

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

Jurisdiction: State of Tennessee

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.

SPECIAL CONDITIONS

**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 41 - Service Apprentices - Rate of pay shall be a percentage of the Service Journeyman rate as stipulated below:

| | | |
|----------------------------|----------------------------|----------------------------|
| 1 st year – 40% | 2 nd year – 50% | 3 rd year – 60% |
| 4 th year – 70% | 5 th year – 75% | |

Paragraph 42 - Service Tradesman - Rate of pay shall be 50% of the Service Journeyman rate.

Holidays – Time and one-half (1-1/2) shall be paid for work performed on the following holidays – New Years Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas Day.

Fringe Contributions

| | National or Local Pension Fund | Health and Welfare | Training | Industry Fund |
|----------------------------|--------------------------------------|-----------------------|----------|------------------|
| Serviceman* | 1.00¹ | | | |
| | | | ***** | ***** |
| | | | | ***** |
| | | | | ***** |
| Service Apprentice* | .50 | | | |
| Tradesman* | .50² | | | |
| | | | ***** | ***** |
| | | | ***** | ***** |

- Fringe benefits paid on hours worked.

1 – Effective January 1, 2007, contributions to National Pension Fund will be \$1.25

2 – Effective January 1, 2007, contributions to National Pension Fund will be \$.62

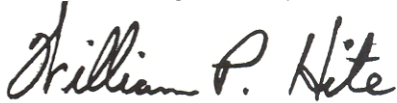
Revised 12/1/06

State of Tennessee Schedule A, cont'd.

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: 12/1/06

Mechanical Service Contractors
of America (MSCA)



Wayne Turchetta
Chairman, MSCA
Date: 12/1/06