

2/11/2011

**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 working in the jurisdiction of Local 421.

Effective Date: January 1, 2011 through December 31, 2013

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

Mechanical Equipment Service Journeymen (MESJ) - Wages shall increase by \$0.54 per hour effective January 1, 2011, to a total of \$26.54 per hour. Wages shall increase by \$0.70 per hour effective January 1, 2012, to a total of \$27.24 per hour. Wages shall increase by \$1.09 per hour effective January 1, 2013, to a total of \$28.33 per hour.

Distribution of wages and benefits increase shall be determined annually by Local 421 prior to January 1st.

To receive annual wage increases employee must complete 8 hours of unpaid continuing education, within each year, provided by Local 421.

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.

Drive Time - All travel time for Service work only in excess of reasonable commuting time before and after an employee's normal work hours, shall be paid for at the straight time rate, and such travel shall not be considered hours worked and the pay, therefore, shall not be considered as pay for hours worked. Reasonable commuting time shall be that time required for the employee to travel to and from job assignments within a 50 mile radius of a dispatched point (normally the employee's residence, the employers' local office or a designated point to which the employee is permanently assigned).

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Vacations, Holidays & Personal Days

All covered employees shall receive (1) week paid vacation after first 6 months, (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 7 days shall be observed as paid holidays: New Years Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day.

Fringe Benefits

	National Pension Fund	Annuity	Training	Joint Labor Mgt.	ITF.	Referral Fee
Service Journeyman	\$ 2.25	\$.36	\$.30	\$.10	\$.10	\$.30
Serviceman	\$ 1.40	\$.36	\$.30	\$.10	\$.10	\$.30
Service Apprentice	\$.65	\$.36	\$.30	\$.10	\$.10	\$.30
Service Tradesman	\$1.40	\$.36	\$.30	\$.10	\$.10	\$.30

The Health and Welfare Benefit Plan is set at a rate of \$966.48 per month.

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.

The combined Fringe Benefits and Health and Welfare Benefit Plan shall increase by a maximum of \$0.56 per hour effective January 1, 2011; by an additional \$0.45 per hour Effective January 1, 2012; and by an additional \$0.11 per hour Effective January 1, 2013. Any additional increases to the Fringe Benefits and/or to the cost of the Health and Welfare Benefit Plan will be paid for out of the negotiated wage increases beginning, January 1, 2011.

Life insurance - All field wage personnel who wish, may purchase additional life insurance through the Union thru a payroll deduction

On Call:

Employees designated by management to be on "On Call" (aka; Standby) for emergency work shall be paid one (1.0) hour of pay at ST rate per day on call, Monday thru Friday, two (2.0) hours of pay at ST rate per day on call Saturday, Sunday and Holidays. If OT is then worked, the employee is to receive the higher of the two amounts, but not both.

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Training Oversight Committee:

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 and to schedule training to meet the needs of the Employer and Employee.

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: 02/18/2011



Thom Brazel
Chairman, MSCA
Date: 02/18/2011