

8/1/2015

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

Jurisdiction: Local 290, Portland, Oregon.

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**

Stewards: A shop steward can be appointed from the Employer's work force by the local union. The Employer shall be notified in writing by the local union of the appointment. Stewards shall be qualified workmen performing work of their craft and shall exercise no supervisory function. There shall be no nonworking shop stewards. A shop steward shall not be discriminated against because of the faithful performance of his duties. Steward's Rules shall be as set forth in the Master Labor Agreement of Local 290.

**ARTICLE X
Hiring and Use of Employees**

Paragraph 15 - Modified to read: Servicemen must have practical working experience in the residential and commercial mechanical and plumbing equipment field. All recruited or organized Servicemen shall be assessed by Local 290 to determine their level of competency and placed at the appropriate servicemen level.

Paragraph 23 - Deleted. However an employee may be terminated, within the first six months of employment, for any reason, without recourse to the grievance or arbitration provisions of the Master Labor Agreement of Local 290 or this Agreement.

Paragraph 30 – The current Drug and Alcohol Policy under the Master Labor Agreement of Local 290 shall be the recognized policy under this Agreement, however thresholds for positive results shall be at least as stringent as those currently established under the UA/MCAA Smart Dispatch Model Substance Abuse Testing and Treatment Program Policy.

**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 a flexible starting time between 6:00 a.m. and 8:00 a.m. Forty (40) hours per week, five (5) consecutive days, Monday through Friday or Tuesday 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 - Modified to read: "All time worked before and after the established work day of eight (8) hours, Monday through Saturday and all non-scheduled emergency work performed on Sundays shall be paid at a rate of time and one-half. All scheduled time worked on Sunday and all work on a holiday shall be paid at a rate of double time. Holidays shall include New Year's Day, Veteran's Day, Memorial Day, Thanksgiving Day, Fourth of July, Day after Thanksgiving Day, Labor Day and Christmas Day. Holidays falling on Sunday shall be observed on Monday; holidays falling on Saturday shall be observed on Friday.

Paragraph 39: Service Journeymen - Modified to include: For all work performed within residential housing units of no more than five stories in height and commercial facilities not exceeding 20,000 square feet, the wage and fringe package shall be as specified in Addendum E of the Master Labor Agreement of Local 290. The use of this wage and fringe package on larger facilities may be utilized upon approval of the union when market conditions warrant.

Paragraph 40 - Servicemen --Modified to read: Rate of pay shall not be less than 65% of the Local 290 Journeyman Commercial Wage Rate. The Serviceman shall attend Apprenticeship/Journeyman classes for the purpose of advancement and shall comply with the rules and policies established by the Local 290 JATC. Costs for books, materials or licensing requirements shall be as required by the JATC at the student's expense.

The Servicemen Program has been established as a means to attract qualified individuals to the industry and to regain market share lost to non-union. Recruitment occurs through the union and employers, and this effort includes expanded training and licensing opportunities and regular performance reviews to ensure the success of the program.

Fringe Contributions

Serviceman*

Level 1 - 65% --- Per Local 290 Apprenticeship Contribution Rates.
70% --- Per Local 290 Apprenticeship Contribution Rates.

Level 2 - 75% --- Per Local 290 Apprenticeship Contribution Rates.
80% --- Per Local 290 Apprenticeship Contribution Rates.

Level 3 - 85% --- Per Local 290 Apprenticeship Contribution Rates.
90% --- Per Local 290 Apprenticeship Contribution Rates.

Tradesman* Local Contribution Rate

* Fringe benefits paid on hours worked.

Paragraph 47 - Modified to read: If stand-by time is required, Employees shall be paid a stand-by premium of one hour for each weekend day on stand-by and one-half (1/2) hour for each week day on stand-by. This shall be computed at the current Service Journeyman's normal straight time rate of pay, excluding fringe benefits.

**ARTICLE XVI
Uniforms and Tools**

Paragraph 58: Tool policy shall be as established in the Master Labor Agreement for Local 290.

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: 8/1/15

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