

NATIONAL SERVICE AND MAINTENANCE AGREEMENT

(Effective August 1, 2010 –July 31, 2015)

INFORMATION AND APPLICATION PROCEDURES

The National Service and Maintenance Agreement is a nationally recognized tool that helps mechanical service contractors maintain a competitive edge in today's volatile marketplace. The Agreement has a proven track record for helping contractors provide quality, consistent service to their customers throughout the country.

This five-year Agreement, negotiated and administered by the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry (UA) and the Mechanical Service Contractors of America (MSCA), is a signed contract between the UA and individual mechanical service contracting firms who apply and qualify.

All work performed by service and refrigeration contractors to keep facilities and existing systems within those facilities operating in an efficient manner is covered by the Agreement. This can include air conditioning, heating, refrigeration, plumbing, ventilation, building automation systems and total building operations.

The Agreement specifically addresses the unique needs of service contractors while respecting locally bargained wages and fringe contributions. Where needed, a Schedule "A" addendum has been developed to address specific local needs and enhance contractors' competitiveness in those areas.

Service contractors signed to the National Service and Maintenance Agreement are afforded many advantages. The Agreement:

- Ensures uninterrupted service for customers through a no-strike clause – a critical component for tenant comfort, safety and retention of your customer base
- Allows service technicians to travel outside their home local jurisdiction to perform service work for customers
- Specifies classifications of service employees that provide flexibility in the performance of the full range of service tasks and adequately address local competition
- Allows hiring of probationary employees for a six-month period to assess their skills and experience
- Includes nationally recognized substance abuse testing and treatment provisions
- Contains a well-established grievance procedure that quickly addresses and resolves any disagreements involving the Agreement
- Includes special provisions to address the unique concerns and needs of contractors who install refrigeration, supermarket, ammonia, and ice rink systems. Helps ensure that contractors who perform this type of installation work will retain this customer for all follow-up service work
- Allows for contractors and local unions to request a Schedule "A" to address specific local concerns
- Establishes local Oversight Committees in areas where Schedule A's are implemented to provide local feedback and oversight
- Has a long-term duration which enables contractors to ensure customers that terms and conditions will be consistent
- Involves the support and advocacy of the Mechanical Service Contractors of America, one of our nation's leading trade associations representing the organized mechanical service contractor

For further information on the National Service and maintenance Agreement, contact:
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APPLICATION PROCEDURES

Any contractor who wishes to become signatory to the National Service and Maintenance Agreement should follow the procedures as outlined below. A contractor should meet the following requirements prior to requesting the national Agreement:

1. Employs UA labor
2. Actively involved in the HVAC/R service business or in the refrigeration installation business

When requesting the national Agreement, it is important to note that the United Association is the sole party in determining who signs the Agreement. However, the MSCA, as the bargaining representative of signatory contractors, is in an advantageous position to be an advocate for contractors who wish to sign the Agreement.

Steps required to sign the National Service and Maintenance Agreement:

Step 1: The service contractor should send a written request to William Hite, General President of the United Association, Three Park Place, Annapolis, MD 21401, Fax: 410-267-0262 with a copy to Marty Naseef, Director of HVACR Service, UA at the same address. A copy should also be sent to MSCA, 1385 Piccard Drive, Rockville, MD 20850. The contractor should document the UA locals in which he is working and provide an explanation of why the National Agreement is necessary for his business.

Step 2: The UA will acknowledge the request and will send copies of the correspondence to the UA International Representative in the area.

Step 3: The UA International Representative will set up a meeting between the contractor, local business manager and himself for the purpose of familiarizing himself with the contractor's business and to complete the contractor's application. The International Representative will forward the contractor's application, along with his recommendation, to the UA.

Step 4: If the recommendation of the International Representative is positive, an executed copy of the Agreement will be forwarded to the contractor by the General President of the UA for the contractor's signature. Once a contractor is an approved signator to the National Service and maintenance Agreement, additional information will be forwarded from MSCA regarding its benefits, services, products and required payments to MSCA under the terms of Article XXII.