

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

Jurisdiction: State of Alabama

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, 2015.

SPECIAL CONDITIONS

ARTICLE IX

Classification of Employees

Paragraph 15 – Modified to include repair of centrifugal, absorption, screw chillers and ammonia refrigeration systems.

ARTICLE X

Hiring and Use of Employees

Paragraph 27 & 97 – Modified to include the assignment of up to a maximum of six (6) employees from the Employer’s regular work force in the states of Alabama, Florida and Georgia.

ARTICLE XII

Wages, Benefits, and Hours of Work

Paragraph 40 - Servicemen - 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 for each Serviceman based on experience and training.

Paragraph 41 - Service Apprentices - Rate of pay shall be a percentage of the Service Journeyman rate as stipulated below:

| | | |
|----------------------------|----------------------------|----------------------------|
| 1 st year– 40% | 2 nd year – 50% | 3 rd year – 60% |
| 4 th year – 70% | 5 th year – 75% | |

Paragraph 42 - Service Tradesman - Rate of pay shall be 50% of the Service Journeyman rate.

Fringe Contributions

| | National or Local Pension Fund | Health and Welfare | Training | Industry Fund |
|----------------------------|---|-------------------------------|---------------------------------|--------------------------|
| Serviceman* | \$1.00¹ | ***** | *Local Contribution Rate | ***** |
| Service Apprentice* | .50 | ***** | *Local Contribution Rate | ***** |
| Tradesmen* | .50² | ***** | *Local Contribution Rate | ***** |

* Fringe benefits paid on hours worked.

1 – Contributions to National Pension Fund will be \$1.50

2 – Contributions to National Pension Fund will be \$.75

8/1/15

Alabama 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: 8/1/2015



Scott Berger
Chairman, MSCA
Date: 8/1/2015