

Schedule A to the NATIONAL SERVICE AND MAINTENANCE AGREEMENT

Jurisdiction: Local 74 Wilmington, DE

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, 2005.

Effective Dates: October 24, 2011 – October 26, 2014

SPECIAL CONDITIONS

ARTICLE V

Union Representation and Access to Jobs

To include: Stewards: A shop steward can be appointed from the Employer's work force by the local union. The Employer shall be notified in writing by the local union of the appointment. Stewards shall be qualified workmen performing work of their craft and shall exercise no supervisory function. There shall be no nonworking shop stewards. A Shop Steward shall only be laid off with the mutual consent of the Union and the Contractor. Contractor agrees to give the Union 48 hours notice unless emergency circumstances prevent such notice.

ARTICLE VII

Scope of Service, Maintenance and Operations Work

Paragraph 11 – Modified to include: Replacement shall be defined as having similar capacity and application and shall be limited to existing applications.

ARTICLE XII

Wages, Benefits, and Hours of Work

Paragraph 35 – Modified to read: ""All time worked before and after the established work day of eight (8) hours, Monday through Saturday and all non-scheduled emergency work performed on Sundays 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."

Paragraph 39 - Service Journeymen - Rate of pay, fringes and benefits shall be as specified in the Memorandum of Agreement between Local Union 74, Wilmington, DE and the Delaware Mechanical Contractors Association.

Paragraph 40 - Servicemen - Rate of pay, fringes and benefits shall be as specified in the Memorandum of Agreement between Local Union 74, Wilmington, DE and the Delaware Mechanical Contractors Association.

Paragraph 41 - Apprentices - Rate of pay, fringes and contributions shall be as specified in the attached Memorandum of Agreement.

Paragraph 42 - Service Tradesman - Rate of pay, fringes and contributions as specified in attached Memorandum.


Paragraph 46 - Modified to include: Two hours minimum pay when an employee reports to the job site. Actual hours worked shall be paid for any hours worked beyond the two hour minimum.

Paragraph 47 – Modified to include: Compensation for on-call duty to be \$100 net minimum per week. All Journeymen and Servicemen to be included in the rotational assignment of on-call duty by the Contractor. An Apprentice may perform on-call duty with the approval of the Shop Steward and the Contractor. 4th and 5th year Apprentices shall be compensated at the rate for their next period of apprenticeship for hours worked while on call. Compensation for on-call duty on the following holidays shall be \$50 net minimum per holiday: New Years Day, Memorial Day, Independence Day, Labor Day, Election Day (Biennially), Thanksgiving and Christmas Day.

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 (UA)



William P. Hite
General President, UA

Mechanical Service
Contractors of
America (MSCA)



Arnold Woodall
Chairman, MSCA

Memorandum of Agreement

This Memorandum of Agreement, effective October 24, 2011 is between Local Union 74, Wilmington, Delaware representing the United Association and the Delaware Mechanical Contractors Association.

Service Journeyman: Wages and fringes as follows:

	<u>Total Package</u>	<u>Wages</u>	<u>Fringes Benefits</u>
10/24/2011 - 10/21/2012	\$70.47	\$40.66	Per Local 74 Industrial Agreement
10/22/2012 - 10/20/2013	\$72.42	TBD*	Per Local 74 Industrial Agreement
10/21/2013 - 10/26/2014	\$74.42	TBD	Per Local 74 Industrial Agreement

Serviceman:

	<u>Total Package</u>	<u>Wages</u>	<u>Fringes Benefits</u>
10/24/2011 - 10/21/2012	\$59.58	\$31.02	Per Local 74 Commercial Agreement
10/22/2012 - 10/20/2013	\$60.63	TBD	Per Local 74 Commercial Agreement
10/21/2013 - 10/26/2014	\$61.83	TBD	Per Local 74 Commercial Agreement

Service Journeyman Apprentice:

Wages Per Local 74 Industrial Agreement Apprentice percentages and Industrial Apprentice Fringe Benefits amounts.

Serviceman Apprentice:

Wages Per Local 74 Commercial Agreement Apprentice percentages and Commercial Apprentice Fringe Benefits Amounts.

* To Be Determined

Local Union 74

Delaware Mechanical Contractors Association