

**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, 2021.

SPECIAL CONDITIONS FOR COMMERCIAL WORK

Classification of Employees

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

Hiring and Use of Employees

Paragraph 23 – When the local union of 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 41 – Commercial Serviceman (MES) – Rate of pay shall be not less than 80% of the Commercial 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 42 – Commercial Service Apprentice – Rate of pay shall be a minimum of 40% of the Commercial 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 schedule:

1st Year: 40% of Commercial Journeyman rate 4th Year: 70% of Commercial Journeyman rate
2nd Year: 50% of Commercial Journeyman rate 5th Year: 75% of Commercial Journeyman rate
3rd Year: 60% of Commercial Journeyman rate

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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 Commercial Journeyman rate, as per the Local Collective Bargaining Agreement.

All Zone rates apply as per Local Collective Bargaining Agreement
Pay rate Shall reflect the Scope of Work Assigned

Paragraph 43 - Commercial Tradesman (MEST) - His rate of pay shall be 35% of the Commercial Journeyman rate.

	<u>Fringe Contributions</u>			
	National Pension Fund	Local 137 Annuity	Health & Welfare	Training/Industry Building Funds
Commercial Serviceman & Commercial Apprentice	\$2.50	\$2.50	*Local Contribution Rates	
Commercial Tradesman	\$2.50	\$2.50	*Local Contribution Rates	

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 1 - "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 building are for the sole use of tenants and in those projects and are bid as part of the entire project.

Classification of Employees

Paragraph 2 – Residential Serviceman – They shall be able to perform all work related to the installation of residential HVAC equipment and plumbing and to perform all routine maintenance, inspections and

service for such equipment. Servicemen may attain Journeyman status with sufficient Training and experience with mutual consent of the Union and Contractor.

Paragraph 3 – Residential Apprentice – They shall be able to perform all work related to the installation of Residential HVAC equipment and Plumbing and to perform all routine maintenance, inspections and service for such equipment.

Hiring and Use of Employees

Paragraph 4 – 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.

Wage, Benefits, and Hours of Work

Paragraph 5 – Residential Serviceman – Rate of pay shall be 60% of the Addendum Journeyman wage rate. Upon completion and satisfying all State and Local code and licensing requirements the Residential Serviceman rate of pay for Plumber will increase to 70% of the Addendum Journeyman rate. The Employer, with mutual agreement of the Local Union will establish wages annually for each Serviceman based on experience and training.

Paragraph 6 – Residential Apprentice – Rate of pay shall be a minimum of 35% to a maximum of 50% of the Addendum Journeyman rate, as per the Local Collective Bargaining Agreement.

- All Zone rates apply as per Local Collective Bargaining Agreement
- Pay rate shall reflect the Scope of work assigned

Paragraph 7 – When a Residential HVAC/Plumber Apprentice enrolls in a Local Union indentured Training program, his/her initial entrance will be approved by the Local JATC.

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 Addendum Journeyman rate in accordance with the following schedule:

1st Year: 40% of Addendum Journeyman rate

2nd Year: 45% of Addendum Journeyman rate

3rd Year: 50% of Addendum Journeyman rate

Residential Serviceman: 60% of Addendum Journeyman rate

Residential Serviceman with Plumbing License: 70% of Addendum Journeyman rate

* The Residential HVAC/Plumber Apprentice will advance to Residential Serviceman after successful completion of classroom training and on the job, training as required by the Local JATC and passing of the applicable UA Star exam. The Rate of pay shall be 60% and after satisfying State and Local Code requirements for Plumber, the rate of pay shall be 70% of the Addendum Journeyman rate.

Upon mutual agreement with the JATC and the employer the Residential HVAC/Plumber Apprentice 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.

	National Pension Fund	Local 137 Annuity	Health & Welfare	Training/Industry Building Funds
Residential Serviceman	\$2.50	\$2.50	*Local Contribution Rates	
*Residential HVAC/ & Residential Plumbing Apprentice	\$2.50	\$2.50	*Local Contribution Rates	

Fringe benefits are paid on hours worked for Residential Apprentice.

* For the Residential Apprentice, 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 Journeymen
and Apprentices of the Plumbing
and Pipe Fitting Industry of the
United States and Canada

Mechanical Service Contractors
of America (MSCA)



Mark McManus
General President, UA
Date:



Mark Crockett
Chairman, MSCA
Date: