

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	48.10	2.00	2.50	52.60	12.10	15.65	1.50	0.25	1.00	0.10	30.60	83.20
B	47.60	2.00	2.50	52.10	12.10	15.65	1.50	0.75	1.00	0.10	31.10	83.20
C	47.10	2.00	2.50	51.60	12.10	15.65	1.50	1.25	1.00	0.10	31.60	83.20
D	46.10	2.00	2.50	50.60	12.10	15.65	1.50	2.25	1.00	0.10	32.60	83.20

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

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	46.10	4.00	2.50	52.60	12.10	15.65	1.50	0.25	1.00	0.10	30.60	83.20
B	45.60	4.00	2.50	52.10	12.10	15.65	1.50	0.75	1.00	0.10	31.10	83.20
C	45.10	4.00	2.50	51.60	12.10	15.65	1.50	1.25	1.00	0.10	31.60	83.20
D	44.10	4.00	2.50	50.60	12.10	15.65	1.50	2.25	1.00	0.10	32.60	83.20

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

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	44.10	6.00	2.50	52.60	12.10	15.65	1.50	0.25	1.00	0.10	30.60	83.20
B	43.60	6.00	2.50	52.10	12.10	15.65	1.50	0.75	1.00	0.10	31.10	83.20
C	43.10	6.00	2.50	51.60	12.10	15.65	1.50	1.25	1.00	0.10	31.60	83.20
D	42.10	6.00	2.50	50.60	12.10	15.65	1.50	2.25	1.00	0.10	32.60	83.20

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

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	42.10	8.00	2.50	52.60	12.10	15.65	1.50	0.25	1.00	0.10	30.60	83.20
B	41.60	8.00	2.50	52.10	12.10	15.65	1.50	0.75	1.00	0.10	31.10	83.20
C	41.10	8.00	2.50	51.60	12.10	15.65	1.50	1.25	1.00	0.10	31.60	83.20
D	40.10	8.00	2.50	50.60	12.10	15.65	1.50	2.25	1.00	0.10	32.60	83.20

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HELPER PAGE:

Please see Individual Dispatch for HRA classifications, 401(k) Deferrals and Credit Union Deductions.

HELPER, No 401(k) Deferral:

(RT# 18367A THRU RT# 18367D)

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	29.75	-0-	0.75	30.50	6.22	10.40	1.00	0.25	0.75	0.10	18.72	49.22
B	29.25	-0-	0.75	30.00	6.22	10.40	1.00	0.75	0.75	0.10	19.22	49.22
C	28.75	-0-	0.75	29.50	6.22	10.40	1.00	1.25	0.75	0.10	19.72	49.22
D	27.75	-0-	0.75	28.50	6.22	10.40	1.00	2.25	0.75	0.10	20.72	49.22

HELPER, with a 401(k) Deferral of \$2.00:

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	27.75	2.00	0.75	30.50	6.22	10.40	1.00	0.25	0.75	0.10	18.72	49.22
B	27.25	2.00	0.75	30.00	6.22	10.40	1.00	0.75	0.75	0.10	19.22	49.22
C	26.75	2.00	0.75	29.50	6.22	10.40	1.00	1.25	0.75	0.10	19.72	49.22
D	25.75	2.00	0.75	28.50	6.22	10.40	1.00	2.25	0.75	0.10	20.72	49.22

HELPER, with a 401(k) Deferral of \$4.00:

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	25.75	4.00	0.75	30.50	6.22	10.40	1.00	0.25	0.75	0.10	18.72	49.22
B	25.25	4.00	0.75	30.00	6.22	10.40	1.00	0.75	0.75	0.10	19.22	49.22
C	24.75	4.00	0.75	29.50	6.22	10.40	1.00	1.25	0.75	0.10	19.72	49.22
D	23.75	4.00	0.75	28.50	6.22	10.40	1.00	2.25	0.75	0.10	20.72	49.22

HELPER, with a 401(k) Deferral of \$6.00:

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	23.75	6.00	0.75	30.50	6.22	10.40	1.00	0.25	0.75	0.10	18.72	49.22
B	23.25	6.00	0.75	30.00	6.22	10.40	1.00	0.75	0.75	0.10	19.22	49.22
C	22.75	6.00	0.75	29.50	6.22	10.40	1.00	1.25	0.75	0.10	19.72	49.22
D	21.75	6.00	0.75	28.50	6.22	10.40	1.00	2.25	0.75	0.10	20.72	49.22

HELPER, with a 401(k) Deferral of \$8.00:

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	21.75	8.00	0.75	30.50	6.22	10.40	1.00	0.25	0.75	0.10	18.72	49.22
B	21.25	8.00	0.75	30.00	6.22	10.40	1.00	0.75	0.75	0.10	19.22	49.22
C	20.75	8.00	0.75	29.50	6.22	10.40	1.00	1.25	0.75	0.10	19.72	49.22
D	19.75	8.00	0.75	28.50	6.22	10.40	1.00	2.25	0.75	0.10	20.72	49.22

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GRADED HELPER PAGE:

Please see Individual Dispatch for HRA classifications, 401(k) Deferrals and Credit Union Deductions.

GRADED HELPER, No 401(k) Deferral: (RT# 18307A THRU RT# 18307D)

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	31.75	-0-	0.75	32.50	6.22	10.40	1.00	0.25	0.75	0.10	18.72	51.22
B	31.25	-0-	0.75	32.00	6.22	10.40	1.00	0.75	0.75	0.10	19.22	51.22
C	30.75	-0-	0.75	31.50	6.22	10.40	1.00	1.25	0.75	0.10	19.72	51.22
D	29.75	-0-	0.75	30.50	6.22	10.40	1.00	2.25	0.75	0.10	20.72	51.22

GRADED HELPER, with a 401(k) Deferral of \$2.00:

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	29.75	2.00	0.75	32.50	6.22	10.40	1.00	0.25	0.75	0.10	18.72	51.22
B	29.25	2.00	0.75	32.00	6.22	10.40	1.00	0.75	0.75	0.10	19.22	51.22
C	28.75	2.00	0.75	31.50	6.22	10.40	1.00	1.25	0.75	0.10	19.72	51.22
D	27.75	2.00	0.75	30.50	6.22	10.40	1.00	2.25	0.75	0.10	20.72	51.22

GRADED HELPER, with a 401(k) Deferral of \$4.00:

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	27.75	4.00	0.75	32.50	6.22	10.40	1.00	0.25	0.75	0.10	18.72	51.22
B	27.25	4.00	0.75	32.00	6.22	10.40	1.00	0.75	0.75	0.10	19.22	51.22
C	26.75	4.00	0.75	31.50	6.22	10.40	1.00	1.25	0.75	0.10	19.72	51.22
D	25.75	4.00	0.75	30.50	6.22	10.40	1.00	2.25	0.75	0.10	20.72	51.22

GRADED HELPER, with a 401(k) Deferral of \$6.00:

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	25.75	6.00	0.75	32.50	6.22	10.40	1.00	0.25	0.75	0.10	18.72	51.22
B	25.25	6.00	0.75	32.00	6.22	10.40	1.00	0.75	0.75	0.10	19.22	51.22
C	24.75	6.00	0.75	31.50	6.22	10.40	1.00	1.25	0.75	0.10	19.72	51.22
D	23.75	6.00	0.75	30.50	6.22	10.40	1.00	2.25	0.75	0.10	20.72	51.22

GRADED HELPER, with a 401(k) Deferral of \$8.00:

CLASS	BASE	401(k)	DUES	HOURLY WAGE	PENSION	H&W	401(a)	HRA	TRAINING	ITF	FRINGE TOTAL	TOTAL PACKAGE
A	23.75	8.00	0.75	32.50	6.22	10.40	1.00	0.25	0.75	0.10	18.72	51.22
B	23.25	8.00	0.75	32.00	6.22	10.40	1.00	0.75	0.75	0.10	19.22	51.22
C	22.75	8.00	0.75	31.50	6.22	10.40	1.00	1.25	0.75	0.10	19.72	51.22
D	21.75	8.00	0.75	30.50	6.22	10.40	1.00	2.25	0.75	0.10	20.72	51.22