

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

Jurisdiction: Local 74 Wilmington, DE

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.

Effective Dates: October 30, 2017– October 25, 2020

SPECIAL CONDITIONS

ARTICLE V

Union Representation and Access to Jobs

To include: 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 only be laid off with the mutual consent of the Union and the Contractor. Contractor agrees to give the Union 48 hours notice unless emergency circumstances prevent such notice.

ARTICLE VII

Scope of Service, Maintenance and Operations Work

Paragraph 11 – Modified to include: Replacement shall be defined as having similar capacity and application and shall be limited to existing applications.

ARTICLE IX

Classification of Employees

Paragraph 17 - Modified to include: Contractors must inform LU 74 before hiring a Tradesman. Contractors must employ at least one Apprentice before hiring a Tradesman. A second Tradesman may be hired after a Contractor hires a second Apprentice. A maximum of two Tradesmen may be hired by any Contractor.

ARTICLE XII

Wages, Benefits, and Hours of Work

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.

Paragraph 39 - Service Journeymen - Rate of pay, fringes and benefits shall be as specified in the Memorandum of Agreement between Local Union 74, Wilmington, DE and the Delaware Mechanical Contractors Association.

Paragraph 40 - Servicemen - Rate of pay, fringes and benefits shall be as specified in the Memorandum of Agreement between Local Union 74, Wilmington, DE and the Delaware Mechanical Contractors Association.

Paragraph 41 - Apprentices - Rate of pay, fringes and contributions shall be as specified in the attached Memorandum of Agreement.

Paragraph 42 - Service Tradesman - Rate of pay, fringes and contributions as specified in attached Memorandum.

Paragraph 46 - Modified to include: Two hours minimum pay when an employee reports to the job site. Actual hours worked shall be paid for any hours worked beyond the two hour minimum.

Paragraph 47 – Modified to include: Compensation for on-call duty shall be \$250 per week. All Journeymen and Servicemen to be included in the rotational assignment of on-call duty by the Contractor. An Apprentice may perform on-call duty with the approval of the Shop Steward and the Contractor. 4th and 5th year Apprentices shall be compensated at the rate for their next period of apprenticeship for hours worked while on call. Compensation for on-call duty on the following holidays shall be \$100 per holiday: New Years Day, Memorial Day, Independence Day, Labor Day, Election Day (Biennially), Thanksgiving and Christmas Day.

Oversight Committee and Modifications to Schedule "A"

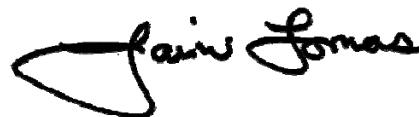
The Oversight Committee will meet on a regular basis to ensure that all Employers and Employees working under the Agreement and this Schedule "A" understand its provisions. If issues arise concerning the terms of the Schedule "A," such issues may be referred to the Oversight Committee. If the Oversight 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)



Mark McManus
General President, UA
Date: 3/7/18



Jaimi Lomas
Chairman, MSCA
Date: