Schedule A

to the National Service and Maintenance Agreement

Jurisdiction:  Local 537, Boston, Massachusetts

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 read: Servicemen (MES) must have practical working experience in the
residential and commercial mechanical equipment field. They may be required to pass the UA STAR
exam for Servicemen as to their skills. Their scope of work shall include all work necessary to keep
existing residential and unitary systems operating in an efficient manner. Servicemen may attain
Journeyman status with sufficient training, work experience and joint approval from the Employer and
Local 537.

ARTICLE X
Hiring and Use of Employees

Paragraph 22 – Modified to read: If neither the local union nor the Union is able to supply competent
and skilled Employees satisfactory to the Employer within seventy two (72) hours, the Employer may
hire such persons wherever available, subject to the provisions of Article VI, and train such persons to
perform the work required. It is understood that consideration for such employment and training shall
be given to Employees with previous experience in the service and maintenance industry.

Paragraph 29 – Modified to read: The Employer shall be permitted a ratio of one Service Apprentice for
every three Service Journeymen and or Servicemen. All Service Apprentices shall be under the
supervision of their home local union Joint Apprentice Committee until their training is satisfactorily
completed.

ARTICLE XI
Subcontracting

Paragraph 31 – Deleted

ARTICLE XII
Wages, Benefits and Hours of Work

Paragraph 33 – Modified to read: Eight (8) consecutive hours per day shall constitute a standard work
day with flexible starting time between 6:00 am and 9:00 am. Forty (40) hours per week, five (5)
consecutive days, Monday through Friday, shall constitute a week’s work or as mutually agreed to by
the Employer and local union. By mutual agreement between the Employer and the local union, the
standard work week can be established to consist of four (4) consecutive ten (10) hour days.
Paragraph 35 – Modified to read: All time worked before and after the established work day of eight (8) hours, Monday through Friday, and all work performed on Saturdays, Sundays and holidays shall be paid in accordance with the local agreement covering service at a rate not to exceed time and one-half.

Paragraph 40 – Servicemen – Rate of pay shall be a minimum of 60% of the Service Journeyman wage rate.

Paragraph 42 – Service Tradesman – Rate of pay shall be a minimum of 50% of the Serviceman rate.

Fringe Contributions*

<table>
<thead>
<tr>
<th>Fringe Contributions*</th>
<th>National or Local Pension Fund</th>
<th>Health and Welfare Fund</th>
<th>Industry Training Fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>Serviceman</td>
<td>********************************** PLA **********************************</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tradesman</td>
<td>$1.50</td>
<td>Employer-provided</td>
<td></td>
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</tbody>
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*paid on hours worked

ARTICLE XIII
Temporary Shift Work Conditions

Paragraph 49 – Modified to read: When so elected with the joint approval of the Employer and the local union, multiple eight hour shifts may be worked on a temporary basis. When two (2) or three (3) shifts are worked, the first eight (8) hour shift shall be the day shift and shall be paid at the straight time hourly rate of pay. The second and third eight (8) hour shifts shall each be paid at a rate not to exceed 15% above the straight time hourly rate of pay. Temporary shifts shall be for a minimum of five (5) consecutive days.

Paragraph 50 – Modified to read: All time worked before and after the regularly established shift hours in any twenty-four (24) hour period, Monday through Friday inclusive, shall be at a rate not to exceed time and one-half of the Employee’s regular shift rate of pay. Time worked on Saturdays, Sundays and holidays shall be paid in accordance with the local agreement covering service at a rate not to exceed time and one-half the Employee’s regular shift rate of pay.

ARTICLE XXV
New Construction, Installation and Remodel of Refrigeration Systems

Paragraph 96 – Modified to read: When so elected by with joint approval of the Employer and the local union, multiple eight (8) hour shifts may be worked on a temporary basis. When two (2) or three (3) shifts are worked, the first eight (8) hour shift shall be the day shift and shall be paid at the straight time hourly rate of pay. The second and third eight (8) hour shifts shall each be paid at a rate not to exceed 15% above the straight time hourly rate of pay. Temporary shift shall be for a minimum of five (5) consecutive days.
Installation of Pneumatic and DDC Control Systems Addendum

Paragraph 8 – Modified to read: When so elected with joint approval of the Employer and the local union, multiple eight hour shifts may be worked on a temporary basis. When two (2) or three (3) shifts are worked, the first eight (8) hour shift shall be the day shift and shall be paid at the straight time hourly rate of pay. The second and third eight (8) hour shifts shall each be paid at a rate not to exceed 15% above the straight time hourly rate of pay. Temporary shift shall be for a minimum of five (5) consecutive days.

United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry

William P. Hite
General President, UA
Date: 8/1/2015

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