

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

Jurisdiction: State of Michigan

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.

SPECIAL CONDITIONS

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

Paragraph 40 – Servicemen - Rate of pay shall be not less than 50% or more than 75% 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 40% of the Service Journeyman rate.** A pre-apprentice may be used in lieu of a Service Tradesman.**

Fringe Contributions

	National or Local Pension Fund	Health and Welfare	Training	Industry Fund
Serviceman*	2.00¹	***** Local Contribution Rate ***** ***		
Tradesman*	1.00²	***** Local Contribution Rate *****		

* Fringe benefits paid on hours worked.

** **Local 636, Detroit** - Implemented under local agreement provisions, however per agreement reached May 19, 1997, there is established a 40 ton limit for Servicemen.

1 – Effective January 1, 2007, contributions to National Pension Fund will be \$2.50

2 – Effective January 1, 2007, contributions to National Pension Fund will be \$1.25

Paragraph 45 – Modified to include: “Upon written request to the Union or MSCA, an Employer will provide a report including Employee name, hours worked and rate of pay for a geographical area in question.”

Michigan Schedule A, cont'd.

Oversight Committee and Modifications to Schedule "A"

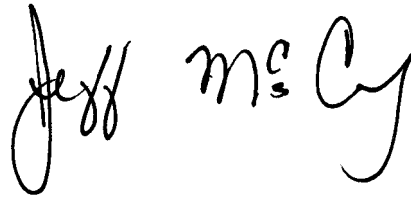
The Oversight Committee will meet on a regular basis to ensure all Employers and Employees working under the Agreement and this Schedule "A" understand its provisions. If issues arise concerning the terms of the Schedule "A," such issues may be referred to the Oversight Committee. If the Oversight Committee 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: 6/1/09



Chairman, MSCA
Date: 6/1/09