

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

Jurisdiction: Local Union 23, Rockford, Illinois

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 X
Hiring and Use of Employees**

Paragraph 23 - Modified to read: "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."

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

Paragraph 40 - Servicemen - Rate of pay shall be not less than 50% 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 a minimum of 35% of the Service Journeyman rate. Upon obtaining a minimum of four years of work experience and successful passing of the UA STAR exam for Servicemen, the Tradesman will be upgraded to Serviceman. Minimum pay rate shall be established at 80% of the Service Journeyman rate.

Fringe Contributions*

	RPT Industry Pension Fund or RPT Industry 401(k) Plan	Health and Welfare	Training	Industry Fund
Serviceman	2.00	*****Local Contribution Rate*****		
Tradesman	1.50	*****Local Contribution Rate*****		

* Fringe benefits paid on hours worked for Servicemen and Tradesmen.

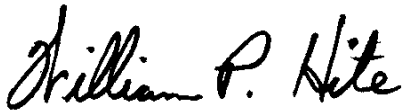
** For Residential Service work only, the Employer may carry employees on a health/welfare plan from an alternate source if mutually agreed to by the Employer and the union.

8/1/2015

Oversight Committee and Modifications to Schedule "A"

The Oversight Committee will meet on a bi-annual basis or sooner if needed 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



William P. Hite
General President, UA
Date: 8/1/15

Mechanical Service Contractors
of America (MSCA)



Scott Berger
Chairman, MSCA
Date: 8/1/15