

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

Jurisdiction: State of Florida

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 X
Hiring and Use of Employees**

Paragraph 29 – Modified to include: “The Employer shall hire one service apprentice for every four service journeymen employed.”

**ARTICLE XI
Subcontracting**

Paragraph 31 – Modified to read: “The Employer agrees not to sublet or subcontract any work coming under this Agreement, to be performed at the job site, unless the contractor to whom the work is sublet is in agreement either with the Union or any of its local unions.”

**ARTICLE X
Hiring and Use of Employees**

New Paragraph -- It is in the best interest of the contractor and the industry that no moonlighting be permitted. No Employee will use equipment, parts, tools or materials belonging to the Employer other than for the routine assignment of work by the Employer. The union shall not sanction any employee from performing any work covered by this Agreement after regular working hours for other than their current Employer. No Employee of the Union will be allowed to contract any work coming within the jurisdiction of the Union without signing this Agreement.

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

Paragraph 40 - Servicemen - Rate of pay shall be not less than 50% 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 42 - Service Tradesman - Rate of pay shall be a minimum of \$8.00 per hour.

Fringe Contributions

	National or Local Pension Fund	Health and Welfare	Training	Industry Fund
Service JourneymanPer local agreement (PLA)			
Serviceman	PLA	PLA	PLA	PLA
Service Apprentice – 1st yr	PLA	PLA	PLA	PLA
Service Apprentice – 2nd yr	PLA	PLA	PLA	PLA
Service Apprentice – 3rd yr	PLA	PLA	PLA	PLA
Service Apprentice – 4th yr	PLA	PLA	PLA	PLA
Service Apprentice – 5th yr	PLA	PLA	PLA	PLA
Tradesman	\$1.00 ¹	PLA*	PLA	PLA

*For Local 725 Tradesmen only : Health and Welfare contributions shall be \$2.55 per hour (for Employees only).

1 – Effective January 1, 2011, contributions to National Pension Fund will be \$1.50

Paragraph 47 – Modified to include: “There shall be no fringes paid on stand-by hours or travel hours.”

**Article XVII
 Travel and Subsistence**

Paragraph 61 – Modified to include: “The Employer can terminate an Employee whose work requires driving Employer’s vehicle, if Employee’s drivers license has been suspended or revoked.”

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

Mechanical Service Contractors
 of America (MSCA)




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

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