

8/1/2010

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

Jurisdiction: State of Utah

Effective Dates: August 21, 2007 – July 31, 2011

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 XII  
Wages, Benefits, and Hours of Work**

**Paragraph 39** – Service Journeymen: The wage for the Service Journeyman shall be as specified per this Schedule A. All wage increases and expiration dates will be per the UMCA – UPT Mechanical Construction Agreement effective August 21, 2007 through July 31, 2011.

	Journeyman Base Wage	Health & Welfare	Local Pension	National Pension	Education	ITF	Industry Fund	Vacation Fund	Market Recovery
Aug. 21, 2007	\$27.07	\$4.36	\$1.85	\$1.94	\$0.65	\$0.05	\$0.32	\$1.00	\$0.25wth
Jan. 1, 2008	\$27.02	\$4.36	\$1.85	\$1.94	\$0.65	\$0.10	\$0.32	\$1.00	\$0.25wth
Aug. 1, 2008	\$29.02	\$4.36	\$1.85	\$1.94	\$0.65	\$0.10	\$0.32	\$1.00	\$0.25wth
Aug. 1, 2009	\$31.02	\$4.36	\$1.85	\$1.94	\$0.65	\$0.10	\$0.32	\$1.00	\$0.25wth
Aug. 1, 2010	\$33.02	\$4.36	\$1.85	\$1.94	\$0.65	\$0.10	\$0.32	\$1.00	\$0.25wth

Education: Matching \$0.10 cents from the member and \$0.10 from the contractor per hour to pay off the new school. When paid off all future dimes will revert back to the member and the contractor.

**Paragraph 40** - Servicemen - Rate of pay and benefits shall be not less than 50% or more than 80% of the Service Journeyman rate. The employer, with mutual agreement of the local union, will establish wages for each Serviceman based on experience and training. Benefits shall be the same as the Service Journeyman with the exception that the local pension shall not be paid.

**Paragraph 41** – Service Apprentice - Rate of pay and fringes for Service Apprentices shall be per the Local Agreement and based on the Service Journeyman rate of pay.

**Paragraph 42** - Service Tradesman - Rate of pay shall be 40% of the Service Journeyman rate. Benefits shall be the same as the Service Journeyman with the exception that the local pension shall not be paid.

**Paragraph 47** – On-call Time – Effective October 1, 2007, the rate of pay for on call time shall be \$40.00 per day regardless of whether or not the Employee responds to a call

**Vacation Fund**

Effective August 27, 2003, \$1.00 per hour shall be deducted from the taxable wages and allocated to a Vacation Fund. Such vacation deductions shall be remitted monthly by the employer and sent to respective credit unions as indicated on the form. Such Vacation Fund shall be administered by the Union.

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**Article XII – Paragraph 35 – Holidays**

Recognized holidays are New Years Day, Memorial Day, July 4<sup>th</sup>, Pioneer Day, Labor Day, Thanksgiving and Christmas Day. These holidays shall be paid holidays if employee meets applicable training requirements.

Training Requirements: The joint labor-management committee shall meet periodically to recommend and develop additional training opportunities to be implemented by the Utah Pipe Trades Education Trust. In addition, “other” training outside of the training trust shall be recognized by a mutual agreement between the employer and the employee. This may include employer sponsored training, manufacturer and/or distributor sponsored training.

The amount of training shall be based on the years of service in the trade as follows:

Zero to Five years journeyman.....	20 hours
Six to ten years journeyman .....	15 hours
Eleven to fifteen years journeyman .....	10 hours
Sixteen to twenty years journeyman .....	5 hours
Twenty plus years .....	exempt

All training shall be approved by the employer. Failure for the employer to approve specific training shall not constitute forfeiture on the employee’s part. The anniversary date for yearly training shall be Memorial Day. Apprentices and Servicemen can qualify for paid holidays with adequate training and upon successful passing of the UA STAR exam Level 1 for Servicemen.

**Work Assessment/Check Off**

Utah Pipe Trades are authorized to establish a work assessment/dues check-off, if the union should choose to implement one at a further date. Specific language to be determined by the UA/MCA.

**STAR Certified Journeymen**

Service Journeyman that have successfully passed the HVACR UA STAR Exam will receive \$.50 per hour above the established base wage rate. The HVACR UA STAR Exam shall be used as the 5<sup>th</sup> year apprentice turn-out exam. The cost per employee for the exam shall be paid for by the Joint Apprentice Training Committee.

**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. A Joint Training Subcommittee for the service industry shall be established. Both parties may, by mutual agreement, fund additional monies for training for the service industry.

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

Mechanical Service Contractors  
of America (MSCA)

8/1/2010

Handwritten signature of William P. Hite in black ink.

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

Handwritten signature of David Bavisotto in black ink.

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