

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

Jurisdiction: State of Colorado

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 17 – Modified to read: “Tradesman is an employee who does not have all the skills of a full Service Journeyman. They may be assigned to perform any work for which they are qualified, in the opinion of the Employer. Tradesmen shall be used primarily for performing work which does not require all the skills of a Journeyman. However, Tradesmen may be assigned to perform any work for which they are qualified under the direction of a Journeyman.”

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

Paragraph 40 - Serviceman - 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 42 - Service Tradesman - Rate of pay shall be not less than 30% or more than 80% of the Service Journeyman rate as determined by the Employer.

Fringe Contributions**

	National or Local Pension Fund	Health and Welfare	Training	Industry Fund
Serviceman	1.50¹	*****Local Contribution Rate*****		
Tradesman		*****Local Contribution Rate*****		

* For Local 208 only, wages and fringe contributions as per Pipe Tradesman classification.

** Servicemen, Apprentices and Tradesmen fringe contributions paid on hours worked.

*** Contributions shall be paid to the Insurance Fund, Local and National Training Funds and dues check-off. Employers may contribute to the Vacation Funds, Pension Funds, Market Recovery Funds and Industry Funds at their option.

1 – Contributions to National Pension Fund will be \$2.25

8/1/2015

Colorado 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