

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

Jurisdiction: New York State upstate local unions (including 7, 13, 22, 73, 112, 267, and 773)

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**

**New Paragraph** -- It is in the best interest of the industry that no moonlighting be permitted. No Employee will use equipment, parts, tools or materials belonging to the Employer other than for the routine assignment of work by the Employer. The union shall not sanction any employee from performing any work covered by this Agreement after regular working hours for other than their current Employer. No Employee will be allowed to contract any work coming within the jurisdiction of the union without signing this Agreement.

**Paragraph 33** – Modified to read: Eight (8) consecutive hours per day shall constitute a standard work day with a flexible starting time between 6:00 a.m. and 12:00 p.m. noon. Forty (40) hours per week, five (5) consecutive days, Monday through Saturday, 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** – Holiday Pay: All time worked on the designated holidays shall be paid at the rate of double time. Designated holidays shall include: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

**Paragraph 40** - Servicemen - Rate of pay shall be not less than 50% or more than 85% 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 40% of the Service Journeyman rate.

	<b>Fringe Contributions</b>			
	<b>National or Local Pension Fund</b>	<b>Health and Welfare**</b>	<b>Training</b>	<b>Industry Fund</b>
<b>Serviceman*</b>	<b>\$3.25</b>	*****	<b>Local Contribution Rate</b>	*****
<b>Tradesman*</b>	<b>\$1.75</b>	*****	<b>Local Contribution Rate</b>	*****

\* Fringe benefits paid on hours worked.


\*\* For residential 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. Residential fringe benefits will be paid on hours worked.

### 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