

SCHEDULE A

January 1, 2021

FOR RESIDENTIAL and LIGHT COMMERCIAL 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. **Residential Construction**: Plumbing, Heating, Solar Heating, Air-Conditioning, Refrigeration, Irrigation 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.
- B. **Light Commercial**: Plumbing, Irrigation, and site work on the following: Office Buildings, Medical/Dental Buildings up to three (3) stories, no more than 15,500 sq ft. Banks, retail stores (except entire mall complex i.e. Summit Mall, tenant build outs are ok) and outlets (free standing and multiple vendor), strip malls, service centers and parts stores, motels/hotels (up to 4 stories), pharmacy's, grocery (remodel/renovation of existing facilities only), and convenience stores, bars and restaurants, churches, movie theatres, bowling alleys, hardware stores, and community centers. Limit of 720 fixture units including floor drains on nursing homes, assisted living facilities, and retirement homes, up to 4 stories.
 - a. The following projects require prior approval from the Business Manager before bidding work at the Light Commercial Rate: home improvement outlets (i.e. Lowes or Home Depot), auto dealerships, warehouses, party centers and recreation centers.
- C. Other jobs of similar nature could be covered by this agreement by mutual agreement between the Business Manager and the 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 classification 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 approved United Association training program or passed a journeyman examination given by the United Association or United Association Local Union. The duties of persons so qualified shall include related functions as assigned by the Employer.
 - a. **Foreman:** The appointment of a Foreman is to be made by the Employer and Union shall be notified of the appointment. Foreman shall be appointed when there are four (4) Journeyman/Apprentices on a jobsite and a General Foreman shall be appointed after ten (10) Journeyman/Apprentices are on a jobsite.
- 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 trainees' duties shall be: delivery, loading, digging, tamping, sorting, and distributing material, tools and equipment, and exterior non-metallic storm and sanitary service installation only.
- D. **Student:** High School or college students may work under this agreement over the course of a calendar year, not to exceed 90 days per year, this time may be lengthened with approval from the Business Manager. One Journeyman and one Apprentice (when available) must be employed to use this category. Students must be under the direct supervision of a Journeyman at all times.

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 workdays Monday through Friday and shall consist of eight (8) consecutive hours or work between the hours of 7:00am and 5:30pm. 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 employer's 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. Drug Testing. See separate policy available from the Union or the Association.

V. WAGES AND FRINGE BENEFITS

Wage rates for members hired prior to 8/1/2015

Effective January 1, 2021 through July 31, 2022

Residential Journeyman:	Wages	\$25.50
	Health and Welfare Fund	\$7.81
	UA National Pension	\$1.82
	Local 219 Annuity	\$2.24
	Industry Fund	\$.41
	CIDB	\$.10
	Activity Fund	\$.07
	Journeyman Training	\$.34
	JATC Fund	\$.81
	Total:	\$39.10
	Building Fund	\$.20

(Employee contribution)

Local 219 Union Dues- 4% of Taxable gross wages

*Foreman shall be paid \$27.29 per hour wage rate (base wage plus 7%)

*General Foreman shall be paid \$28.05 per hour wage rate. (base wage plus 10%)

Wage rates for members hired after to 7/31/2015

Effective January 1, 2021 through July 31, 2022

Residential Journeyman:	Wages	\$25.50
	Health and Welfare Fund	\$7.81
	Local 219 Annuity	\$4.06
	Industry Fund	\$.41
	CIDB	\$.10
	Activity Fund	\$.07
	Journeyman Training	\$.34
	JATC Fund	\$.81
	Total:	\$39.10
	Building Fund	\$.20

(Employee contribution)

Local 219 Union Dues- 4% of Taxable gross wages

*Foreman shall be paid \$27.29 per hour wage rate (base wage plus 7%)

*General Foreman shall be paid \$28.05 per hour wage rate. (base wage plus 10%)

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

- 1st Period- 50% (\$2.03 Annuity Contribution)
- 2nd Period- 60% (\$2.44 Annuity Contribution)
- 3rd Period- 75% (\$3.05 Annuity Contribution)
- 4th Period- 90% (\$3.65 Annuity Contribution)

Wage Rates for Unindentured Trainees (UT)

Effective January 1, 2021 through July 31, 2022

Wage	\$11.48 (45% Residential Journeyman)
Health and Welfare	\$7.81
Total	\$19.29
Local 219 Union Dues-	3% of Taxable gross wages

In Witness Whereof, the parties have executed this 'Schedule A' on this 1st day of January, 2021.

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

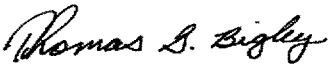
The Employer:



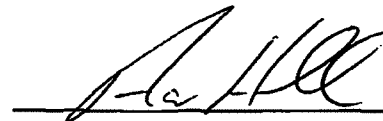
Mark McManus,
UA General President



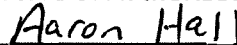
Name of the Employer



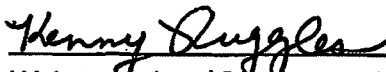
Thomas Bigley, UA Director of
Plumbing Services



Signature of Authorized Representative



Name of Representative



UA International Representative
Or Other Designated Representative



Title of Representative

We, the undersigned Employer, on behalf of itself and all subsidiaries and branches, whether in existence or operation at the time of execution herof, 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 informational 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 coverage of this Agreement.) if non, so state: _____ None

United Association of Journeyman and Apprentices of the Plumbing and Pipe Fitting Industry of the United State and Canada, AFL-CIO



UA General President

Date: March 10, 2021

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