

**Plumbers, Pipefitters, & Refrigeration Fitters  
Local Union 467 - San Mateo County, CA  
BUILDING TRADES JOURNEYMEN (BTJ)**

**Wages & Benefits Schedule  
July 1, 2019 - June 30, 2020**

**Wages**

	401(k) Code	Total Hourly Wages			Deduct	
		Straight	x 1.5	x 2	Vacation	401(k)
TPKG = \$104.76	Journeyman J0	\$67.61	\$101.42	\$135.22	\$5.25	\$0.00
	Journeyman J1	\$67.61	\$101.42	\$135.22	\$5.25	\$1.00
	Journeyman J3	\$67.61	\$101.42	\$135.22	\$5.25	\$3.00
	Journeyman J5	\$67.61	\$101.42	\$135.22	\$5.25	\$5.00
	Journeyman J7	\$67.61	\$101.42	\$135.22	\$5.25	\$7.00
	Journeyman J10	\$67.61	\$101.42	\$135.22	\$5.25	\$10.00
TPKG = \$113.21	Foreman J0	\$76.06	\$114.09	\$152.12	\$5.25	\$0.00
	Foreman J1	\$76.06	\$114.09	\$152.12	\$5.25	\$1.00
	Foreman J3	\$76.06	\$114.09	\$152.12	\$5.25	\$3.00
	Foreman J5	\$76.06	\$114.09	\$152.12	\$5.25	\$5.00
	Foreman J7	\$76.06	\$114.09	\$152.12	\$5.25	\$7.00
	Foreman J10	\$76.06	\$114.09	\$152.12	\$5.25	\$10.00
TPKG = \$119.97	General Foreman J0	\$82.82	\$124.23	\$165.64	\$5.25	\$0.00
	General Foreman J1	\$82.82	\$124.23	\$165.64	\$5.25	\$1.00
	General Foreman J3	\$82.82	\$124.23	\$165.64	\$5.25	\$3.00
	General Foreman J5	\$82.82	\$124.23	\$165.64	\$5.25	\$5.00
	General Foreman J7	\$82.82	\$124.23	\$165.64	\$5.25	\$7.00
	General Foreman J10	\$82.82	\$124.23	\$165.64	\$5.25	\$10.00

**Benefits**

	<u>J</u>	<u>J1</u>	<u>J3</u>	<u>J5</u>	<u>J7</u>	<u>J10</u>
Vacation & Holiday	\$5.25	\$5.25	\$5.25	\$5.25	\$5.25	\$5.25
Healthcare*	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50
Mandatory Retirement**	\$21.00	\$21.00	\$21.00	\$21.00	\$21.00	\$21.00
Optional 401(k) Retirement	\$0.00	\$1.00	\$3.00	\$5.00	\$7.00	\$10.00
UA Local 467 Training	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
UA International Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
Hiring Hall	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17
Advertising & Promotion	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
<b>Total Hourly Benefits</b>	<b>\$42.40</b>	<b>\$43.40</b>	<b>\$45.40</b>	<b>\$47.40</b>	<b>\$49.40</b>	<b>\$52.40</b>

\* Healthcare is comprised of \$14.25 to a group plan and 25¢ to a health reimbursement arrangement.

\*\* Mandatory Retirement is comprised of \$18.00 to a defined benefit plan and \$3.00 to a 401(a) plan.

**Plumbers, Pipefitters, & Refrigeration Fitters  
Local Union 467 - San Mateo County, CA  
BUILDING TRADES APPRENTICES (BTA)**

**Wages & Benefits Schedule  
July 1, 2019 - June 30, 2020**

**Wages**

TPKG	Training Period	Wage Percentage*	Class Code	Total Hourly Wages			Deduct Vacation
				Straight	x 1.5	x 2	
\$42.54	1st (800 Hours)	40%	1P	\$27.04	\$40.56	\$54.08	\$0.00
\$46.57	2nd (800 Hours)	45%	2P	\$30.42	\$45.63	\$60.84	\$3.75
\$60.46	3rd & 4th (1600 Hours)	50%	3P & 4P	\$33.81	\$50.72	\$67.62	\$3.75
\$69.32	5th & 6th (1600 Hours)	60%	5P & 6P	\$40.57	\$60.86	\$81.14	\$3.75
\$78.18	7th & 8th (1600 Hours)	70%	7P & 8P	\$47.33	\$71.00	\$94.66	\$3.75
\$91.47	9th & 10th (1600 Hours)	85%	9P & 0P	\$57.47	\$86.21	\$114.94	\$3.75

**Benefits**

Training Period	1st	2nd	3rd & 4th	5th & 6th	7th & 8th***	9th & 10th***
Class Code	1P	2P	3P & 4P	5P & 6P	7P & 8P	9P & 0P
Vacation	\$0.00	\$3.75	\$3.75	\$3.75	\$3.75	\$3.75
Healthcare**	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50
Retirement***	\$0.00	\$0.00	\$10.50	\$12.60	\$14.70	\$17.85
UA Local 467 Training	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90	\$0.90
UA International Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration	\$0.00	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30
Hiring Hall	\$0.00	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17
Advertising & Promotion	\$0.00	\$0.18	\$0.18	\$0.18	\$0.18	\$0.18
<b>Total Hourly Benefits</b>	<b>\$15.50</b>	<b>\$19.90</b>	<b>\$30.40</b>	<b>\$32.50</b>	<b>\$34.60</b>	<b>\$37.75</b>

- \* Apprentice Wage Percentages are based on the Journeyman Total Hourly Wage of \$67.61
- \*\* Healthcare is comprised of \$14.25 to a group plan and 25¢ to a health reimbursement arrangement.
- \*\*\* 7th through 10th Period Apprentice (Class Codes 7P, 8P, 9P, & 0P) Retirement is comprised of \$3.00 to a 401(a) plan and the remainder to a defined benefit plan.