

United Association National Labor Agreement Summary and Comparison

INTRODUCTION

Over the years, the United Association and other interested parties have developed agreements to assist contractors and UA labor in determining types of tasks, jurisdiction and labor groups covered for projects and other applicable purposes. Until now, there has not been a central collection of these agreements.

The matrix presented in the following pages provides a list of the current UA National Agreements along with a summary of their provisions, labor groups affected and the jurisdictions covered.

Should you wish to execute an agreement or just learn more about its contents and requirements, please contact your local association executive and/or the UA international representative in your area.

United Association National Labor Agreement Summary Matrix as of June 2019

Agreement	Parties to Agreement	Labor	Geographical Jurisdiction	Scope of Agreement	Special Clauses
1. NATIONAL MAINTENANCE AGREEMENT (NMA) (Effective 1/1/2012)	Owners, Signatory Contractors, Building Trades—Agreement administered by the National Maintenance Agreement Policy Committee (NMAPC)	United Association	National Agreement	<ul style="list-style-type: none"> Industrial construction, maintenance, repair, replacement/renovation and modernization in various plants Does not cover new construction 	<ul style="list-style-type: none"> Establishes hours and working conditions Local wages apply No strike/no lockout
2. NATIONAL INDUSTRIAL AGREEMENT FOR MAINTENANCE	Signatory Contractors and United Association—extended by site specific application to the United Association	United Association	National Agreement/ Site Specific	<ul style="list-style-type: none"> Industrial maintenance Repair, replacement and renovation in various plants Does not cover new construction Contact UA for application of NIAM 	<ul style="list-style-type: none"> Establishes hours and working conditions Local wages apply No strike/no lockout UA/MCAA drug testing policy permitted
3. NATIONAL INDUSTRIAL CONSTRUCTION AGREEMENT	“National” Signatory Contractors and United Association	United Association	National Agreement	<ul style="list-style-type: none"> Plumbing and pipefitting work performed in construction of industrial and/or manufacturing facilities 	<ul style="list-style-type: none"> Establishes hours and working conditions Local wages apply No strike/no lockout Standard for Excellence UA/MCAA drug testing policy permitted
4. NATIONAL POWER GENERATION MAINTENANCE AGREEMENT (effective 1/1/2012)	Owners, Signatory Contractors, Certain Building Trades	United Association, Carpenters, Boilermakers	National Agreement	<ul style="list-style-type: none"> National Maintenance Agreement Add-On addressing projects where distance and travel to covered sites are significant 	<ul style="list-style-type: none"> Establishes hours and working conditions Local wages apply No strike/no lockout Special travel and subsistence addendum
5. MID-SOUTH INDUSTRIAL AGREEMENT (Effective May 2012)	Signatory Contractors and United Association via Mid-South Multi State Pipe Trades District Council 21	United Association	Regional to certain jurisdictions in Tennessee and Alabama	<ul style="list-style-type: none"> New construction, industrial maintenance, repair, replacement and renovation work at all industrial sites in the jurisdiction of District Council 21 	<ul style="list-style-type: none"> Establishes wages, hours and working conditions No strike/no lockout Standard for Excellence UA/MCAA drug testing policy permitted
6. NATIONAL SPECIALTY AGREEMENT	Signatory Contractors and United Association	United Association	National Agreement – by site specific application to the UA	<ul style="list-style-type: none"> Pneumatic messenger systems Valve maintenance and repair High purity piping Low temperature refrigeration systems Machine pipe cutting and beveling Specialty welding 	<ul style="list-style-type: none"> Establishes hours and working conditions Local wages apply
7. NATIONAL PLUMBING SERVICE AGREEMENT (Revised 6/2011)	Signatory Contractors and United Association	United Association	National Agreement	<ul style="list-style-type: none"> Plumbing service work 	<ul style="list-style-type: none"> Establishes hours and working conditions Executed “Schedule A” applies Standard for Excellence
8. NATIONAL AGREEMENT FOR RESIDENTIAL AND LIGHT COMMERCIAL CONSTRUCTION (Revised 6/2011)	Signatory Contractors and United Association	United Association	National Agreement	<ul style="list-style-type: none"> Residential and light commercial construction work as defined in “Schedule A” 	<ul style="list-style-type: none"> Established hours and working conditions Executed “Schedule A” applies Standard for Excellence

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United Association National Labor Agreement
Summary Matrix as of June 2019 *(continued)*

Agreement	Parties to Agreement	Labor	Geographical Jurisdiction	Scope of Agreement	Special Clauses
9. NATIONAL SERVICE AND MAINTENANCE AGREEMENT (Effective 8/1/2015 through 7/31/2020)	Signatory Contractors and United Association, MCAA and MSCA	United Association	National Agreement	<ul style="list-style-type: none"> To keep existing mechanical, refrigeration and plumbing systems in occupied facilities operating including inspection, service, maintenance, start up, testing, balancing, adjusting, repair, modification and replacement of mechanical, refrigeration or plumbing equipment and controls in addition to all other service, maintenance and operations work Also included by addendum is Installation of Pneumatic and DDC Control Systems 	<ul style="list-style-type: none"> Establishes hours and working conditions Executed "Schedule A" applies Standard for Excellence No strike/no lockout Background check and substance abuse testing guidelines
10. INDUSTRIAL AGREEMENT FOR INSTRUMENT AND CONTROL SYSTEMS TECHNICIANS	Instrument Contracting and Engineering Association Signatory Contractors, United Association, IBEW	Instrument and Control Technicians 50/50 UA and IBEW	National Agreement	<ul style="list-style-type: none"> Instrumentation work, calibration work and control systems work in industrial facilities New construction and maintenance work 	<ul style="list-style-type: none"> Establishes hours and working conditions Local wages apply No strike/no lockout
11. NATIONAL MINIMUM STANDARD FOR A COMMERCIAL PIPE FABRICATION SHOP (Yellow Label Agreement) (Effective 3/1/2015)	Pipe Fabrication Institute, Signatory Contractors and United Association, Building Trades and Metal Trades	United Association, Building Trades and Metal Trades	National Agreement	<ul style="list-style-type: none"> Agreement for use of UA prefabrication Union Yellow Label Bending and fabrication of welded pipe formations and assemblies including ammonia systems for air conditioning and all skid mounted and equipment related to ammonia systems Also includes fabrication of piping and/or domestic plumbing, comfort heating, air conditioning systems, subject to certain conditions pertaining to project labor agreements and local market conditions 	<ul style="list-style-type: none"> Establishes hours and working conditions Local wages apply Standard for Excellence UA/MCAA drug testing policy permitted
12. NATIONAL MINIMUM STANDARD FOR A COMMERCIAL SPRINKLER PIPE FABRICATION SHOP	Signatory Contractors and United Association, Building Trades and Metal Trades	United Association, Building Trades and Metal Trades	National Agreement	<ul style="list-style-type: none"> Agreement for use of United Association Sprinkler Pipe Fabrication Union Label Fabrication of sprinkler pipe or sprinkler pipe assemblies, welded or screwed 	<ul style="list-style-type: none"> Establishes hours and working conditions Local wages apply Standard for Excellence
13. FOR USE OF UNITED ASSOCIATION PANEL BOARD UNION LABEL	Signatory Contractors and United Association, Building Trades and Metal Trades	United Association, Building Trades and Metal Trades	National Agreement	<ul style="list-style-type: none"> Agreement for contractors engaged in the fabrication and assembly of panel and/or control boards and piping to use Union Label 	<ul style="list-style-type: none"> Establishes hours and working conditions Local wages apply

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United Association National Labor Agreement
Summary Matrix as of June 2019 *(continued)*

Agreement	Parties to Agreement	Labor	Geographical Jurisdiction	Scope of Agreement	Special Clauses
14. NATIONAL PIPELINE AGREEMENT (Effective 6/15/2017–5/31/2020)	Pipeline Contractors Association and its Signatory Contractors and United Association	United Association	National Agreement	<ul style="list-style-type: none"> • National agreement for work associated with the Mainline Pipe Line Industry 	<ul style="list-style-type: none"> • Establishes hours, wage rates and working conditions • Local wages apply • No strike/no lockout • Standard for Excellence • UA/PLCA drug and alcohol policies included
15. NATIONAL DISTRIBUTION PIPELINE AGREEMENT (Effective 6/1/2015–5/31/2020)	Distribution Contractors Association and its Signatory Contractors and United Association	United Association	National Agreement	<ul style="list-style-type: none"> • National agreement for work associated with gas distribution pipe line work • Geothermal heating and cooling systems included, with specific local exceptions 	<ul style="list-style-type: none"> • Establishes hours, wage rates and working conditions • Local wages apply • No strike/no lockout • UA/DCA drug and alcohol policies included
16. NATIONAL NON-DESTRUCTIVE TESTING AGREEMENT (Effective 12/18/2008)	Signatory Contractors, United Association, Boilermakers	United Association, Boilermakers	National Agreement	<ul style="list-style-type: none"> • National Agreement covering all phases of nondestructive testing work, including new construction, maintenance, service and pipeline 	<ul style="list-style-type: none"> • Establishes hours, wage rates and working conditions • Local wages apply • No strike/no lockout • UA/MCAA and Boilermaker drug and alcohol testing policies included