

SCHEDULE A - National Service and Maintenance Agreement

Wage Rates --Effective on July 1, 2019

The contract will expire at midnight July 31, 2020.

The amended agreement calls for a wage increase on July 1, 2017 of \$1.45 per hour; July 2, 2018 of \$1.50 per hour; July 1, 2019 of \$1.50 per hour; June 29, 2020 of \$1.60 per hour

These rates will be good from July 1, 2019 through and including June 28, 2020 The changes on this report from the last was an increase of \$0.59 to the Base Rate, increase of \$0.30 to the Retiree H&W, increase of \$0.25 to the Local Pension, increase of \$0.36 to Retirement, an increase of \$0.08 to Contr. Fund, and an increase of \$0.15 to the OSA (Off the member's check).

The MSCA is a contribution by the employer that is to be paid to the Mechanical Contractors Association of America MCAA at 1325 Piccard Dr. Rockville, MD 20850-1340 if you have any questions their phone number is (301) 869-5800

| | | FRINGE INCREASE OF 7/1/19 | |
|---|--|---------------------------|-----------------------------|
| ALL FRINGES AND DEDUCTIONS ARE ON HOURS PAID EXCEPT THE NAT'L PENSION & THE INT'L TRNG FUND WHICH IS ON HOURS WORKED. | Active Health & Welfare | \$7.61 | per hour |
| | Supp Acct (class A thru R) | \$1.50 | per hour |
| | Retiree H&W | \$2.50 | per hour (increased \$0.30) |
| | Local Pension | \$7.16 | per hour (increased \$0.25) |
| | Natl Pension | \$1.65 | per hour |
| | Retirement (class A thru R) | \$5.71 | per hour (increased \$0.36) |
| | Apprentice Fund | \$0.50 | per hour |
| | Int'l Trng Fund | \$0.10 | per hour |
| | Contr. (Fund \$.22) Safety Fund(\$.06) | \$0.36 | per hour (increased \$0.08) |
| | PIPE MSCA | \$0.24 | per hour |
| Total Fringes | \$27.41 | | |

WAGE RATE OF 7/1/2019

C/I. Journeyman
Foreman

Base hourly rate
\$42.00
\$43.00

Overtime rate
All overtime Monday through Saturday shall be paid at time and one-half. All time worked on Sunday or on a holiday shall be paid at a rate of double time.

| | BASE RATE | Active H & W | Supp Acct | RET. H&W | LOCAL PENSION | NATL PENSION | RETIRE | APPR. FUND | INTERNAT TRN. FUND | CONT. FUND | PIPE | MSCA CONTR. | TOTAL |
|--------------------------|-----------|--------------|-----------|----------|---------------|--------------|---------|------------|--------------------|------------|--------|-------------|---------|
| <u>C/I. JOURNEYMAN</u> | \$42.00 | \$7.61 | \$1.50 | \$2.50 | \$7.16 | \$1.65 | \$ 5.71 | \$0.50 | \$ 0.10 | \$ 0.36 | \$0.24 | \$0.08 | \$69.41 |
| <u>SERVICEMAN</u> | \$31.50 | \$7.61 | \$1.50 | \$2.50 | \$7.16 | \$1.65 | \$ 5.71 | \$0.50 | \$ 0.10 | \$ 0.36 | \$0.24 | \$0.08 | \$58.91 |
| <u>TRADESMAN</u> | | | | | | | | | | | | | |
| 1st YEAR | \$17.35 | \$7.61 | \$1.50 | \$2.50 | N/A | N/A | N/A | \$0.50 | \$0.10 | \$0.36 | \$0.24 | \$0.08 | \$30.24 |
| 2nd YEAR | 17.85 | 7.61 | 1.50 | 2.50 | \$7.16 | \$1.65 | N/A | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 39.55 |
| 3rd YEAR | 18.35 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | N/A | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 40.05 |
| 4th YEAR | 18.85 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | N/A | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 40.55 |
| <u>APPRENTICES RATES</u> | | | | | | | | | | | | | |
| 1st Period = 50% | \$15.75 | \$7.61 | \$1.50 | \$2.50 | N/A | N/A | N/A | \$0.50 | \$0.10 | \$0.36 | \$0.24 | \$0.08 | \$28.64 |
| 2nd Period = 55% | 17.33 | 7.61 | 1.50 | 2.50 | \$7.16 | \$1.65 | N/A | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 39.03 |
| 3rd Period = 60% | 18.90 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | \$2.86 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 43.46 |
| 4th Period = 70% | 22.05 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | 2.86 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 46.61 |
| 5th Period = 75% | 23.63 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | 3.43 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 48.76 |
| 6th Period = 80% | 25.20 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | 3.43 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 50.33 |
| 7th Period = 85% | 26.78 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | 4.00 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 52.48 |
| 8th Period = 90% | 28.35 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | 4.00 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 54.05 |
| 9th Period = 100% | 31.50 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | 5.71 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| 10th Period = 100% | 31.50 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | 5.71 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |

DEDUCTIONS: (Union dues 3% of Gross Wages & \$1.31 Per Hour Paid)
If there are any questions, please feel free to contact the Union Office at (419) 662-5456

BONDING: Bonding required for all employers, up to 2 employees - \$5,000.00, 3 to 5 employees \$15,000; \$3,000 for each additional employee.

BT Journeyman

| | | | | | | | | | | | | | |
|--------------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Retirement Class R | \$40.00 | \$7.61 | \$0.00 | \$2.50 | \$7.16 | \$1.65 | \$9.21 | \$0.50 | \$0.10 | \$0.36 | \$0.24 | \$0.08 | \$69.41 |
| Retirement Class Q | 41.00 | 7.61 | 0.00 | 2.50 | 7.16 | 1.65 | 8.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class P | 42.00 | 7.61 | 0.00 | 2.50 | 7.16 | 1.65 | 7.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class O | 40.00 | 7.61 | 1.00 | 2.50 | 7.16 | 1.65 | 8.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class N | 41.00 | 7.61 | 1.00 | 2.50 | 7.16 | 1.65 | 7.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class M | 42.00 | 7.61 | 1.00 | 2.50 | 7.16 | 1.65 | 6.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class L | 40.00 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | 7.71 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class K | 41.00 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | 6.71 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class J | 42.00 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | 5.71 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class I | 40.00 | 7.61 | 2.00 | 2.50 | 7.16 | 1.65 | 7.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class H | 41.00 | 7.61 | 2.00 | 2.50 | 7.16 | 1.65 | 6.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class G | 42.00 | 7.61 | 2.00 | 2.50 | 7.16 | 1.65 | 5.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class F | 40.00 | 7.61 | 3.00 | 2.50 | 7.16 | 1.65 | 6.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class E | 41.00 | 7.61 | 3.00 | 2.50 | 7.16 | 1.65 | 5.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class D | 42.00 | 7.61 | 3.00 | 2.50 | 7.16 | 1.65 | 4.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class C | 40.00 | 7.61 | 4.00 | 2.50 | 7.16 | 1.65 | 5.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class B | 41.00 | 7.61 | 4.00 | 2.50 | 7.16 | 1.65 | 4.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |
| Retirement Class A | 42.00 | 7.61 | 4.00 | 2.50 | 7.16 | 1.65 | 3.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 69.41 |

| | BASE RATE | Active H & W | Supp Acct | RET. H&W | LOCAL PENSION | NAT'L PENSION | RETIREMT | APPR. FUND | INTERNAT TRN. FUND | CONT. FUND | PIPE | MSCA CONTR. | TOTAL |
|---------------------------|-----------|--------------|-----------|----------|---------------|---------------|----------|------------|--------------------|------------|--------|-------------|---------|
| SERVICE JOURNEYMEN | | | | | | | | | | | | | |
| Retirement Class R | \$29.50 | \$7.61 | \$0.00 | \$2.50 | \$7.16 | \$1.65 | \$9.21 | \$0.50 | \$0.10 | \$0.36 | \$0.24 | \$0.08 | \$58.91 |
| Retirement Class Q | 30.50 | 7.61 | 0.00 | 2.50 | 7.16 | 1.65 | 8.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class P | 31.50 | 7.61 | 0.00 | 2.50 | 7.16 | 1.65 | 7.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class O | 29.50 | 7.61 | 1.00 | 2.50 | 7.16 | 1.65 | 8.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class N | 30.50 | 7.61 | 1.00 | 2.50 | 7.16 | 1.65 | 7.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class M | 31.50 | 7.61 | 1.00 | 2.50 | 7.16 | 1.65 | 6.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class L | 29.50 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | 7.71 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class K | 30.50 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | 6.71 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class J | 31.50 | 7.61 | 1.50 | 2.50 | 7.16 | 1.65 | 5.71 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class I | 29.50 | 7.61 | 2.00 | 2.50 | 7.16 | 1.65 | 7.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class H | 30.50 | 7.61 | 2.00 | 2.50 | 7.16 | 1.65 | 6.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class G | 31.50 | 7.61 | 2.00 | 2.50 | 7.16 | 1.65 | 5.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class F | 29.50 | 7.61 | 3.00 | 2.50 | 7.16 | 1.65 | 6.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class E | 30.50 | 7.61 | 3.00 | 2.50 | 7.16 | 1.65 | 5.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class D | 31.50 | 7.61 | 3.00 | 2.50 | 7.16 | 1.65 | 4.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class C | 29.50 | 7.61 | 4.00 | 2.50 | 7.16 | 1.65 | 5.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class B | 30.50 | 7.61 | 4.00 | 2.50 | 7.16 | 1.65 | 4.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |
| Retirement Class A | 31.50 | 7.61 | 4.00 | 2.50 | 7.16 | 1.65 | 3.21 | 0.50 | 0.10 | 0.36 | 0.24 | 0.08 | 58.91 |

Retirement Class J will be the default

If there are any questions, please feel free to contact the Union Office at (419) 662-5456.
CONTRACT EXPIRES July 31, 2020 AT MIDNIGHT

Respectfully,

Eric Osborn
 Financial Secretary / Treasurer