

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

Jurisdiction: State of Illinois

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 23 – Modified to read: “When the local union or the Union is unable to provide qualified Employees, the Employer may, upon notification to the local union, hire Probationary Service Employees for a period not to exceed twelve months, for the purpose of evaluating the capabilities of the Employee. There shall be a mandatory review of the Probationary Employee after the first six months.”

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

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 42 - Service Tradesman - Rate of pay shall be a minimum of 30% of the Service Journeyman rate.

If a Service Tradesman chooses to enroll in a local union unindentured service training program, his/her initial entrance will be approved by the local JATC and their HVAC subcommittee. Upon satisfying the requirements for advancement through the program of classroom instruction and on-the-job training, the rate of the minimum pay shall be increased by a percentage of the Service Journeyman rate in accordance with the following schedule:

First 6 months – 30% Service Journeyman rate	Sixth 6 months - 55% Service Journeyman rate
Second 6 months – 35% Service Journeyman rate	Seventh 6 months - 60% Service Journeyman rate
Third 6 months -- 40% Service Journeyman rate	Eighth 6 months - 65% Service Journeyman rate
Fourth 6 months - 45% Service Journeyman rate	Ninth 6 months - 70% Service Journeyman rate
Fifth 6 months - 50% Service Journeyman rate	Tenth 6 months - 75% Service Journeyman rate

Upon satisfying the requirements of the service training program and successful passing of the UA STAR exam for Servicemen, the Tradesman will be upgraded to Serviceman. Minimum pay rate shall be established at 80% of the Service Journeyman rate.

The Serviceman may attain the status of Service Journeyman upon successfully completing the requirements of classroom training and on-the-job training as required by the local JATC and upon successfully passing the UA STAR exam for Service Journeymen.

Fringe Contributions

	National or Local Pension Fund	Health and Welfare*	Training	Industry Fund
Serviceman**	1.50¹	***** Local Contribution Rate *****		
Tradesman**	1.00²	***** Local Contribution Rate *****		

Fringe benefits paid on hours worked for Servicemen, Apprentices and Tradesmen.

* For Residential Service work only, the Employer may carry employees on a health/welfare plan from an alternate source if mutually agreed to by the Employer and the union.

** Local 597, Chicago implemented under local agreement provisions

1 – Effective January 1, 2011, contributions to National Pension Fund will be \$2.25

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

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