

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

Jurisdiction: States of Missouri, Iowa, Nebraska and Kansas (MINK)

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 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. (see special Oversight Procedures for Servicemen for Local 533 and Local 8 attached)

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	*1.25 ¹	***** Local Contribution Rate *****		
Tradesman	* .65 ²	***** 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 \$.78

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

**Attachment to MINK Schedule A
To the NATIONAL SERVICE AND MAINTENANCE
AGREEMENT**

Jurisdiction: Plumbers UA Local No. 8

**SPECIAL CONDITIONS
Oversight Procedures for Mechanical Equipment Serviceman (MES)**

When a signatory contractor hires an MES, they must notify the hall and the Training Director. The employee will be placed on probation for six months. After no longer than six months, they will be brought into the local union with a status of "MES." During the probationary period, the employee will take an academic placement exam to identify classes they require. The MES employee will be bound exclusively to the employing contractor for five (5) years or until they attain service journeyman status. The MES may elect to test out as a service journeyman once they have reached a total of five years plumbing service experience mutually agreed upon by the MES and employer. The test will be given within two weeks of the dated letter of intent to the business manager.

The Local Oversight Committee will approve the content and administration of testing. The Training Director will administer the test, and a contractor representative may be present, if desired.

The MES will receive a five (5) percent increase of service journeymen wage rate each year on the anniversary date of employment and completion of annual mandatory training, until the rate of pay reaches eighty (80) percent of a service journeyman's base wage. If a contractor does not provide sufficient hours of work for the MES to maintain fringes, the MES may apply to the Local Oversight Committee for review and possible reassignment.

The MES will complete mandatory training annually. The MES training program will be administered by the Joint Apprenticeship Committee. Contractors scheduling additional specialized or outside training for MES employees will pay for that training. Should an MES not meet the training requirement, their annual five (5) percent wage increase may be withheld until the mandatory training hours are complete. They will be required to make up classes under the requirements prescribed by the Joint Apprenticeship Committee.

If the contractor and the local union are unable to agree on any matter concerning an MES, the matter will be referred to the Local Oversight Committee for a final decision. If the committee is unable to reach a decision, the matter will be resolved under the grievance and arbitration procedure outlined in the National Service and Maintenance Agreement.

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

Service Journeyman Plumber: (per current Collective Bargaining Agreement)

Servicemen - Rate of pay shall be not less than 50% nor 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.

Service Tradesman Helper – Wages and Benefits as per attached wage grid, 24 months maximum.

Probationary: Wages and Benefits as per attached wage grid, 6 months max.

8/1/2015

Fringe Contributions

Service Journeyman: As per current Collective Bargaining Agreement. Dues and fees will be as per current agreement.

Serviceman: Fringes and Benefits as per the attached chart.

Tradesman Helper: Fringes and Benefits as per the attached chart.

8/1/2015

**Attachment to the MINK Schedule A
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Jurisdiction: Pipefitters UA Local No. 533

**SPECIAL CONDITIONS
Oversight Procedures for Mechanical Equipment Serviceman (MES)**

The intent of the MES program is to hire experienced service technicians from non-union companies that can meet the education level of 4th or 5th year service training, thus only attending night school for the remainder of their training requirements. Prior to hiring an MES, the contractor and Local 533 will jointly interview the candidate and witness pre-employment testing administered by the Training Coordinator at the Local 533 Training Center. When a signatory contractor hires an MES, they must notify the hall and the Training Coordinator. The employee will be placed on probation for twelve (12) months. MES's are required to attend the first available semester of night time training (September or January). Immediately following completion of this first semester of training, the Training Center will administer the UA STAR Practice Exam plus 18 trade-related math questions for the purpose of academic placement. At completion of the fifth year level of training, the MES will take the Journeyman turnout test. The MES is also required to pass the Journeyman Unlimited Air Conditioning Codes Test prior to becoming a Journeyman. The MES employee will be bound exclusively to the employing contractor until they attain service journeyman status.

The Local Oversight Committee will approve the content and administration of testing.

The MES will receive the percent of increase negotiated for service journeyman under the collective bargaining agreement, as each increase takes effect. In addition, the rate of pay for an MES will increase five (5) percent each year on the anniversary date of employment, until the rate of pay reaches eighty (80) percent of a service journeyman's base wage. In all instances, the MES will continue to receive the percent of increase negotiated for service journeymen. If a contractor does not provide sufficient hours of work for the MES, the MES may apply to the local Oversight Committee for review and possible reassignment.

The MES will complete 112 hours of mandatory training annually. The MES training program will be administered by the Training Coordinator and paid for by the Joint Apprenticeship Committee. Contractors scheduling additional specialized or outside training for MES employees will pay for that training. The MES will be required to make up classes under the requirements prescribed by the MES Statement of Policy. If the MES does not attend scheduled classes, they will not be allowed to work.

In the event of a release from the hiring contractor, the MES may petition the Local Oversight Committee. Upon reviewing the circumstances, the MES may be reassigned or terminated. If reassigned or terminated after the probationary period has expired, the contractor may not be eligible to hire another MES for a period not to exceed six (6) months as determined by the Local Oversight Committee.

If the contractor, local union, or MES are unable to agree on any matter, the matter will be referred to the Local Oversight Committee for a final decision. If the committee is unable to reach a decision, the matter will be resolved under the grievance and arbitration procedure outlined in the National Service and Maintenance Agreement.