

**SCHEDULE A**  
**RESIDENTIAL & LIGHT COMMERCIAL**  
**CONSTRUCTION**  
*for the*  
**PLUMBING INDUSTRY**

S

**Article I**

**Purpose and Intent**

The purpose of this Schedule A to the National Agreement for Residential & Light Commercial Construction is to recapture residential and light commercial, new construction, renovation and remodeling markets for the plumbing industry in the geographic jurisdiction of Local 130.

The parties to this Schedule A are the United Association, the signatory employer associations and employers which individually sign assents to be bound by the Schedule A.

All parties signatory to this Schedule A agree and acknowledge that they are bound to the terms of the current United Association National Agreement for Residential and Light Commercial Construction. To the extent that there are conflicts between the terms of the National Agreement for Residential & Light Commercial Construction and this Schedule A, the terms of the Schedule A prevail in the geographic jurisdiction of Local 130.

**Article II**

**Definitions**

**Section 1.** Residential refers to the new construction of all types of residences to include, but not limited to single family homes, townhomes, manufactured homes (without pre-piped plumbing), condominiums, apartment buildings, attached homes (wood or interior metal studs, framed construction with self-contained individual services), multi-unit housing (up to three (3) stories, or less, including units stacked vertically), etc., containing no more than twelve (12) residential units, commonly referred to in the construction trades as residential housing.

**Section 2.** All work under light commercial shall be reviewed on a job by job basis utilizing Exhibit B Request form, for consideration to be included in this Schedule A. The Local Union *and* the Contractors' Association (PCA, the PAMCANI Alliance, the Kankakee Plumbing and Piping Contractors Association, and the West Suburban Association) shall jointly sign the Exhibit B Contractor application request (approval or

rejection) within 48 hours of the Contractor initiating the request.

**Section 3.** Renovation and remodeling of the existing building types referred to above as Residential shall be covered by this Agreement. Renovation and remodeling of Light Commercial as outlined in Section 2 above (shall be subject to the Exhibit B approval process).

**Section 4.** Work performed under a Project Labor Agreement (PLA), Davis Bacon wage requirements or other prevailing wage laws are specifically excluded from this Agreement.

### Article III

#### Territory, Recognition and Rights

**Section 1. Union Recognition:** The United Association (UA) is the duly recognized collective bargaining agent for all employees working under the National Agreement for Residential & Light Commercial Construction and this Schedule A in the geographic jurisdiction of Local 130. Plumbers Local 130 has been assigned to administer this Schedule A on a daily basis. Local 130 shall be responsible for the referral of all persons working under this Schedule A and such other duties as established in the National Agreement for Residential & Light Commercial Construction.

**Section 2. Management Recognition:** The Local Union recognizes the PCA, the PAMCANI Alliance, the Kankakee Plumbing and Piping Contractors Association and the West Suburban Association (referred to by name or as the Contractor Associations) as the bargaining representatives of their members, and such other employers who have assigned them their bargaining rights. Employers who have not assigned their bargaining rights to the aforementioned employer associations but who have signed a letter of assent binding them to the Schedule A recognize the role of the employer associations (PCA, the PAMCANI Alliance, the Kankakee Plumbing and Piping Contractors Association and the West Suburban Association) to administer the Schedule A and shall make required contributions to the Industry Fund (Plumbing Council, PAMCANI, Kankakee Industry Fund or the West Suburban Association) during the term of the letter of assent.

**Section 3. Management Rights:** The management of the Employer's business including, but not limited to, the direction of the work force, the right to hire, plan, direct, control and schedule all operations (including the scheduling of the work force), the right to establish, eliminate, change or introduce new or improved methods, machinery, quality standards or facilities is the sole and exclusive prerogative and responsibility of the Employer. The need for, designation of and the determination of the number of employees and foremen, if any, is solely the responsibility of the Employer. All rights not specifically nullified by this Schedule A are retained by the Employer.

The Employer is vested with the right to relieve employees from duty because of lack of

work or other reasons, promote, suspend, demote, transfer, discipline or discharge for cause under this Schedule A.

## Article IV

### Employee Classification

**Section 1. Schedule A (Divisional) Residential Journeyman Plumber:** A journeyman plumber with a valid City of Chicago or State of Illinois Journeyman Plumber's License. Duties as assigned by the Employer.

**Section 2. Schedule A (Divisional) Apprentice Plumber:** An apprentice plumber with a valid City of Chicago or State of Illinois Apprentice Plumber's License, enrolled in a duly approved Local Union 130 JAC program. Duties as assigned by the Employer.

**Section 3. Schedule A (Divisional) Probationary/Pre-Apprentice Trainee:** A probationary/pre-apprentice trainee (referred to as a trainee), is not required to have a minimum level of construction experience. Individuals can remain in this classification for a maximum time period of two years. Duties as assigned by the Employer, not requiring a plumbing license.

**Section 4. Schedule A (Divisional) Ratios and Layoffs:** The number of Schedule A (Divisional) Probationary/Pre-Apprentice Trainees in the employ of a signatory Employer will be permitted at the rate of one (1) trainee to one (1) apprentice to one (1) journeyman, (1 trainee : 1 apprentice : 1 journeyman). All three (3) shall be classifications covered by this Schedule A Agreement. In the event of a layoff, a trainee shall be subject to layoff before an apprentice and an apprentice shall be subject to layoff prior to a journeyman.

## Article V

### Working Hours and Overtime

The regular work week shall be Monday through Friday, consisting of five (5), eight (8) consecutive hours of work or four (4), ten (10) consecutive hours of work, between the hours of 6:00 a.m. and 6:00 p.m., excluding a half hour unpaid lunch period, as mutually agreed upon. The pay for all hours worked on a four (4) day, ten (10) hour schedule shall be at the applicable straight time rate and not subject to overtime. Employees shall be entitled to a one-half (1/2) hour unpaid lunch period, no later than five (5) hours after their start time.

Friday may be used as a make up day for inclement weather or a holiday falling within the week, if on a four (4), ten (10) hour schedule starting on Monday. Saturday may be used as a makeup day for inclement weather or a holiday falling within the week, at straight time (under either the five (5), eight (8) hour days or the four (4), ten (10) hour

days) by mutual agreement of the employer and the employee. Overtime shall apply for all hours in excess of the regularly scheduled (5/8s or 4/10s) day/hour work week. Double time shall apply to work performed on Sundays or the following holidays: New Year's Day, Memorial Day, Labor Day, July 4th, Thanksgiving Day and Christmas Day.

**Article VI**

**Bonding Provisions**

The Employers and the Local Union shall comply with all provisions under the Bonds/Letters of Credit requirements of Section 6.8, in the Local 130 Master Agreement pertaining to bonds covering monetary obligations of employers (including the “splitting” of bonds/letters of credit at percentages specified under the Master Agreement, Section 6.8 and/or dual obligee bonds under the same Section). The Local Union will respond to reasonable information requests from the Contractors Associations (PCA, the PAMCANI Alliance, the Kankakee Plumbing and Piping Contractors Association and the West Suburban Association), including the names of employers who have posted Bonds/Letters of Credit, the amount of those Bonds/Letters of Credit and the progress of steps by the Local Union to enforce the bonding provisions of Section 6.8. The required bond/letter of credit amount is listed below for the Schedule A Agreement:

Number of Employees <sup>1</sup>	Amount of Bond
1-3	\$ 21,000
4-7	\$ 49,000
8-12	\$ 84,000
13-18	\$ 126,000
19-25	\$ 175,000
26-35	\$ 245,000
36+	\$ 280,000

Note:

<sup>1</sup> Trainees shall be included in the bonding if they are receiving their health & welfare benefits from the Schedule A Trainee Health & Welfare Plan. Self-employed owners working with the tools will be considered an employee for the purposes of bonding.

**Article VII**

**Work Stoppages**

The Local Union will not induce, engage or participate, directly or indirectly in any strike, picketing, slowdown, stoppage or other curtailment or interference with the Employer's

operations, or interfere with the flow of business in or out of places where the Employer is doing business, provided, however, the Local Union may withhold manpower if an Employer fails to obtain the appropriate bond/letter of credit, pay wages in full and on time or if the Employer has been delinquent in payment of fringe benefits, as required by this Agreement.

There shall be no work stoppages because of jurisdictional disputes pertaining to trade or territorial jurisdiction of a Local Union or between two or more United Association Local Unions.

## **Article VIII**

### **Programs and Standards**

The Drug Free Alliance Program shall be incorporated in this Schedule A by reference, and compliance with all policies, procedures and program requirements in the Master Agreement, are required. All vendor testing costs shall be borne by the Plumbing Council (or the respective PAMCANI, the Kankakee Plumbing and Piping Contractors Association and the West Suburban Association industry funds).

All individuals covered by this Schedule A Agreement shall be subject to a motor vehicle driver's license check and a criminal background check. All costs associated with driver's license/background checking shall be borne by the Employer. All information obtained shall remain confidential.

The Standard for Excellence Program shall be incorporated in this Schedule A by reference, and compliance with all policies, procedures and program requirements in the Local 130 Master Agreement, are required.

## **Article IX**

### **Tools and Equipment**

The Schedule A Journeyman and Apprentice is to provide whatever hand tools are required to accomplish the work of the trade from the Exhibit A attached. Exhibit A to this Schedule A contains a list of hand tools, from which the journeyman and apprentice shall be responsible to provide, as necessary, for the work of the trade.

Schedule A Apprentices will be provided a set of tools upon entrance into the JAC program. Should the apprentice not continue with the program, tools provided by the JAC will be returned to the JAC under the JAC Guidelines. It is the apprentice's responsibility to maintain his/her tools and have them available daily for the job at hand.

All other tools, equipment and communication devices required for the performance of the plumbing work shall be furnished by the Employer. Tools furnished by the

Employee that are broken or damaged in the course of employment (other than through fault of the Employee) shall be repaired or replaced (in like kind, if possible) by the Employer.

Employee's tools that are stolen shall be replaced by the Employer, if they are stolen from a (properly locked) mutually agreed secured area in the form of a locked job box or similar structure on the jobsite or properly locked and alarmed truck/vehicle *and* loss is due to forced entry to such secured area and a police report has been filed.

Employees shall be responsible for all tools, equipment, communication devices and/or vehicles, supplied by the Employer. The Employee shall be liable for replacement of tools, equipment and communication devices whether furnished by the Employer or the Employee, which are damaged, lost or stolen due to carelessness or negligence of the Employee.

The Employer may, at its option, insure Employee furnished tools against loss or theft, and the Employee shall receive no further reimbursement for their use in the course of employment other than repair or replacement as provided herein. The Employer shall not require an Employee to secure an insurance policy against loss of the Employee's tools or against loss of the Employer's tools in the Employee's control

## **Article X**

### **Training**

The Local Union recognizes the need for the training of skilled Schedule A Plumbers and agrees to offer classes at the JAC training facility for work that is covered by this Agreement. Classes will be offered at night for journeymen and 4<sup>th</sup> and 5<sup>th</sup> year apprentices and shall be on the employee's own time. Classes will be offered during the day for apprentices in years 1 – 3 and apprentices shall be paid to attend day classes, wages *only*, no benefits on their school day. See school day wage and benefit attachment for Schedule A apprentices and trainees (Footnote 6). Schedule A trainees will be offered safety training (mandatory attendance for orientation) through the JAC on their own time.

## **Article XI**

### **Grievance and Arbitration Provisions**

Where a disagreement exists between the Employer and the UA or Local 130 regarding intent, meaning, application or compliance with the terms of this Schedule A, it shall be resolved in accordance with the grievance procedure, as outlined below:

Such disagreement shall be submitted, in writing, for resolution within ten (10) days from the date of the occurrence or from the date it reasonably could have been

discovered by the parties. When a disagreement arises, the resolution and/or settlement shall proceed as follows:

- a. On a local basis between the Local Union assigned jurisdiction and the Employer. If not settled within five (5) working days, then
- b. On a local basis between the Local Union assigned jurisdiction and the Contractors Associations (PCA, the PAMCANI Alliance, the Kankakee Plumbing and Piping Contractors Association and the West Suburban Association). If not settled within fifteen (15) days, then
- c. The grievance shall be settled between the United Association and the Contractors Associations (PCA, the PAMCANI Alliance, the Kankakee Plumbing and Piping Contractors Association and the West Suburban Association). If not settled within thirty (30) days, then
- d. The dispute shall be reduced to writing in terms of the issue(s) to be arbitrated and shall be filed unilaterally or jointly with the JAB. If the JAB fails to reach an agreement within thirty (30) days, then proceed to
- e. The dispute shall be submitted to the American Arbitration Association (AAA) for a determination.

The parties agree to be bound by the rules, regulations and procedures of the JAB and AAA for resolving any disagreements referred to it under this Schedule A. It is further understood and agreed that each side shall bear its own costs of submitting such dispute to AAA, except that any filing fee shall be shared equally. AAA shall only have jurisdiction and authority to interpret, apply or determine compliance with the provisions of this Schedule A and shall not have jurisdiction to modify or change the Schedule A in any way. The parties further agree that the decision of AAA shall be final and binding on all parties.

If there has been a violation of this Schedule A, AAA is authorized to devise an appropriate remedy including, but not limited to, payment of all wages and fringe benefits due and owing on behalf of an Employee who has been adversely affected by a violation of this Agreement.

There shall be no abandonment of work over any matter submitted for grievance resolution, however, the Local Union may withhold manpower if an Employer fails to obtain the appropriate bond/letter of credit, pay wages in full and on time or if the Employer has been delinquent in payment of fringe benefits, as required by this Schedule A.

## **Article XII**

### **Agreement Reopener/Termination**

The initial Agreement shall cover the period of fourteen (14) months from April 1, 2013 through May 31, 2014. Any project bid and started under this Schedule A, shall be completed under this Agreement. Likewise, this Schedule A entered into by the Settlers is effective when signed and shall remain in full force and effect for the duration of the Agreement provided herein.

This Schedule A shall become effective June 1, 2014 and shall remain effective until May 31, 2015. Thereafter this Schedule A shall automatically renew itself for additional one (1) year periods unless either party serves notice of termination or a written request for modification upon the other party or parties 60 days prior to the Schedule A expiration. This Schedule A will also terminate on the date a Party is no longer signatory to the National Agreement for Residential & Light Commercial Construction.

### **Article XIII**

**See Attachment 1**

### **Article XIV**

#### **Additional Provisions**

**Section 1. Union Dues:** Local 130 reserves all rights to increase or decrease its membership dues under the Schedule A, as is allowed under their By-Laws.

**Section 2. Industry Fund:** PCA, PAMCANI Alliance, the Kankakee Plumbing and Piping Contractors Association and/or West Suburban Association reserve the right to increase or decrease its Plumbing Council, the PAMCANI Industry Fund, the Kankakee Plumbing and Piping Contractors Association and the West Suburban Association Industry Fund (promotional funds) amount, under this Schedule A, upon direction and vote of the PCA, PAMCANI Alliance, the Kankakee Plumbing and Piping Contractors Association and the West Suburban Association Boards.

**Section 3. All Industry Labor Relations Committee:** The settlor parties agree to establish an All Industry Labor Relations Committee to meet at least quarterly, to discuss and deal with industry issues, including those arising out of the residential and light commercial markets. Said committee shall be composed of one representative from each contractor association (the President of the PCA, the PAMCANI Alliance, the Kankakee Plumbing and Piping Contractors, and the West Suburban Association) and the Local Union Business Manager and at least three (3) members appointed by the Business Manager. The Contractor Association's appointee and the Business Manager's appointee of the Local Union shall serve as co-chairmen. All meeting expenses and costs shall be shared equally by the Contractor Associations and the Union.

**Section 4. Conflicting Provisions:** This Schedule A shall supersede all the provisions of any other local Agreement for work covered by this Schedule A. Signatories to this Schedule A are not required to sign any local agreement except that they may be required to subscribe in writing to local union trust fund agreements for the purpose of making required contributions to said funds as provided in this Schedule A, Article XIII. Other terms and conditions of the Local Union Master Agreement shall apply to any jurisdictional work beyond the scope of this Schedule A, as outlined herein.

**Section 5. Audit & Collection Provisions:** The Schedule A's Audit & Collections procedures shall follow the provisions in the Master Agreement, (Article IX, Section 9.9).

## Article XV

### Probationary/Pre-Apprentice Trainee

**Section 1.** Employers may hire employees on a temporary trial basis as probationary/pre-apprentice trainees (referred to as trainees), from any source for a maximum of twenty-four (24) months. The purposes of the trainees are to determine the technical and skill qualifications of the individual, to evaluate their work habits and simultaneously to prepare individuals for possible entrance into the Schedule A apprentice program.

The only fringe benefits provided by the Employer, with a statement of credible coverage, is a health and welfare program similar to the Schedule A trainee health and welfare program (copy attached). The trainee shall be subject to union membership and the union's dues structure and will have contributions paid to the Industry Funds (the PCA, the PAMCANI Alliance, Kankakee Plumbing & Piping Contractors Association or West Suburban Association Industry Promotion fund) as noted above.

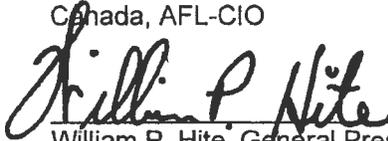
**Section 2.** Any Employer desiring to hire a trainee shall submit a letter to the Co-Chairmen of the JAC. The probationary period of employment shall not exceed twenty-four (24) months. Any Employer hiring a trainee and failing to notify the JAC Co-Chairmen, upon audit, shall be required to pay all wages and fringe benefits under Attachment I to this Schedule A to the trust funds of the Local Union back to the original date of hire.

**Section 3.** The Employer will send written notification of the employee's trainee status at the termination of the twenty-four (24) months period. At the conclusion of the probationary period (or sooner if the employer chooses), the individual *may* be referred by their employer to the Local 130 JAC, as a Schedule A first year probationary apprentice. Said candidate shall be required to meet all the standards of entrance into the Apprentice Program.

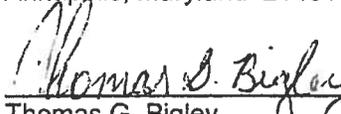
The number of probationary/pre-apprentice trainees in the employ of a signatory employer will be permitted at the rate of one (1) probationary/pre-apprentice trainee to one (1) apprentice to one (1) journeyman. All three (3) shall be classifications covered by this Schedule A Agreement.

In Witness Whereof, the parties have executed this Schedule A on this 1st day of June, 2014.

For the United Association of  
Journeyman and Apprentices  
of the Plumbing and Pipefitting  
Industry of the United States and  
Canada, AFL-CIO



William P. Hite, General President  
Three Park Place  
Annapolis, Maryland 21401



Thomas G. Bigley  
Director of Plumbing Services  
Three Park Place  
Annapolis, Maryland 21401

Plumbing Contractors Association (PCA),  
PAMCANI Alliance, the Kankakee Plumbing  
and Piping Contractors Association and  
the West Suburban Association



President of the PCA



President of PAMCANI Alliance



President of the Kankakee Plumbing  
and Piping Contractors Association

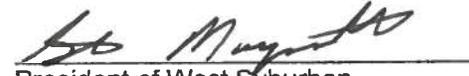
  
President of West Suburban  
Association

Exhibit A – Tool List  
To  
This Schedule A

- 1 10" Pipe Wrench
- 1 14" Pipe Wrench
- 1 10" Crescent Wrench
- 1 6" Crescent Wrench
- 1 Small Basin Wrench #1017
- 1 Large Basin Wrench #1019
- 1 Strainer Wrench (Tub)
- 1 Strainer Wrench (Kitchen)
- 1 Strap Wrench
- 1 Small Set Pump Pliers
- 1 Large Set Pump Pliers
- 1 Pair Needle Nose Pliers
- #1 Cutter – Small #101 (Mini 1/4" - 5/8")
- #1 Cutter – Medium (3/8" – 1 5/8")
- 1 Spring Bender (3/8")
- 1 Tape Measure – 25' - 30'
- #1 Mini Level 9"
- 1 Hack Saw
- 1 Mini Hack Saw
- 1 Plastic Pipe Saw
- 1 Small Wood Saw
- 1 Sheetrock Saw (Keyhole Saw)
- 1 Razor Knife
- 1 Plumb Bob with String
- 1 Chalk Line
- 1 Claw Hammer
- 1 Flat Pry Bar
- 1 Cats Paw
- 1 Small Cement Chisel
- 1 Set Screw Drivers, Regular & Phillips or 4-Way
- 1 Kitchen Sink Clip Screwdriver (Elkay Mfg. Lk #350)
- 1 Set Nut Drivers (Hollow Shaft)
- #1 Set Small Allen Keys
- 1 Set Torx (Star) Keys (Eklind #22571)
- 1 Putty Knife
- #1 Thermometer (Dial type or Digital)
- #1 Air Pressure Gauge (50 - 150 lbs)
- 1 Tin Snips – Straight, Left, Right
- 1 Wire Cutter
- 1 Wire Stripper
- 1 Electric volt meter
- 1 No-Hub Torque Wrench
- 1 Striker

# EXHIBIT B

## UA "Schedule A" Light Construction

### Project Evaluation Committee Request Form

(For PCA, PAMCANI Alliance, WSA and/or Kankakee Association Signatory Plumbing Contractors)

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Company/Firm: \_\_\_\_\_

Office Phone: \_\_\_\_\_ Cell Phone: \_\_\_\_\_

Fax: \_\_\_\_\_ E-Mail: \_\_\_\_\_

Project Location - Address/City/Zip: \_\_\_\_\_

General Contractor/Owner Bidding Work: \_\_\_\_\_

Is Project Currently in Bid Process? (Yes or No) \_\_\_\_\_

Bid Announcement: \_\_\_\_\_

Bid Due Date: \_\_\_\_\_

Type of Project (i.e. New Construction, Rehab, etc.): \_\_\_\_\_

Type of Use (i.e. Residential, Restaurant, Small Business, etc.): \_\_\_\_\_

Size of Project (i.e. # of Units, # of Stories, etc.): \_\_\_\_\_

Description of Work: \_\_\_\_\_

If known are there non-signatory contractors bidding this project? \_\_\_\_\_ If yes who are they? \_\_\_\_\_

*Requests must be submitted at least five (5) business days before the bid due date. Approvals granted upon false bid due date or other information shall be null and void.*

Requestor Signature: \_\_\_\_\_

When complete, fax or e-mail to both to the PCA/PAMCANI, WSA and/or Kankakee Office and the UA Local 130 Office.

#### **DO NOT WRITE BELOW – FOR OFFICE USE ONLY**

Utilizing the Schedule A for the residential/light commercial project describe above.

Approved \_\_\_\_\_ Denied \_\_\_\_\_

Local 130 Business Manager Signature \_\_\_\_\_

Plumbing Association President Signature  
(PCA or PAMCANI, WSA and/or Kankakee) \_\_\_\_\_

## Exhibit C

### Trainee Health and Welfare Fund

Health and Welfare Fund Benefits for Residential & Light Commercial Schedule A (Divisional) Trainees shall include the trainee and their dependents, as follows:

1. Comprehensive Major Medical
  - a. deductible: \$600/\$1,800
  - b. copay: PPO - 80%; nonPPO - 60%
  - c. out of Pocket Limit, PPO: \$5,000
  - d. out of Pocket Limit, nonPPO: none
  - e. annual maximum: \$2,000,000 (subject to the Health Care Reform Act)
  
2. Prescription Drug  
60% / 40%
  
3. Benefits not provided:
  - a. retiree medical coverage
  - b. dental coverage
  - c. weekly disability
  - d. vision
  - e. death benefits
  - f. wellness/hearing aids

**ATTACHMENT 1**

**2014 RESIDENTIAL AGREEMENT  
June 1, 2014 – May 31, 2015**

**NATIONAL AGREEMENT FOR RESIDENTIAL AND  
LIGHT COMMERCIAL CONSTRUCTION  
WAGES AND FRINGE BENEFIT CONTRIBUTIONS**

The total contributions and total package amounts are identical to the 2013 Schedule A. The only change is that the single Welfare Fund has been split between the "Welfare" and "Retiree Welfare" funds. The total amounts when added together are still \$12.53 for journeymen and \$7.53 for apprentices. There are no changes to employer reporting for Welfare Fund Contributions.

Additionally, the following changes are in effect:

- The 401(K) Program will no longer allow for elective deferrals after June 1, 2014.
- The Savings Program has become voluntary.

Appendix A – Wages and Benefits – Effective June 1, 2014							
Trade Level	Wages	Welfare	Retiree Welfare	DC Pension	DB Pension	Training	Plumbing Council PAMCANI Kankee and/or WSA IF
<b>Journeymen</b>							
POR Journeymen	\$36.00	\$10.60	\$1.93	\$4.40	\$1.00	\$0.93	\$0.59
<b>Apprentices</b>							
ASR 5 <sup>th</sup> Year	\$27.00	\$5.60	\$1.93	\$3.05	\$1.00	\$0.93	\$0.59
A4R 4 <sup>th</sup> Year	\$23.75	\$5.60	\$1.93	\$2.55	\$1.00	\$0.93	\$0.59
A3R 3 <sup>rd</sup> Year	\$18.00	\$5.60	\$1.93	\$1.70	\$1.00	\$0.93	\$0.59
A2R 2 <sup>nd</sup> Year	\$15.85	\$5.60	\$1.93	\$1.40	\$1.00	\$0.93	\$0.59
A1R 1 <sup>st</sup> Year Prob	\$13.30	\$5.60	\$1.93	\$1.00	\$1.00	\$0.93	\$0.59
<b>Trainees</b>							
AT2 2 <sup>nd</sup> Year	\$12.40	\$5.07					\$0.59
AT1 1 <sup>st</sup> Year	\$11.90	\$5.07					\$0.59
	<b>Total Package Amounts</b>					<b>Payroll Deductions</b>	

Trade Level	Total Contributions	Total Package	Voluntary Savings Minimums	Dues Checkoff
	<b>Journeyman</b>			
POR	\$19.45	\$55.45	\$1.50	\$1.26
	<b>Apprentices</b>			
A5R 5 <sup>th</sup> Year	\$13.10	\$40.10	\$1.00	\$0.95
A4R 4 <sup>th</sup> Year	\$12.60	\$36.35	\$1.00	\$0.83
A3R 3 <sup>rd</sup> Year	\$11.75	\$29.75	n/a	\$0.63
A2R 2 <sup>nd</sup> Year	\$11.45	\$27.30	n/a	\$0.55
A1R 1 <sup>st</sup> Year	\$11.05	\$24.35	n/a	n/a
A				
	<b>Trainees</b>			
AT2 2 <sup>nd</sup> Year	\$0.59	\$12.99	n/a	n/a
AT1 1 <sup>st</sup> Year	\$0.59	\$12.49	n/a	n/a

<sup>1</sup> Membership dues shall be determined by the local. The Plumbing Council, PAMCANI, Kankakee Plumbing and Piping Contractors Association and West Suburban Association Industry Funds (industry promotion funds) shall be determined by the Contractor Associations (PCA, PAMCANI Alliance, Kankakee Plumbing and Piping Contractors Association and West Suburban Association).

<sup>2</sup> Training fund includes \$0.10 per hour Direct Contribution to the UA International Training Fund.

<sup>3</sup> The Contractor must provide a statement of credible coverage similar to the Schedule A trainee health and welfare program as outlined (Exhibit C attached). Alternatively the Contractor can contribute \$5.07 per hour to the Schedule A trainee health and welfare program.

<sup>4</sup> An employee may choose to participate in a payroll deduction to the Savings Plan. The minimum deduction is as outlined above. Same rules apply to the additional deductions as in the Local 130 Master Agreement.

<sup>5</sup> The Savings Plan and Dues Check Off are deductions from wages.

<sup>6</sup> No employer contributions required on first, second or third year apprentices, while attending assigned school day.

<sup>7</sup> Training fund includes an extra \$0.05 per hour for the JAC to provide hand tools to all apprentices.

<sup>8</sup> Coverage for trainees shall continue until eligible for health & welfare coverage as a Schedule A apprentice, if still employed.

<sup>9</sup> Contributions to the Defined Contributions Fund required by this Agreement shall be made to the Local 130 Defined Contribution Plan.

<sup>10</sup> AT1 Apprentices are exempt from Dues Check Off, but must continue to pay U.A. Per Capita Window Dues.

<sup>11</sup> Upon entrance into the apprentice program under this Schedule A, wages and fringe benefit levels shall continue under this Schedule A until the attainment of a City of Chicago or State of Illinois Journeyman Plumbers License.

245850\_1.DOC