

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

**Jurisdiction: State of Utah - UA Local 140
Effective August 1, 2018—Expiration July 31, 2021**

In accordance with Article XX Paragraphs 72, this Schedule is entered into on behalf of the signatories to the current National Service and Maintenance Agreement dated August 1, 2015.

Please note that any section of the NSMA that refers to the Local Agreement shall be contained in this Schedule "A". It is further agreed that all wage increases and expiration dates will be per the UMCA—UA Local 140 "Mechanical Construction" Agreement effective August 1, 2018 through July 31, 2021. Future wage increases will be in accordance and in unity with said Local Construction Agreement. During the life of the present Agreement, the UMCA and Local 140 HVAC Joint Oversight Committee will make every effort to meet bi-monthly, but not less than quarterly. Should a dispute arise over the interpretation of this Schedule "A" it shall be resolved by the Joint Oversight committee.

Article XII: Wage, Benefits, and Hours of Work

Wages and benefits as of August 1, 2018 for Service Journeymen. Wage increases will be allocated by UA Local 140.

	Journeyman Base Wage	Health & Welfare	Local Pension	National Pension	Education	I.T.F.	Industry Fund	Vacation Fund	Market Recovery	Drug Policy
Aug. 1, 2018	\$35.73	\$7.01	\$2.93	\$2.33	\$0.79	\$0.10	\$0.38	\$1.00	\$0.25 wth	\$.03
Aug. 1, 2019	\$37.23	\$7.01	\$2.93	\$2.33	\$0.79	\$0.10	\$0.38	\$1.00	\$0.25 wth	\$.03
Aug. 1, 2020	\$38.73	\$7.01	\$2.93	\$2.33	\$0.79	\$0.10	\$0.38	\$1.00	\$0.25 wth	\$.03

Education: Matching \$0.10 cents from the member and \$0.10 from the contractor per hour to pay off the new school. When paid off all future dimes will revert back to the member and the contractor.

Paragraph 39: Service Journeymen

The wage for the Service Journeyman shall be as specified herein the Schedule A. Upon expiration of the contract all future wage increases shall be per the "Local Construction Agreement." During the life of the present Agreement, the UMCA and Local 140 HVAC Joint Oversight Committee will make every effort to meet bi-monthly, but not less than quarterly.

Paragraph 40: Servicemen

The wage and benefit for the Servicemen shall not be less than 50% and no more than 80% of the Service Journeymen rate. Benefits shall be the same as the Service Journeymen with the exception that the local pension shall not be paid. A serviceman shall take the star exam within a year of employment and if applicable will become a journeyman. A serviceman that doesn't pass the star exam but desires to become a journeyman will be placed in the appropriate step of apprenticeship. Servicemen may only audit apprenticeship classes for their first year of employment.

Paragraph 41: Service Apprentices

Rate of pay Service Apprentices shall be the same percentage of the Apprentice wage scale in the Local Construction Agreement and based on the Service Journeymen rate of pay.

Paragraph 42: Service Tradesmen

The rate of pay for the Service Tradesman shall not be less than 40% of the Service Journeyman. Benefits shall be the same as the Service Journeymen with the exception that the local pension shall not be paid.

Paragraph 47: On Call/Duty Pay

The rate of pay for on call/duty pay shall be \$45.00 per day regardless of whether or not the employee responds to a call.

Vacation Fund

One dollar (\$1.00) per hour shall be deducted from the taxable wages and allocated to a Vacation Fund. Such vacation deductions shall be remitted monthly by the employer and sent to respective credit unions as indicated on the form. Such Vacation Fund shall be administered by the Union.

Article XII—Holidays

Recognized Holidays are: New Years Day, Memorial Day, July 4th, Pioneer Day, Labor Day, Thanksgiving, and Christmas Day. These holidays shall be paid holidays if employee meets applicable training requirements.

Training Requirements: The joint labor-management committee shall meet periodically to recommend and develop additional training opportunities to be implemented by the Utah Career Center Trust. In addition “other” training outside of the training trust shall be recognized by a mutual agreement between the employer and employee. This may include employer sponsored training, manufacturer and/or distributor sponsored training.

The amount of training shall be based on the years of service in the trade as follows:

Zero to five years journeyman.....	20 hours
Six to ten years journeyman.....	15 hours
Eleven to fifteen years journeyman.....	10 hours
Sixteen to twenty years journeyman.....	5 hours
Twenty years plus.....	Exempt

All training shall be approved by the employer. Failure for the employer to approve specific training shall not constitute forfeiture on the employee’s part. The anniversary date for yearly training shall be Memorial Day. Apprentices and servicemen can qualify for paid holidays with adequate training and upon successful passing of the UA STAR exam level 1 for Servicemen.

Paid Time Off

Individuals employed under the NSMA - Utah Schedule A will receive five (5) paid days off annually. For new employees, Paid Time Off (PTO) will start after thirty (30) days of employment and shall accrue at the rate of one (1) day per month with a contract maximum of five (5) days annually. Additional PTO may be offered by the signatory employer based on employees length of service. PTO will be earned from employment anniversary and is to be used within the twelve month period of which it was earned. The Paid Time Off provision shall be effective from August 1, 2018 thru expiration of this agreement and shall only continue by mutual agreement.

Work Assessment/Check Off

Utah Pipe Trades are authorized to establish a work assessment/dues check-off, if the union should choose to implement one at a further date. Specific language to be determined by the UA/MCA.

STAR Certified Journeyman

The HVACR UA STAR Exam shall be used as the 5th year apprentice turn-out exam. The cost per employee for the exam shall be paid for by the Joint Apprentice Training Committee.

Article XXV—Joint UA-MSCA Labor Committee

Both parties agree to establish a Joint Training Subcommittee for the service industry. Both parties may, by mutual agreement, fund additional monies for training for the service industry.

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

Mechanical Service Contractors
of America (MSCA)



Mark McManus
General President, UA

Jaimi Lomas
Chair, MSA

Date: 9/13/2018

Date: 9/13/18