

1/1/07

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

Jurisdiction: Local 421 within the States of North and South Carolina

In accordance with Article XX, Paragraph 72, this Schedule is entered into on behalf of the signatories to any current United Association National Service and Maintenance Agreement dated August 1, 2005.

Effective Date: January 1, 2007 through December 31, 2009

ARTICLE XII

Wages, Benefits and Hours of Work

Mechanical Equipment Service Journeymen (MESJ) - Rate of pay shall be **\$24.00 per hour effective January 1, 2007.**

The total wage and benefit package will increase 4% effective January 1, 2008

The total wage and benefit package will increase 4% effective January 1, 2009

Distribution of the wage and benefit increases for 2008 and 2009 shall be determined annually, by Local 421 prior to January 1st.

The Employer will be notified of the distribution changes to the wages and benefits prior to January 1, 2008 and January 1, 2009

Mechanical Equipment Servicemen (MES) - Rate of pay shall be 80% of a Service Journeyman wage rate.

Mechanical Equipment Service Apprentices - Rate of pay shall be a percent of the Mechanical Equipment Service Journeyman rate, as stipulated below:

1st year - 50% 2nd year - 60% 3rd year - 65% 4th year - 75%
5th year - 80%

Tradesmen (MEST) – Rate of pay shall be 60% of the Service Journeyman (MESJ) wage rate.

Vacations & Holidays

All covered employees shall receive (1) week paid vacation after (1) year of service, (2) weeks paid vacation after (5) years and (3) weeks paid vacation after (15) years of service. Vacations will be scheduled by mutual consent of the employer and the employee, however, because of the seasonal nature of this work, off season months shall be used for scheduling vacations as much as possible. The following (6) days shall be observed as paid holidays: New Years Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day.

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Fringe Benefits

	National Pension Fund	Training	Joint Labor/Management Fund	International Training Fund
Service Journeyman	\$2.25	\$.30	\$.10	\$.05
Serviceman	\$1.40	\$.30	\$.10	\$.05
Service Apprentice	\$.65	\$.30	\$.10	\$.05
Service Tradesman	\$1.40	\$.30	\$.10	\$.05

Note: The Health and Welfare Benefit Plan shall be provided to all Employees that work under this Agreement. The Schedule of Benefits, as described in the Summary Plan Description for *Mechanical Equipment and Service Employees* shall remain in effect for the duration of this Agreement; however, the Health and Welfare fund will be reviewed semi-annually by the Trustees to determine whether any adjustments in contributions or benefits will be necessary. Any increases in the cost of the Health and Welfare Benefit Plan during the contract period will be paid for from the negotiated increases for 2008 and 2009. **Beginning January 2007, the Contractor shall pay for each Employee the rate of \$914.65 per month.**

ARTICLE XX Grievance Procedures and Arbitration

Shall be as outlined in the United Association National Service and Maintenance Agreement.

United Association of Journeymen
And Apprentices of the Plumbing
And Pipe Fitting Industry of the
United States and Canada (UA)

Mechanical Service Contractors
of America (MSCA)



William P. Hite
General President, UA
Date: 1/2/07

Wayne Turchetta
Chairman, MSCA
Date: 1/2/07