

**SCHEDULE "A" TO THE
NATIONAL SERVICE AND MAINTENANCE AGREEMENT**

Jurisdiction: UA Local 777/Connecticut

Effective dates: This Agreement effective from January 1, 2012 to May 31, 2016

In accordance with Article XXI, Paragraph 72, this schedule is entered into on behalf of the signatories to the current National Service and Maintenance Agreement dated January 1, 2012.

SPECIAL CONDITIONS/ARTICLE XII

PARAGRAPH 35 – Modified to read: “All time worked before and after the established work day of eight (8) hours, Monday through Saturday, shall be paid at a rate of time and one-half. All scheduled time worked on Sunday and all work on a holiday shall be paid at a rate of double time. Work performed on the following observed holidays shall be paid at a rate of double time: New Year’s Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. There are no paid Holidays. If a Holiday falls on a Sunday, it will be celebrated on Monday, if a Holiday falls on a Saturday, it will be celebrated on Friday.

Wages, Benefits, and Hours of Work

Paragraph 39: All Service Journeyman Mechanics now receiving the Local 777 Building Trades Wages and Benefits will be grandfathered and will continue to receive that package.

All Service Journeyman Mechanics and Apprentices now working under the National Service and Maintenance Agreement will receive the following wages and benefits posted 1/1/12 with retro starting on 1/1/12.

	<u>1/1/12</u>	<u>6/1/13</u>	<u>6/1/14</u>	<u>6/1/15</u>
Wages/S2	\$34.58	\$35.16	\$36.04	\$36.97
Wages/S2/Star	35.47	36.07	36.98	37.94
Health	9.25	9.50	9.75	10.00
Pension (N)	3.00	3.00	3.00	3.00
Annuity	7.50	8.00	8.50	9.00
Annuity**	4.50	5.00	5.50	6.00
Apprentice	1.01	1.01	1.01	1.01
ITF	.10	.10	.10	.10
Industry	.65	.70	.75	.80
<u>Package/S2</u>	\$53.09	\$54.47	\$56.15	\$57.88
<u>Package/S2/Star</u>	\$53.98	\$55.38	\$57.09	\$58.85

** Present Mechanics receiving National Pension received this posted Annuity

Paragraph 41: Apprentices will receive full Journeyman wages and benefits upon completion of S2 License and UA Star Certification

New Hires with S2 license will be required to complete UA Star Certification within an eighteen (18) month period.

SERVICE APPRENTICE PERCENTAGE FROM S/2 WAGE OF \$34.58

1 st Year	50%	\$3.75 Annuity as posted (50% of Journeyman)
2 nd Year	65%	\$3.75 Annuity as posted (50% of Journeyman)
3 rd Year	75%	\$3.75 or w/D2 License Full Annuity of \$7.50
4 th Year	80%	\$3.75 or w/D2 License Full Annuity of \$7.50
5 th Year	85%	\$3.75 or w/D2 License Full Annuity of \$7.50
S2/Star	100%	Full Journeyman with all posted Benefits

Paragraph 42: Tradespersons as outlined in National Agreement, will receive the same benefits with 50% posted Annuity and will receive a minimum of 65% of the posted wage of \$34.58. Tradespersons would be included in the rotation of furlough's when needed and the ratio of Tradespersons per S2 mechanics would be a 4 to 1 ratio. A Tradesperson cannot be hired to replace a current employee unless employee was dismissed for due cause. A Tradesperson must possess a minimum of a D-2 license.

Fringe Benefits paid on hours worked.

DUES CHECKOFF: In accordance with the terms of the individual and voluntary written authorization for check off of membership dues in form permitted by the provisions of Section 302c of the Labor Management Relations Act, as amended, the Employer agrees to deduct 3 percent (3%) on TOTAL PACKAGE of \$53.09 plus \$.10 per hour for the 13th Check Fund of each employee covered by this Agreement who signs such authorization, an amount as directed by the authorization card as union dues and/or the 13th check fund.

TRAINING: During work hours Employer mandated training to be paid straight time plus Benefits. After hours if mandated by Employer, straight time, no benefits. Service Journeymen shall complete five (5) hours of unpaid HVAC equipment related training, agreed to between the Company and Employees, per year to qualify for scheduled increase of wages. If training is not completed raises shall be withheld pending completion of the required training. Once training is completed wages will be increased to the contract amount from date of completion. No retroactive wages will be paid. The cost of training shall not be borne by the Employee.

Contract to require signatory employers to submit remittance reports and make contributions due to the Funds on or before the tenth (10th) day of the month following the month in which the work was performed.

In the event the Trustees of the Connecticut Pipe Trades Benefit Funds determines the need for an increase in the hourly contribution to the Funds, such Funds will be deducted from current wages/benefits, except Annuity or from members net and/or gross pay. The negotiated contribution for Service Journeymen Annuity is fixed per the agreement and no reduction shall be made. If sanctioned by Local 777 during the term of this Agreement, the Employer will allow the Union to make said changes.

This Agreement effective from January 1, 2012 to May 31, 2016

PARAGRAPH 74 – Modified to include: A Joint Labor/Management Oversight Committee for the state of Connecticut shall be established to oversee the implementation of the Agreement and Local 777 Schedule A and develop and oversee a local service training program.

Negotiating Committee to meet twice a year (or as needed) to discuss concerns.

<u>ON CALL PAY:</u>	1/1/2012	\$130.00 per week
	6/1/2013	\$140.00 per week
	6/1/2014	\$150.00 per week
	6/1/2015	\$150.00 per week

NOTE: Rates greater than posted will be grandfathered.

Any increases to the International Training Fund and Apprenticeship funds that are negotiated and settled in the upcoming Building Trades Agreement negotiations will stand for this Service and Maintenance agreement, and will become effective when the Building Trades Agreement becomes effective.

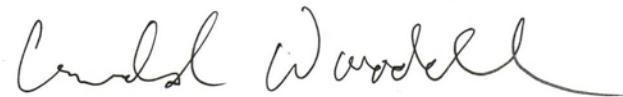
As stated this Agreement will be effective 1/1/12, with retroactive pay to be paid back to 1/1/12

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

Mechanical Service Contractors
of America (MSCA)



William P. Hite
General President, UA
Date: 02/21/12



Arnold Woodall
Chairman, MSCA
Date: 02/21/12