

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

Jurisdiction: Local 4, Worcester, MA to include the following geographic areas:

Ashburnham	Hardwick	Princeton
Ashby	Harvard	Royalston
Athol	Holden	Rutland
Auburn	Hubbardston	Shirley
Ayer	Lancaster	Shrewsbury
Baldwinville	Leicester	Southbridge
Barre	Leominster	Spencer
Berlin	Lunenburg	Sterling
Blackstone	Mendon	Sturbridge
Bolton	Milford	Sutton
Boylston	Millbury	Templeton
Brookfield	Millville	Townsend
Charlton	New Braintree	Upton
Clinton	North Brookfield	Uxbridge
Douglas	Northboro	Warren
Dudley	Northbridge	Webster
East Brookfield	Oakham	West Boylston
Fiskdale	Orange	West Brookfield
Fitchburg	Oxford	Westboro
Fort Devens	Paxton	Westminster
Gardner	Petersham	Whitinsville
Grafton	Phillipston	Winchendon
Groton		Worcester

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

The following special provisions or conditions shall apply to all work performed under this Agreement in the Territorial Jurisdiction identified above:

ARTICLE VII

Scope of Service, Maintenance and Operations Work

- A.** Light Commercial scope of work shall include the following:
Fast food restaurants, movie theaters, convenience stores, motels, ski resorts, laundromats, gas stations, strip malls, club houses, nursing homes, assisted living facilities, dental offices, doctor offices/clinics, lounges, swimming pools, hotels up to and including four stories in height and “Big Box” warehouse stores such as: BJ’s, HQ, Home Depot, Lowes, Sam’s Club, Wal-Marts, and bank branches up to and including four stories.
- B.** Residential scope of work shall include the following:
One or two family dwellings; multiple family dwellings which are permitted to have a single exterior up to and including four stories; and townhouses, condominiums or similar structures with units stacked vertically up to and including four stories.
- C.** Anything not listed within this scope shall be mutually agreed upon between the business manager and contractor.
- D.** Commercial scope of work shall include the following:
All work covered by Davis-Bacon Wage Laws and Massachusetts State Prevailing Wage Laws (Service – Journeymen and Service – Journeymen Apprentices Classification); and all other service

and maintenance work not specified in the Light Commercial scope of work and the Residential scope of work within this section.

Paragraph 11 – The second sentence of Paragraph 11 shall be modified to read: This work shall include the inspection, service, maintenance, start-up testing, balancing, adjusting, repair, modification and equivalent replacement of mechanical, refrigeration or plumbing equipment including final piping connections and controls in addition to all other service, maintenance and operations work in order to meet customer obligations.

**ARTICLE XII
WAGES, BENEFITS, AND HOURS OF WORK**

Please see attachments for Wage and benefit packages

Paragraph 36 – Holidays for the purpose of this agreement are: New Year’s Day, Memorial Day, Fourth of July, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day. Columbus Day will be considered a floating holiday under this agreement and may be exchanged for another date established by mutual agreement between the Employer and the local union.

**ARTICLE XIII
TEMPORARY SHIFT WORK CONDITIONS**

Paragraph 49 – The third sentence of Paragraph 49 shall be modified to read: The shift rate premium for the second and third eight (8) hour shifts shall be paid at a rate of ten percent (10%) and fifteen percent (15%) respectively, above the straight time hourly rate of pay. In computing overtime pay on shift work, the overtime rate of pay calculation shall be inclusive of shift differentials.

**ARTICLE XIV
PERMANENT SHIFT WORK CONDITIONS**

Paragraph 53 – Modified to read: The shift rate premium for the second and third eight (8) hour shifts shall be paid at a rate of ten percent (10%) and fifteen (15%) respectively, above the straight time hourly rate of pay. In computing overtime pay on shift work, the overtime rate of pay calculation shall be inclusive of shift differentials.

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 Hite
General President
Date: 8/1/2015



Scott Berger
Chairman
Date: 8/1/2015

Commercial

Effective Dates: March 1, 2012 – August 31, 2014

MECHANICAL EQUIPMENT SERVICE – JOURNEYMAN

	3/1/2012
Wages	\$39.61
Health & Welfare	\$ 9.35
Pension	\$ 7.90
Annuity	\$ 4.05
JAC (Training)	\$ 0.80
Industry Improvement	\$ 0.25
LMCT	\$ 0.40
National Pension	\$ 1.21
National Training (ITF)	<u>\$ 0.10</u>
(100% of Commercial Journeyman Package)	TOTAL \$63.67

MECHANICAL EQUIPMENT SERVICEMAN

	3/1/2012
Wages	\$32.83
Health & Welfare	\$ 9.35
Pension	\$ 3.95
Annuity	\$ 2.05
JAC (Training)	\$ 0.80
Industry Improvement	\$ 0.25
LMCT	\$ 0.40
National Pension	\$ 1.21
National Training (ITF)	<u>\$ 0.10</u>
(80% of Commercial Journeyman Package)	TOTAL \$50.94

MECHANICAL EQUIPMENT TRADESMAN

	3/1/2012
Wages	\$24.73
Health & Welfare	\$ 9.35
Pension	\$ 0.00
Annuity	\$ 0.00
JAC (Training)	\$ 0.80
Industry Improvement	\$ 0.25
LMCT	\$ 0.40
National Pension	\$ 2.57
National Training (ITF)	<u>\$ 0.10</u>
(60% of Commercial Journeyman Package)	TOTAL \$38.20

Light Commercial

Effective Dates March 1, 2012 – August 31, 2014

MECHANICAL EQUIPMENT SERVICE – JOURNEYMAN

	3/1/2012
Wages	\$32.83
Health & Welfare	\$ 9.35
Pension	\$ 3.95
Annuity	\$ 2.05
JAC (Training)	\$ 0.80
Industry Improvement	\$ 0.25
LMCT	\$ 0.40
National Pension	\$ 1.21
National Training (ITF)	<u>\$ 0.10</u>
(80% of Commercial Journeyman Package)	TOTAL \$50.94

MECHANICAL EQUIPMENT SERVICEMAN

	3/1/2012
Wages	\$27.64
Health & Welfare	\$ 9.35
Pension	\$ 0.00
Annuity	\$ 1.00
JAC (Training)	\$ 0.80
Industry Improvement	\$ 0.25
LMCT	\$ 0.40
National Pension	\$ 1.21
National Training (ITF)	<u>\$ 0.10</u>
(80% of Light Commercial Journeyman Package)	TOTAL \$40.75

MECHANICAL EQUIPMENT TRADESMAN

	3/1/2012
Wages	\$17.09
Health & Welfare	\$ 9.35
Pension	\$ 0.00
Annuity	\$ 0.00
JAC (Training)	\$ 0.80
Industry Improvement	\$ 0.25
LMCT	\$ 0.40
National Pension	\$ 2.57
National Training (ITF)	<u>\$ 0.10</u>
(60% of Light Commercial Journeyman Package)	TOTAL \$30.56

Residential

Effective Dates: March 1, 2012 – August 31, 2014

MECHANICAL EQUIPMENT SERVICE – JOURNEYMAN

	3/1/2012
Wages	\$25.30
Health & Welfare	\$ 9.35
Pension	\$ 0.00
Annuity	\$ 2.00
JAC (Training)	\$ 0.80
Industry Improvement	\$ 0.25
LMCT	\$ 0.40
National Pension	\$ 0.00
National Training (ITF)	<u>\$ 0.10</u>
(60% of Commercial Journeyman Package)	TOTAL \$38.20

MECHANICAL EQUIPMENT SERVICEMAN

	3/1/2012
Wages	\$18.66
Health & Welfare	\$ 9.35
Pension	\$ 0.00
Annuity	\$ 1.00
JAC (Training)	\$ 0.80
Industry Improvement	\$ 0.25
LMCT	\$ 0.40
National Pension	\$ 0.00
National Training (ITF)	<u>\$ 0.10</u>
(80% of Residential Journeyman Package)	TOTAL \$30.56

MECHANICAL EQUIPMENT TRADESMAN

	3/1/2012
Wages	\$12.02
Health & Welfare	\$ 9.35
Pension	\$ 0.00
Annuity	\$ 0.00
JAC (Training)	\$ 0.80
Industry Improvement	\$ 0.25
LMCT	\$ 0.40
National Pension	\$ 0.00
National Training (ITF)	<u>\$ 0.10</u>
(60% of Residential Journeyman Package)	TOTAL \$22.92