

SCHEDULE A

FOR RESIDENTIAL CONSTRUCTION AGREEMENT

In accordance with Article II of the National Agreement for Residential and Light Commercial Construction Agreement ('National Agreement') between the United Association and MCA of Akron, Ohio, this 'Schedule A' is entered into on behalf of the undersigned signatories to the UA National Agreement and is applicable only for the territorial jurisdiction described in Section II below. The 'Schedule A' shall identify the covered work, the applicable special conditions, wage rates and fringe benefit contributions that shall apply for all work performed in that territorial jurisdiction. An Employer signatory to the National Agreement performing covered work other than that described in Section I and/or performing work in any territorial jurisdiction other than that described in Section II must execute a separate 'Schedule A' covering such work.

I. SCOPE OF WORK

This 'Schedule A' shall apply to all work described below:

- A. Plumbing, Heating, Solar Heating, Air-Conditioning, Refrigeration, and site work in a single family residence or a single family residential development under one roof regardless of fixtures or cost. Garden type apartments, residential buildings or developments, townhouses and condominiums which do not exceed four (4) stories in height, not to exceed eight (8) dwelling units per building.
- B. Other jobs of similar nature could be covered by this agreement by mutual agreement between the union and employer.

II. TERRITORIAL JURISDICTION

The terms of this 'Schedule A' shall apply to all work performed by the Employer (identify State or other geographic area or project, as applicable):

- A. For the State(s) of: Ohio
- B. For the Geographic Area of: Local 219 Akron, Ohio

III. CLASSIFICATIONS OF EMPLOYEES

The classifications of Employees that the Employer may employ on work performed under this 'Schedule A' and the general definition of the duties of such classifications, are as follows:

- A. **Journeyman:** A 'Journeyman' (1) must have at least four (4) years' experience performing Residential Construction work; and (2) must have satisfactorily completed an approved United Association training program or passed a journeyman examination given by the United Association or a United Association Local Union. The duties of persons so qualified shall include related functions as assigned by the Employer.
- B. **Apprentice:** An 'Apprentice' shall be enrolled in a training program that has been approved by a joint apprenticeship and training committee of a United Association Local Union. Apprentices shall be allowed to perform all work within their capabilities that fall within the scope of work covered by this Agreement.
- C. **Un-indentured Trainee:** An un-indentured trainee's duties shall be: delivery, loading, digging, tamping, sorting, and distributing material, tools and equipment, and exterior non-metallic storm and sanitary service installations only.

IV. SPECIAL CONDITIONS

The following special provisions or conditions apply to all work performed under this 'Schedule A' in the Territorial Jurisdiction identified above:

- A. **Hours of work:** The regular workweek shall be five (5) consecutive work days Monday through Friday and shall consist of eight (8) consecutive hours of work between the hours of 7:00 A.M. and 5:30 P.M. By mutual agreement between the Employer and the Union, the regular workweek may be established to consist of four consecutive ten hour days. The pay for all hours worked on a four-ten schedule shall be at the applicable straight time rate and not subject to overtime provisions. There will be a fifteen (15) minute morning break.
- B. **Residential construction employees** shall be compensated 1.5 times the appropriate wage rate for hours worked over 40 and on Saturday.
- C. **Two hours reporting time** shall be paid to employees who report to work on jobs or employers shop and are not permitted to work. However, no reporting time shall be allowed when conditions beyond the employer's control do not permit the work to be done. Conditions shall mean an Act of God, inclement weather and/or catastrophe.

- D. Holidays shall consist of New Year's Day, Memorial Day, the Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. Work performed on such holidays and Sundays shall be paid double(2) time the straight time wage rate
- E. When an employee is on 24 hour on call coverage, he shall receive a one dollar (\$1.00) per hour bonus for each hour worked during the week and two dollars (\$2.00) per hour bonus for each hour worked on Saturday and Sunday. Such employee shall not be required to work more than sixteen (16) hours during a twenty-four (24) hour period. For safety reasons, on call employees shall be furnished with a cellular phone for emergency and business use only.

V. WAGES AND FRINGE BENEFITS

WAGE RATES FOR MEMBERS HIRED PRIOR TO 8/1/2015

EFFECTIVE AUGUST 1, 2015 thru July 31, 2016

Residential Journeyman:	Wages	\$21.00
	Health & Welfare Fund	\$ 5.84
	U.A. National Pension	\$ 1.82
	Local 219 Annuity	\$ 1.68
	Industry Fund	\$.36
	Apprentice Education Fund	\$.62
	UA Training Fund	\$.10
	Activity Fund	\$.07
	TOTAL	\$31.49
	Building Fund	\$.10
	(Employee contribution)	
	Local 219 Union Dues - 4 % gross wages	

*Foremen shall be paid \$1.00 per hour above the Residential Journeyman's Rate.

*Union Dues shall be 4 percent of Taxable Wages of local area.

WAGE RATES FOR MEMBERS HIRED AFTER 7/31/2015

EFFECTIVE AUGUST 1, 2015 thru July 31, 2016

Residential Journeyman:	Wages	\$21.00
	Health & Welfare Fund	\$ 5.84
	Local 219 Annuity	\$ 3.50
	Industry Fund	\$.36
	Apprentice Education Fund	\$.62
	UA Training Fund	\$.10
	Activity Fund	\$.07
	TOTAL	\$31.49
	Building Fund	\$.10
	(Employee contribution)	
	Local 219 Union Dues - 4 % gross wages	

*Foremen shall be paid \$1.00 per hour above the Residential Journeyman's Rate.

*Union Dues shall be 4 percent of Taxable Wages of local area.

Residential Apprentice's: Minimum four (4) Year Program based on local area's programs.

- 1st Period - 50% (\$1.50 Annuity contribution)
- 2nd Period - 60% (\$2.00 Annuity contribution)
- 3rd Period - 75% (\$2.50 Annuity contribution)
- 4th Period - 90% (\$3.00 Annuity contribution)

WAGE RATES FOR UNINDENTURED TRAINEES (UT)

EFFECTIVE AUGUST 1, 2015 thru July 31, 2016

U.T.	Wages	\$10.80 (45% Residential Journeyman)
	Health & Welfare Fund	\$ 5.84
	TOTAL	\$16.64
	Local 219 Union Dues - 3 % gross wages	

IN WITNESS WHEREOF, the parties have executed this 'Schedule A' on this 30th day of July, 20 15.

THE UNITED ASSOCIATION OF
JOURNEYMEN AND APPRENTICES OF THE
PLUMBING AND PIPE FITTING INDUSTRY
OF THE UNITED STATES AND CANADA,
AFL-CIO:

William P. Nite

UA General President

Thomas S. Bigley
Director of Residential Constructions

W. J. Sami Bane
UA International Representative
or Other Designated Representative

THE EMPLOYER:

MCA of Akron, OH Inc
Name of the Employer

Aaron Hall
Signature of Authorized Representative

Aaron Hall
Name of Representative

Executive Director
Title of Representative

We, the undersigned Employer, on behalf of itself and all its subsidiaries and branches, whether in existence or operation at the time of execution hereof, or later while the undersigned Employer is signatory to this Agreement, hereby becomes signatory to this National Agreement for Residential and Light Commercial Construction Agreement as of this date and agrees to comply with all terms of this Agreement in fact and in intent.

Signed and subscribed to this _____ day of _____, 20____

Name of Company _____

By _____

Signature _____

Title _____

Street Address _____

City, State & Zip _____

Telephone _____ Fax _____

Email _____ Tax ID _____

Listed below, for information purposes, are the names and addresses of all the Employer's subsidiaries or branches, all of which shall become subject to this Agreement by reason of the Employer's becoming signatory hereto. (Failure to list below the names and addresses of the entire Employer's subsidiaries and branches does not exclude any non-listed subsidiary or branch from the coverage of this Agreement.) If none, so state: _____ None

United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO

William P. Nite

UA General President

Date: August 6, 2015

(NOTE: Agreement only valid when signed by UA General President)