

1/1/2019

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

Jurisdiction: Northern California (north of District Council 16)

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 Date: January 1, 2019

SPECIAL CONDITIONS

ARTICLE VII

Scope of Service, Maintenance and Operations Work

Paragraph 11 – Modified to read: This Agreement shall apply to and cover all work performed by the Employer, and all its subsidiaries and branches in the United States, in order to keep existing mechanical, refrigeration and plumbing systems within occupied facilities operating in an efficient manner. This work shall include the inspection, service, maintenance, initial start-up of all newly installed systems in existing and newly constructed facilities, testing, balancing, adjusting, repair, modification and replacement of mechanical, refrigeration or plumbing equipment including related piping connections and controls in addition to all other service, maintenance and operations work in order to meet customer obligations. Temporary systems are to be considered service work.

ARTICLE IX

Classification of Employees

Paragraph 17 -- Modified to include installation of all residential plumbing and single unitary heating, air conditioning, and ventilation equipment and systems. Installation of central plant multi-systems excluded.

ARTICLE X

Hiring and Use of Employees

Paragraph 26 – Modified to read: The Employer may use as many Employee(s) from its regular work force as needed without ratios for initial start-up of newly installed systems, provided it has notified the local union having jurisdiction in that area. The working hours, fringes, conditions and rate of pay for such initial start-up work shall be paid in accordance with the local agreement under which the installation work was performed. Employees shall be permitted to work with the tools, and if they should need any extra help, may obtain such help from the local union having jurisdiction, if qualified help is available.

Paragraph 27 – Modified to read: The Employer may at its discretion, for all work other than initial start-up of newly installed systems covered under Article VII of this Agreement, assign the first three Employees from the Employer's regular workforce to work on a job within the territorial jurisdiction of another local union. The next two Employees with the required skills shall be from the local union jurisdiction where the work is being performed, with one Employee at a time being assigned, as needed. Thereafter, additional qualified Employees shall be hired on an alternating basis from the Employer's regular work force and the local union jurisdiction, to a maximum of five from the Employer's regular work force, unless a larger number is agreed to in writing between the Employer and the local union where the job is being performed.

**ARTICLE XII
Wages, Benefits, and Hours of Work**

Paragraph 36 – For all Employees within the jurisdiction of U. A. Local 62, 159, 228, 246, 342, 343, 350, 393, 442, 447 and 467 the terms of a sick leave ordinance for the State of California and any municipality or governmental entity are hereby waived.

Paragraph 40 - Servicemen - Rate of pay shall be not less than 50% 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 a minimum of \$20.00 per hour in U.A. Locals 62, 159, 342, 343, 393, and 467 and \$17.00 per hour in U.A. Locals 228, 246, 442 and 447.

Fringe Contributions**

	National or Local Pension Fund	Health and Welfare	Training	Industry Fund
Serviceman	* * * * * Per Local Union Fringe Benefit Schedule * * * * *			
Tradesman	* * * * * Per Local Union Fringe Benefit Schedule * * * * *			

Servicemen and Tradesmen hired prior to 1-1-14 shall not have their wages and pension contribution reduced.

Paragraph 45 – Sentence added - For the purpose of Movement of U.A. HVAC-R members within U.A. Local 342, U.A. Local 393 and U.A. Local 467, payment of the total package of the member's home local shall be considered to be in compliance with this Schedule A.

**Article XIII
Temporary Shift Work Conditions**

Paragraph 49 – Last sentence modified to read: “Temporary shift work shall be for a minimum of three (3) consecutive days, excluding Sundays and holidays.”

**Article XXV
New Construction, Installation and Remodel of Refrigeration Systems**

Paragraph 93 – Sentence Added: For the purpose of Movement of U.A. HVAC-R members within U.A. Local 342, U.A. Local 393 and U.A. Local 467, payment of the total package of the member’s home local shall be considered to be in compliance with this Schedule A.

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)



Mark McManus
General President, UA
Date: 1/1/2019



Kip Bagley
Chairman, MSCA
Date: 1/1/2019