

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

Jurisdiction: Local 26 – Western Washington encompassing the following counties: Whatcom, Skagit, San Juan, Snohomish, Island, Kitsap, Mason, Pierce, Thurston, Lewis, Grays Harbor, Pacific, Wahkiakum, Cowlitz, Skamania and the northern tip of Clark County.

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**

There shall be no Market Recovery money given for any employee that does not contribute to Market Recovery.

Paragraph 11 – Modified to include: “All oil furnaces, r.v. or residential / light commercial air-conditioning units, heating, plumbing service, including drain cleaning and scoping with cameras”.

Paragraph 17 – Tradesmen (MEST) modified to read, “Shall be allowed to perform all work for which they are qualified or licensed to perform in the opinion of the Employer, in accordance to Article VII and VIII”.

Paragraph 28 – Modified to read, “Any employee performing work in the jurisdiction of a local union, other than his home local union, for a period of more than (8) hours, shall notify the local union in whose jurisdiction the work is being performed. These employees shall pay working assessments/fringes only to their home local union”.

Paragraph 33 – Modified to include, “A four ten-hour day (4/10’s) work schedule may be established by the employer with mutual consent of the employee, consisting of four consecutive days Monday through Saturday. When utilizing a four ten schedule the fifth and sixth day worked shall be at the rate of time and one half. Employees may choose on a voluntary basis to work four non-consecutive days Monday through Saturday. The fifth and sixth day worked shall be at a rate of time and one half. It is not the intent of the Union or the Employer to use this section to circumvent the overtime language included in this agreement. A three twelve-hour day (3/12’s) work schedule may be established by the employer with mutual consent of the employee, consisting of three consecutive days Monday through Saturday. Employee’s working this shift shall receive wages and benefits equal to forty hours per week. When utilizing a three twelve schedule the fourth, fifth and sixth day worked shall be at the rate of time and one half.

A variance in working hours shall be permitted to allow a single shift operation between the hours of 6:00 a.m. and 6:00 p.m. All employees working a single or multiple shifts scheduled outside of these hours shall receive an additional ten (10) percent of taxable income as shift differential.

For service work only, the employee, with the consent of the employer may work up to two (2) additional hours per shift at the straight time rate for the purpose of making up lost time or

8/1/2015

completing a job in a single pay period. In no case shall the employee be allowed to work more than ten (10) hours per day or forty (40) hours Monday through Friday without applying the overtime provisions of this agreement.

Paragraph 36 – Modified to read, “Payment of Dues, Working Assessments, Market Recovery Contributions, State Pension Contributions, National Pension Contributions, Supplemental Pension Contributions and Industry Fund Contributions are payable per the attached rate sheet for non-probationary employees.

The Employer covered by this agreement in making contributions on behalf of the employees to the Northwest Plumbing and Pipefitting Trust for Vacation Contributions, Health and Welfare Contribution under Plan B, Education Development Contributions and International Training Fund Contributions (ITF), agrees to be bound to the appropriate Trusts Agreement by incorporation to this agreement.

Paragraph 40 – Servicemen – Rate of pay shall not be less than 65% of the Service Journeyman base wage rate. The Employer, with mutual agreement of the local union, will establish wages and contribution rates for each Serviceman based on experience and training. The Serviceman shall be able to attend apprenticeship / Journeymen classes through the local JATC and have the ability to further his/her education and training levels. Costs for books, materials, or licensing requirements shall be as required by the JATC at the student’s expense.

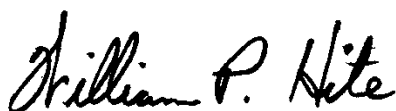
Paragraph 40 – Service Tradesman – Rate of pay shall not be less than 35% of the Service Journeyman Rate. The Employer, with mutual agreement of the local union, will establish wages and contribution rates for each Tradesman based on experience and training.

| | BASE WAGE | VACATION | TAXABLE WAGE | H & W DENTAL | STATE PENSION | NAT'L PENSION | INT. TRAIN FUND |
|------------|-----------|----------|--------------|--------------|---------------|---------------|-----------------|
| Serviceman | \$24.92 | \$1.20 | \$26.12 | \$4.63 | \$1.25 | \$ 0.88 | \$0.10 |
| Tradesman | \$13.42 | \$0.60 | \$14.02 | \$4.63 | \$ 0.55 | \$0.31 | \$0.10 |

| | SUPL PENSION | ED-DEV | INDUSTRY | TOTAL FRINGE | STANDARD RATE | DUES CHECKOFF |
|------------|--------------|--------|----------|--------------|---------------|---------------|
| Serviceman | \$0.50 | \$.50 | \$ - | \$ 7.86 | \$ 33.98 | \$ 1.37 |
| Tradesman | \$ - | \$.50 | \$ - | \$ 6.09 | \$ 20.11 | \$ 0.83 |

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