

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

Jurisdiction: State of Oklahoma

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 60% 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.

Paragraph 42 - Service Tradesman - Rate of pay shall be 30% of the Service Journeyman rate.

Fringe Contributions

	National Pension Fund	Local Annuity	Health and Welfare**	Training	Industry Fund
Serviceman*	PLA	\$.30	***** Local Contribution Rate *****		
Tradesman*	\$2.00	\$.00	***** Local Contribution Rate *****		

* Fringe benefits paid on hours worked.

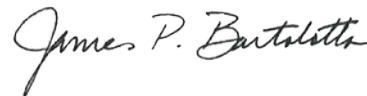
** For residential service work only, the Employer may carry employees on a health/welfare plan from an alternative source if mutually agreed to by the Employer and the union.

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: 2/1/2016

James Bartolotta
Chairman, MSCA
Date: 2/1/2016