

**SCHEDULE “A” TO THE
NATIONAL SERVICE AND MAINTENANCE AGREEMENT (6/1/19)**

Jurisdiction: UA Local 777/Connecticut

Effective Dates: This Agreement effective from June 1, 2019 to May 31, 2025.

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 August 1, 2015.

SPECIAL CONDITIONS/ARTICLE XII

PARAGRAPH 35 – Modified to read: “All time worked before and after the established work day of eight (8) hours, Monday through Friday and for all hours worked on Saturday, shall be paid at a rate of time and one-half. If an employee is absent from a regular work day (Monday – Friday) and voluntarily wants to work Saturday as a straight time makeup day, they shall be able to do so, provided work is available, with notification to the Local 777 Business Manager or Agents. All scheduled time worked on Sunday and all work on a holiday shall be paid at a rate of double time. All emergency hours worked on a Sunday shall be paid at time and one half. Work performed on the following observed holidays shall be paid at a rate of double time: New Year’s Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. There are no paid Holidays. If a Holiday falls on a Sunday, it will be celebrated on Monday; if a Holiday falls on a Saturday, it will be celebrated on Friday.

Wages, Benefits, and Hours of Work

- 1) **(39)** All Service Journeyman Mechanics now receiving the Local 777 Building Trades Wages and Benefits will be grandfathered and will continue to receive that package.
- 2) **(39)** All Service Journeyman Mechanics and Apprentices now working under the National Service and Maintenance Agreement will receive the following wages and benefits.
- 3) **(39) (41)** All Service Journeyman Mechanics and Apprentices working under the National Service and Maintenance Agreement, when working on a prevailing wage project will receive Building Trades Wages and Benefits. These benefits are paid in accordance with this agreement and any excess benefit amount shall be deposited into the employees Annuity Fund.

	<u>6/1/19</u>	<u>6/1/20</u>	<u>6/1/21</u>
Wage	\$39.60	\$40.80	\$42.05
Health	\$11.40	\$11.80	\$12.20
Annuity	\$11.20	\$11.40	\$11.60
National Pension**	\$3.25	\$3.25	\$3.25
Annuity**	\$7.95	\$8.15	\$8.35
Apprentice	\$1.18	\$1.18	\$1.18
ITF	\$0.10	\$0.10	\$0.10
Industry	\$0.80	\$0.80	\$0.80
	\$64.28	\$66.08	\$67.93

	<u>6/1/22</u>	<u>6/1/23</u>	<u>6/1/24</u>
Wage	\$43.45	\$44.90	\$46.40
Health	\$12.60	\$13.00	\$13.40
Annuity	\$11.80	\$12.00	\$12.20
National Pension**	\$3.25	\$3.25	\$3.25
Annuity**	\$8.55	\$8.75	\$8.95
Apprentice	\$1.18	\$1.18	\$1.18
ITF	\$0.10	\$0.10	\$0.10
Industry	\$0.80	\$0.80	\$0.80
<u>Package/S2</u>	<u>\$69.93</u>	<u>\$71.98</u>	<u>\$74.08</u>

Service Journeypersons that acquire and maintain the UA Star Certification shall receive an additional \$1.00 per hour to their applicable hourly wage.

** **Grandfathered Mechanics receive National Pension and this posted Annuity**

SERVICE APPRENTICE PERCENTAGE FROM S/2 WAGE

1 st Year	50%	Annuity (50% of Journeyman)
2 nd Year	65%	Annuity (50% of Journeyman)
3 rd Year*	75%	Annuity (Full - 100% of Journeyman)
4 th Year*	80%	Annuity (Full - 100% of Journeyman)
5 th Year*	85%	Annuity (Full - 100% of Journeyman)
S2	100%	Annuity (Full - 100% of Journeyman)

*Must have acquired a D2 License to reach 3rd year level

Fringe Benefits paid on hours worked.

Deductions from Wages after Taxes

13 th Check Fund	\$0.20
Organizing Fund	\$0.20
Dues Check Off	3% of total package
PAC	\$0.10

- 4) **(42)** Tradespersons as outlined in National Agreement, will receive the same benefits with 50% posted Annuity and will receive a minimum of 65% of the posted wage. Tradespersons would be included in the rotation of furloughs when needed and the ratio of Tradespersons per S2 mechanics would be a 4 to 1 ratio. A Tradesperson cannot be hired to replace a current employee unless employee was dismissed for due cause. A Tradesperson must possess a minimum of a D-2 license.
- 5) **DUES CHECKOFF:** In accordance with the terms of the individual and voluntary written authorization for check off of membership dues in form permitted by the provisions of Section 302c of the Labor Management Relations Act, as amended, the Employer agrees to deduct 3 percent (3%) of the applicable total compensation package, \$.20 per hour for the 13th Check Fund and \$.20 per hour for the Organizing Fund of each employee covered by this

Agreement who signs such authorization, an amount as directed by the authorization card as union dues and/or the 13th Check Fund.

- 6) **TRAINING:** During work hours Employer mandated training to be paid straight time plus Benefits. After hours, if mandated by Employer, straight time, no Benefits. Service Journeymen shall complete eight (8) hours of unpaid HVAC equipment related training, agreed to between the Company and Employees, per year to qualify for scheduled increase of wages.
- 7) Contract to require signatory employers to submit remittance reports and make contributions due to the Funds on or before the tenth (10th) day of the month following the month in which the work was performed.
- 8) In the event the Trustees of the Connecticut Pipe Trades Benefit Funds determine the need for an increase in the hourly contribution to the Funds, such Funds will be deducted from current wages/benefits, except Annuity or from members' net and/or gross pay. The negotiated contribution for Service Journeymen Annuity is fixed per the agreement and no reduction shall be made. If sanctioned by Local 777 during the term of this Agreement, the Employer will allow the Union to make said changes.
- 9) **PARAGRAPH 74** – Modified to include: A Joint Labor/Management Oversight Committee for the State of Connecticut shall be established to oversee the implementation of the Agreement and Local 777 Schedule A and develop and oversee a local service training program.

Negotiating Committee to meet twice a year (or as needed) to discuss concerns.

- 10) **ON CALL PAY:** 6/1/2016 \$165.00 per week (Monday-Sunday)
Daily Rate \$30.00 (Monday-Friday)
Saturday Rate \$40.00
Sunday/Holiday Rate \$50.00

NOTE: Rates greater than posted will be grandfathered.

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: 6/1/2019



Kip Bagley
Chairman, MSCA
Date: 6/1/2019