

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

Jurisdiction: UA Local #137, Springfield, IL

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 FOR COMMERCIAL WORK**

**Classification of Employees**

**Paragraph 1** – Commercial Tradesman (MEST) – He shall be able to perform all work as listed under Article IX of the NSMA, with the exception of item 17 j.

**Hiring and Use of Employees**

**Paragraph 2** – When the local union or the Union is unable to provide qualified Employees, the Employer may, upon notification to the local union, hire Probationary Service Employees for a period not to exceed twelve months, for the purpose of evaluating the capabilities of the Employee. There shall be a mandatory review of the Probationary Employee after the first six months.

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

**Paragraph 3** – Commercial Serviceman (MES) – 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 annually for each Serviceman based on experience and training.

**Paragraph 4** – Commercial Service Apprentice – Rate of pay shall be a minimum of 40% of the Service Journeyman rate.

When a Commercial Service Apprentice enrolls in a local union indentured service training program, his/her initial entrance will be approved by the local JATC and their HVAC subcommittee. Upon satisfying the requirements for advancement through the program of classroom instruction and on-the-job training, the rate of the minimum pay shall be increased by a percentage of the Service Journeyman rate in accordance with the following scheduled:

**1st Year:** 40% of Service Journeyman rate  
**2nd Year:** 50% of Service Journeyman rate  
**3rd Year:** 60% of Service Journeyman rate

**4th Year:** 70% of Service Journeyman rate  
**5th Year:** 75% of Service Journeyman rate

Upon satisfying the requirements of the service training program and successfully passing the UA STAR exam for Servicemen, this Apprentice will be upgraded to Serviceman. Minimum pay rate shall be established at 80% of the Service Journeyman rate.

**Paragraph 5** – Commercial Tradesman (MEST) – His rate of pay shall be 35% of the Service Journeyman rate.

### Fringe Contributions

	<b>National Pension Fund</b>	<b>Health and Welfare</b>	<b>Training/Industry/ Building Funds</b>
<b>Commercial Serviceman (MES) &amp; Commercial Service Apprentice</b>	<b>\$2.25</b>	<b>---Local Contribution Rates---</b>	
<b>*Commercial Tradesman (MEST)</b>	<b>\$2.25</b>	<b>---Local Contribution Rates---</b>	

Fringe benefits are paid on hours worked for these Servicemen, Service Apprentices, and Tradesmen.

\* For the Commercial Tradesman, the Employer may cover these employees on a health and welfare plan from an alternate source, if mutually agreed to by the Employer and the Union.

## SPECIAL CONDITIONS FOR RESIDENTIAL WORK

### **Scope of Service, Maintenance, and Operations Work**

**Paragraph 6** – "Residential" shall be defined as applying to work on any single family dwelling or multiple family housing units up to and including three (3) occupied stories from the ground level, and all sewage and waste treatment plants relating to Residential work as defined herein. This Addendum shall also apply to service buildings, such as laundromats and recreational facilities on property developed by the owner in conjunction with apartments or condominiums which such buildings are for the sole use of tenants in those projects and are bid as part of the entire project.

### **Classification of Employees**

**Paragraph 7** – Residential HVAC Tradesman & Residential Plumbing Craftsman – They shall be able to perform all work related to the installation of residential HVAC equipment and plumbing and to perform all routine maintenance and inspections for such equipment.

### **Hiring and Use of Employees**

**Paragraph 8** – When the local union or the Union is unable to provide qualified Employees, the Employer may, upon notification to the local union, hire Probationary Service Employees for a period not to exceed twelve months, for the purpose of evaluating the capabilities of the Employee. There shall be a mandatory review of the Probationary Employee after the first six months.

### **Wages, Benefits, and Hours of Work**

**Paragraph 9** – Residential HVAC Tradesman & Residential Plumbing Craftsman – Rate of pay shall be a minimum of 35% to a maximum of 60% of the Service Journeyman rate, as per the Local Collective Bargaining Agreement.

The JATC Committee shall annually determine wage increases for these workers.

**Paragraph 10** – When a Residential HVAC Tradesman or Residential Plumbing Craftsman enrolls in a local union indentured service training program, his/her initial entrance will be approved by the local JATC

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and their HVAC subcommittee. Upon satisfying the requirements for advancement through the program of classroom instruction and on-the-job training, the rate of the minimum pay shall be increased by a percentage of the Service Journeyman rate in accordance with the following scheduled:

**1st Year:** 35% of Service Journeyman rate  
**2nd Year:** 45% of Service Journeyman rate  
**3rd Year:** 50% of Service Journeyman rate

**4th Year:** 55% of Service Journeyman rate  
**5th Year:** 60% of Service Journeyman rate

The Residential HVAC Tradesman & Residential Plumbing Craftsman may attain the status of Commercial Service Apprentice upon successfully completing the requirements of classroom training and on-the-job training as required by the local JATC and upon successfully passing the applicable UA STAR Exam.

**Fringe Contributions**

	<b>National Pension Fund</b>	<b>Health and Welfare</b>	<b>Training/Industry/ Building Funds</b>
<b>*Residential HVAC Tradesman &amp; Residential Plumbing Craftsman</b>	<b>\$2.25</b>	<b>---Local Contribution Rates---</b>	

Fringe benefits are paid on hours worked for these Residential Tradesmen and Residential Craftsmen.

\*For the Residential HVAC Tradesman and Residential Plumbing Craftsman, the Employer may cover these employees on a health and welfare plan from an alternate source, if mutually agreed to by the Employer and the Union.

**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 Journeyman & Apprentices  
of the Plumbing and Pipe Fitting Industry

Mechanical Service Contractors  
of America (MSCA)



William P. Hite  
General President, UA  
Date: 09/14/11



Thom Brazel  
Chairman, MSCA  
Date: 09/14/11