"Schedule A"

To the

NATIONAL SERVICE AND MAINTENANCE AGREEMENT

**Jurisdiction:** Local 421 within the States of North and South Carolina

This "Schedule A" is entered into in accordance with and on behalf of the signatories to any current United Association National Service and Maintenance Agreement working in the jurisdiction of Local 421.

**Effective Dates: July 1, 2017 through June 30, 2018**

**Note(s):** * Wages and fringe allocations will be determined by UA Local 421 using, and not to exceed the combined percentage increase for the wage and fringe package negotiated between UA Local 421 and the Mid-Atlantic MCA for the same period of time.

Distribution/Allocation of wages and benefit increase shall be determined annually by Local 421 prior to July 1st.

In order to receive annual wage increases all classifications of covered employees, less Apprentices, must complete 8 hours of unpaid continuing education, prior to June 1st of each year of this Agreement provided by Local 421.

**Wages and Hours of Work**

**Mechanical Equipment Service Journeymen (MESJ)** - Wages will be no less than $28.58 per hour effective July 1, 2017, through June 30, 2018.

**Mechanical Equipment Serviceman (MES)** -Rate of pay shall be no less than 80% of the MESJ wage rate.

**Tradesmen (MEST)** - Rate of pay shall be no less than 60% of the (MESJ) wage rate.

**Mechanical Equipment Service Apprentices (MESA)** - Rate of pay shall be a percent of the Mechanical Equipment Service Journeyman (MESJ} wage rate, as stipulated below:

1st year - 50% 2nd year - 60% 3rd year - 65% 4th year - 70% 5th year - 75%

**General Foreman and Foreman Rates:** Foreman shall be no less than $1.50/hour over the MESJ pay rate; General Foreman shall be no less than $2.50/hour over the MESJ pay rate.

**Overtime on Sundays and Holidays:** All Service work performed on Sundays and Holidays shall be paid at two (2) times the regular rate.

**Holidays:** The following days shall be observed as paid holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day.

**Vacation:** All covered employees shall receive (1) week paid vacation after first 6 months, (2) weeks paid vacation after (5) years, and (3) weeks paid vacation after (15) years of service. Vacations will be scheduled by mutual consent of the employer and the employee, however, because of the seasonal nature of this work, off-season months shall be used for scheduling vacations as much as possible.

**Bereavement/Funeral leave:** All covered employees shall receive at least two (3) days *off* with pay to attend the funeral of their spouse, child, step-child, grandchildren, grandparents, parents, step-parents, brothers, sisters, step-brothers, step-sisters, mother-in-law, or father-in- law. If asked, they must provide documentation in support of time *off.*

**Dues Deduction:** Upon receiving signed written authorization by the employee, and after receiving written notice of the amount from Local 421. The Employer agrees to deduct employee's dues through payroll deduction.

## Special Conditions

**Drive Time:** All travel time for Service work only in excess of reasonable commuting time before and after an employee's normal work hours, shall be paid for at the straight time rate, and such travel shall not be considered hours worked and the pay, therefore, shall not be considered as pay for hours worked. Reasonable commuting time shall be that time required for the employee to travel to and from job assignments within a 50 mile radius or 1 hour of a dispatched point normally the employee's residence, the employers' local office or a designated point to which the employee is permanently assigned.

**On Call:** Employees designated by management to be on "On Call" (aka; Standby) for emergency work shall be paid one (1.0} hour of pay at ST rate per day on call, Monday thru Friday, two (2.0} hours of pay at ST rate per day on call Saturday, Sunday and Holidays. If overtime is then worked, the employee is to receive the higher of the two amounts, but not both.

**Call Back:** Employees who have completed their regularly scheduled workday and are called back to a customer site by management for emergency work shall be paid a minimum of two (2.0) hours of pay, or their actual hours worked portal to portal, whichever is greater, at the appropriate overtime rate.

**Training Oversight Committee:** 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, and to schedule Continuing Education (CE} training to meet the needs of the Employer and Employee.

## Fringe Benefits

| | National Pension | Annuity | Local Training | Joint Labor/Mgt. | ITF | Referral Fee | Local 421 Pension |
|---|---|---|---|---|---|---|---|
| Service Journeyman | $2.82 | $2.49 | $0.55 | $0.15 | $0.10 | $0.40 | $0.50 |
| Serviceman | $1.75 | $2.49 | $0.55 | $0.15 | $0.10 | $0.40 | $0.50 |
| Service Apprentice | $0.82 | $2.49 | $0.55 | $0.15 | $0.10 | $0.40 | $0.50 |
| Service Tradesman | $1.75 | $2.49 | $0.55 | $0.15 | $0.10 | $0.40 | $0.50 |

**Health and Welfare Benefit** contributions are set at a "flat rate" per covered employee of

$1294.24 per month regardless of hours worked.

Note: The Health and Welfare Benefit Plan shall be provided to all Employees that work under this Agreement. The Schedule of Benefits, as described in the Summary Plan Description for Mechanical Equipment and Service Employees shall remain in effect for the duration of this Agreement; however, the Health and Welfare fund will be reviewed semi-annually by the Trustees to determine whether any adjustments in contributions or benefits will be necessary.

**Supplemental insurance** - All field wage personnel who wish, may purchase additional supplemental insurance through the Union through a payroll deduction.

United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry

Mark McManus
General President, UA

Date: 7/11/2017

Mechanical Service Contractors of America (MSCA)

Chris Carter
Chairman, MSCA

Date: 7/11/2017