

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

Jurisdiction: Northern California (north of District Council 16)

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 Date: January 1, 2010

SPECIAL CONDITIONS

**ARTICLE IX
Classification of Employees**

Paragraph 17 -- Modified to include installation of all residential plumbing and single unitary heating, air conditioning, and ventilation equipment and systems. Installation of central plant multi-systems excluded.

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

Paragraph 36 – For all Employees working within the jurisdiction of Local Union 38 only, the terms and conditions of Section 12W.1 of the San Francisco Administrative Code commonly known as the new San Francisco “Sick Leave Ordinance” are waived.

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 \$14.00 per hour.

Fringe Contributions**

	National or Local Pension Fund	Health and Welfare	Training	Industry Fund
Serviceman	2.50¹/4.00²	* * * * * Local Contribution Rate * * * * *		
Tradesman	1.50³/2.00⁴	* * * * * Local Contribution Rate * * * * *		

** Fringe benefits paid on hours worked.

1 MES after first six months

2 Three years after first receiving pension contributions

3 MEST after first year

4 Three years after first receiving pension contributions

Revised 11/09

Article XIII
Temporary Shift Work Conditions

Paragraph 49 – Last sentence modified to read: “Temporary shift work shall be for a minimum of three (3) consecutive days, excluding Sundays and holidays.”

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: 12/1/09

David Bavisotto
Chairman, MSCA
Date: 12/1/09