

**Schedule A to the
NATIONAL SERVICE AND MAINTENANCE AGREEMENT**

Jurisdiction: State of Arkansas

In accordance with Article XX, Paragraph 72, this schedule is entered into on behalf of the signatories to the current National Service and Maintenance Agreement dated August 1, 2010.

SPECIAL CONDITIONS

**ARTICLE XII
Wages, Benefits, and Hours of Work**

Paragraph 36 – Modified to read: “ For all Employees covered by this Agreement wage rates, contributions or deductions for fringe benefit plans, programs, or funds, union dues, vacations, holidays, sick pay, International Training Fund (ITF) contributions and industry promotion contributions shall be in accordance with the Local Union 155 agreement. However, if the provisions of said local agreement are in conflict with this Agreement, this Agreement shall prevail; and provided further, that all payments and contributions to the MSCA shall be in accordance with the provisions of Article XXII of this Agreement, without regard to the provisions of any local agreement.”

Paragraph 39 - Service Journeymen - Rate of pay shall be as specified in the Local Union 155 agreement for service journeymen.

Paragraph 40 - Servicemen - Rate of pay shall be not less than 50% or more than 80% of the Service Journeyman wage rate. The Employer, with mutual agreement of the local union, will establish wages for each Serviceman based on experience and training.

Paragraph 41 - Service Apprentices - Rate of pay shall be a percentage of the Service Journeyman rate as per local 155 agreement.

Paragraph 42 - Service Tradesman - Rate of pay shall be 45% of the Service Journeyman rate.

Paragraph 45 – Last sentence modified to read:” All of the legally negotiated fringe benefit contributions or deductions shall be paid only to the Trustees of the Fringe Benefit Funds of Local Union 155.”

Fringe Contributions

| | National or Local Pension Fund | Health and Welfare | Training | Industry & Organizing Fund |
|----------------------------|---|-------------------------------|-----------------|---|
| Service Journeyman |Per local agreement (PLA) | | | |
| Serviceman* | PLA | PLA | PLA | PLA |
| Service Apprentice* | .10 | PLA | PLA | PLA |
| Tradesman* | .10 ¹ | PLA | PLA | PLA |

* Fringe benefits paid on hours worked.

1 – Effective January 1, 2011, contributions to National Pension Fund will be \$.14

8/1/2010

Arkansas Schedule A, cont'd.

ARTICLE XXV
New Construction, Installation and Remodel of
Refrigeration Systems

Paragraph 96 – “For work covered under the scope of this Article, the Employer may, at his discretion, assign an unlimited number of employees from the Employer’s regular work force to work on each installation job within the territorial jurisdiction of another local union within the state of Arkansas.”

Oversight Committee and Modifications to Schedule “A”

The Oversight Committee will meet on a regular basis to ensure all Employers and Employees working under the Agreement and this Schedule “A” understand its provisions. If issues arise concerning the terms of the Schedule “A,” such issues may be referred to the Oversight Committee. If the Oversight Committee determines that modification(s) to the Schedule “A” is appropriate, the matter will be referred promptly to the Joint Committee for resolution.

United Association of Journeymen
and Apprentices of the Plumbing
and Pipe Fitting Industry



William P. Hite
General President, UA
Date: 8/1/2010

Mechanical Service Contractors
of America (MSCA)



David Bavisotto
Chairman, MSCA
Date: 8/1/2010