

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

Jurisdiction: State of California

In accordance with Article XXI, Paragraph 72, this schedule is entered into on behalf of the signatories to the current National Service and Maintenance Agreement dated January 1, 2001.

SPECIAL CONDITIONS

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

Paragraph 32 – Modified to also include, “By mutual agreement between the union and the Employer, the standard work week can be established to consist of four (4) consecutive ten (10) hour days.”

Paragraph 38 - Service Journeymen - Rate of pay shall be as specified in the local agreement for service journeymen.

Paragraph 39 - 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 40 - Service Apprentices - Rate of pay shall be per local service agreement.

Paragraph 41 - Service Tradesman - Rate of pay shall be a minimum of \$10.00 per hour.

Fringe Contributions

	National or Local Pension Fund	Health and Welfare	Training	Industry Fund
Service JourneymanPer local agreement (PLA)			
Serviceman*	2.00 ¹ /3.00 ²	PLA		PLA
Service Apprentice*	PLA	PLA	PLA	PLA
Tradesman*	1.00 ³ /1.50 ⁴	PLA	PLA	PLA

* Fringe benefits paid on hours worked.
 1 MES after first six months
 2 Three years after first receiving pension contributions
 3 MEST after first year
 4 Three years after first receiving pension contributions

Effective 1/1/04

California Schedule A (continued)

**Article XIII
Temporary Shift Work Conditions**

Paragraph 48 – Last sentence modified to read: “Temporary shift work shall be for a minimum of three (3) consecutive days, excluding Sundays and holidays.”

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

Mechanical Service Contractors
of America (MSCA)



Martin J. Maddaloni
General President, UA
Date: 12/5/03

Frank Norton
Chairman, MSCA
Date: 12/5/03