

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

Jurisdiction: State of Florida

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 X: Hiring and Use of Employees

- **Paragraph 27 & 97 – Add:**
No other state Schedule A shall infringe on the state of Florida's Schedule A when work covered by this Agreement is performed in the state of Florida.
- **Paragraph 29 – Modified:**
The Employer shall hire one service apprentice for every four service journeymen employed.
- **Add:**
It is in the best interest of the contractor and 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. No Employee shall perform or contract work that falls within the scope of this Agreement or the jurisdiction of the local Union without signing this Agreement or the respective local agreement.

ARTICLE XI: Subcontracting

- **Paragraph 31 – Modified:**
The Employer agrees not to sublet or subcontract any work coming under this Agreement to be performed at the job site, unless the contractor to whom the work is sublet is in agreement either with the Union or any of its local unions.

**ARTICLE XII: Wages, Benefits, and Hours of Work
Fringe Contributions**

- **Paragraph 40 – Add: Mechanical Equipment Servicemen ("MESS" or "Servicemen")** - Rate of pay shall be no less than 50% of the Mechanical Equipment Service Journeyman (MESJ) wage rate. The Employer will establish wages for each Serviceman based on experience and training and shall notify the Union of the Serviceman's percentage of Journeyman wages on the Employee's dispatch form. The Union shall provide Employee dispatch forms that require Employers to list the Serviceman's dispatched percentage of Journeyman wages.

Throughout their employment, a Serviceman shall receive a percentage of negotiated increases to Journeymen hourly wages (per local agreement) according to the percentage of Journeyman wages his Employer lists on his dispatch form.

For example: If a local agreement calls for a \$1.00 increase in Journeyman wages, a Serviceman whose dispatch form lists 60% of Journeyman wages will be given a \$.60 per hour wage increase. The same approach applies when a wage reallocation results in a decrease in the Journeyman hourly wage.

Local Union 725: The MESS classification is referred to as "MES2" and "MES3" and wages and benefits shall be paid as defined by these classifications in the local agreement.

Updated January 2019

- **Paragraph 42 – Add:** Mechanical Equipment Service Tradesman ("MEST" or "Tradesmen") Rate of pay shall be no less than 35% of the Mechanical Equipment Service Journeyman (MESJ) wage rate.

Fringe Contributions				
	National or Local Pension Fund	Health & Welfare	Training	Industry Fund
Service Journeyman (MESJ)	Per Local Agreement			
Servicemen (MESS)	Per Local Agreement			
Service Apprentice - 1st year	Per Local Agreement			
Service Apprentice - 2nd year	Per Local Agreement			
Service Apprentice - 3rd year	Per Local Agreement			
Service Apprentice - 4th year	Per Local Agreement			
Service Apprentice - 5th year	Per Local Agreement			
Tradesman (MEST)	Per Local Agreement * **			

* MEST Health and welfare contributions are defined by local agreements and may stipulate Employee-only health coverage.

** MEST pension contributions, if not defined in the local agreement, shall be \$1.50 per hour, remitted to the Local Pension Fund, or, if none exists, the National Pension Fund.

Local Union 725: The MEST classification in this Agreement is referred to as "MAT" in the Local Union 725 contract and wages and benefits shall be paid as set forth for the MAT classification in the Local Union 725 agreement.

- **Paragraph 47 – Add:**
There shall be no fringes paid on stand-by hours or travel hours.

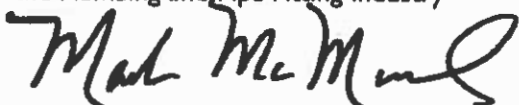
Article XVII: Travel and Subsistence

- **Paragraph 61 – Add:**
The Employer can terminate an Employee whose work requires driving Employer's vehicle, if Employee's driver's license has been suspended or revoked.

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 a 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



Mark McManus
General President, UA
Date: 2/1/19

Mechanical Service Contractors of America
(MSCA)



Kip Bagley
Chairman, MSCA
Date: 2/1/19