

**Attachment to MINK Schedule A  
To the NATIONAL SERVICE AND MAINTENANCE  
AGREEMENT**

In accordance with Article XX, Paragraph 72, this schedule is entered into on behalf of the signatories to the current National Service and Maintenance Agreement dated August 1, 2021

Jurisdiction: Plumbers UA Local No. 8

**SPECIAL CONDITIONS  
Oversight Procedures for Serviceman**

When a signatory contractor hires an MES, they must notify the hall and the Training Director. The employee may be placed on probation for up to six months. After no longer than six months, they will be brought into the local union with a status of "MES." MES will be placed as a first year, unless contractor and union agree upon advanced placement.

The MES will receive a five (5) percent increase of service journeymen wage rate each year on the anniversary date of employment and completion of annual mandatory training, until the rate of pay reaches eighty (80) percent of a service journeyman's base wage. If a contractor does not provide sufficient hours of work for the MES to maintain fringes, the MES may apply to the Local Oversight Committee for review and possible reassignment.

The MES will complete training annually. The Local NSMA Service Oversight Committee will recommend and approve the training curriculum. The MES training program will be administered by the Joint Apprenticeship Committee. Contractors scheduling additional specialized or outside training for MES employees will pay for that training. Should an MES not meet the training requirement, their annual five (5) percent wage increase may be withheld until the training hours are complete. They will be required to make up classes under the requirements prescribed by the Joint Apprenticeship Committee.

If the contractor and the local union are unable to agree on any matter concerning an MES, the matter will be referred to by the Local Oversight Committee for a final decision. If the committee is unable to reach a decision, the matter will be resolved under the grievance and arbitration procedure outlined in the National Service and Maintenance Agreement.

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

**Service Journeyman Plumber:** As per current Collective Bargaining Agreement. Dues and fees will be as per current agreement.

**Servicemen** - Rate of pay shall be not less than 50% nor 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. Fringe and benefits as per the wage grid.

**Service Tradesman Helper** – 40% Service Journeyman's Wages. Benefits and Fringes as per wage grid, 24 months maximum.

**Probationary** – 35% of Service Journeyman's Wages. Benefits and Fringes as per wage grid.

### **Oversight Committee and Modifications to Schedule "A"**

The Oversight Committee will meet on a regular basis to ensure all Employers and Employees working under the Agreement and this Schedule "A" understand its provisions. If issues arise concerning the terms of the Schedule "A," such issues may be referred to the Oversight Committee. If the Oversight Committee determines that modification(s) to the Schedule "A" is appropriate, the matter will be referred promptly to the Joint Committee for resolution.

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:



Chairman, MSCA  
Date: September 25, 2025