

WEST TEXAS PIPE TRADES DISTRICT COUNCIL SCHEDULE (A) TO THE UA NATIONAL RESIDENTIAL AGREEMENT SECTION I BUILDING TRADES

In accordance with Article II of the National Residential Agreement ("National Agreement") between the United Association and _____ (Employer), this "Schedule A" is entered into on behalf of the undersigned signatories to the UA National Residential Agreement and is applicable only for the territorial jurisdiction described in Section I, below. This "Schedule A" shall identify the applicable special conditions, wage rates and fringe benefit contributions that shall apply for all work performed in the territorial jurisdiction described in Section I below. An Employer signatory to the National Agreement performing work in any territorial jurisdiction other than that described in Section 1 below must execute a separate "Schedule A" covering such work.

I. TERRITORIAL JURISDICTION

The terms of this Agreement as provided by 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: Texas- **The West Texas Pipe Trades District Council**
- B. In the following geographic area(s): That as assigned to **UA Locals 196, 389, 654, 629, 412 (Texas Counties Only) and 823** by the United Association. Data Listed in Schedule A, Article IV.
- C. For the following project(s): Article II-A

II. SPECIAL CONDITIONS

- A. The following special provisions or conditions shall apply to all work performed under this Agreement in the Territorial Jurisdiction identified above:

Article I of the National Residential Agreement is amended to include any and all commercial and industrial work, with one (1) exception-industrial work is excluded in the jurisdiction of UA Local 823.

- B. The undersigned Employer may, at its discretion, assign an employee to perform work on any job covered by the National Agreement within the territorial jurisdiction of any of the Local Union's identified above; regardless of weather such work is performed in the territory of the employees 'Home Local.
- C. Beyond the classification of Building Trades Journeymen and Building Trades Apprentice, the following classification may be used on all projects covered by the National Agreement.

Metal Trades- Pipe Tradesman Journeyman

1. Must have a minimum of 2 years experience
2. Shall be paid not less than 70% of the negotiated cash wage rate for the Building Trades Journeymen plus fringe benefit structure the same as the Building Trades Apprentice. Shall be registered with the Texas State Board of Plumbing Examiners.

D. A condition for employment of persons covered by this agreement, it is agreed that perspective employees shall at the request and expense of the Employer, at a mutually agreed-upon testing laboratory, submit to testing for the presence in their bodies of a controlled substances. Results of such testing shall be kept confidential by the testing agencies, the employer, the perspective employee and the Local Union office. If a prospective employee shall test positive for non-prescriptive controlled substances, the prospective employee may, at his/her own expense, submit to a retest at the same laboratory and submit such results to the Local Union and the prospective Employer. If the subsequent test results in negative results for such controlled substances, then the prospective employee shall be eligible for hiring. Such retest must be performed within 48 hours of receipt of a positive test. In any event, if a prospective employee shall seek and complete a program of rehabilitation conducted by a qualified institution or individual, as determined by agreement of the prospective Employer and the Business Manager of the Local Union office, then prospective employee shall be eligible for hiring. Current Employees shall be subject to the conditions of signatory contractor substance abuse policy. When a pre-hire test is required, applicants shall not receive pay. The Employer shall be responsible for the expense of conducting the test.

III. WAGES AND FRINGE BENEFITS

III (A) Building Trades Journeyman Per Hour Rates by area:

<i>Local Union 196 Amarillo</i>	<i>Per Hour Worked</i>
Base wage Rate	\$ 19.93
Health Insurance	\$ 3.42
U.A. National Pension Fund	\$ 3.00
Training Fund	\$ 0.40
Work Assessment (D)	\$ 0.80 Withheld from base wage rate
Total	\$ 26.75

<i>Local Union 654.629.389 Abilene, Lubbock, Wichita Falls</i>	<i>Per Hour Worked</i>
Base wage Rate	\$ 18.35
Health Insurance	\$ 3.42
U.A. National Pension Fund	\$ 3.00
Training Fund	\$ 0.40
Work Assessment (D)	\$ 0.80 Withheld from base wage rate
Total	\$ 25.17

<i>Local Union 823 Harlingen, Corpus Christi, Laredo</i>	<i>Per Hour Worked</i>
Base wage Rate	\$ 17.48
Health Insurance	\$ 2.55
U.A. National Pension Fund	\$ 2.35
Training Fund	\$ 0.40
Work Assessment (D)	\$ 0.80 Withheld from base wage rate
Total	\$ 22.78

** Industrial work is excluded in the jurisdiction of UA Local 823.

Building Trades Apprentices Rates Are:

<i>Local Union 196,389,654,629 & 823</i>	<i>Per Hour Worked</i>
Base wage Rate	\$ _____ determined by Local Union CBA
Health Insurance	\$ 3.42 (Local 196, 389, 654 & 629)
Health Insurance	\$ 2.55 (Local 823)
U.A. National Pension Fund	\$ 0.50
Training Fund	\$ 0.40
Work Assessment (D)	\$ 0.50 Withheld from base wage rate
Benefit Totals	\$ 4.32 Plus base wage as determined by Local Union CBA Locals (196, 389, 654 & 629)
	\$ 3.45 Plus base wage as determined by Local Union CBA Local (823)

III (B) Building Trades Local 412 Journeyman Per Hour Rates by area:

<i>Local Union 412 El Paso</i>	<i>Per Hour Worked</i>
Base wage Rate	\$ 20.00
Health Insurance	\$ 4.40
U.A. National Pension Fund	\$ 2.38
Training Fund	\$ 0.35
Local 412 Marketing Fund (D)	\$ 0.35
Work Assessment (D)	\$ 0.80 **
Local 412 Work Assessment (D)	\$ 2.5% X Gross Wages withheld
Total	\$ 27.13

Building Trades Local 412 Apprentices Wage & Benefits Per Hour Rates are:

\$_____ Base Wage rate as determined by Local Union CBA.

<i>Local Union 412 El Paso Apprentice Rates</i>	<i>Per Hour Worked</i>
Base wage Rate	\$ _____ determined by Local Union CBA
Health Insurance	\$ 4.40
U.A. National Pension Fund	\$ 0.50
Training Fund	\$ 0.40
Local 412 Marketing Fund (D)	\$ 0.20 withheld from base wage rate
Work Assessment (D)	\$ 0.50 withheld from base wage rate
Local 412 Work Assessment (D)	\$ 2.5% X(times) Gross Wages withheld
Total	\$ 5.30 Plus base wage as determined By Local CBA

Metal Trades-Pipe Tradesman Journeyman Wage & Benefits Rates are:

Shall be paid **not less than 70%** of the negotiated cash wage rate for the Building Trades Journeymen.

The pipe tradesman journeyman shall receive the same benefit Structure as listed above for the Building Trades Apprentice.

Local Unions have the sole option of evaluating and if necessary making adjustments to the wage and benefit structure. However the total cost of the wage & benefit package will remain as listed during the term of this agreement.

Article IV COUNTIES

County List by Area:

Amarillo Area :

Armstrong	Donley	Moore	Swisher
Briscoe	Gray	Ochiltree	Wheeler
Carson	Hall	Oldham	
Castro	Hansford	Parmer	
Childress	Hartley	Potter	
Collingsworth	Hemphill	Randall	
Dallam	Hutchinson	Roberts	
Deafsmith	Lipscomb	Sherman	

Abilene, Lubbock & Wichita Falls Area :

Andrews	Eastland	Knox	Shackelford
Archer	Ector	Lamb	Stephens
Bailey	Fisher	Loving	Sterling
Baylor	Floyd	Lubbock	Stonewall
Borden	Foard	Lynn	Taylor
Brown	Gaines	McCulloch	Terry
Callahan	Garza	Menard	Throckmorton
Clay	Glasscock	Midland	Tom Green
Cochran	Hale	Mills	Upton
Coke	Hardeman	Mitchell	Ward
Coleman	Haskell	Montague	Wichita
Concho	Hockley	Martin	Wilbarger
Cottle	Howard	Motley	Winkler
Crane	Irion	Nolan	Yoakum
Crockett	Jack	Reagan	Young
Crosby	Jones	Runnels	
Dawson	Kent	Schieicher	
Dickens	King	Scurry	

El Paso Area:

Brewster	El Paso	Jeff Davis	Presidio	Terrell
Culberson	Hudspeth	Pecos	Reeves	

Corpus Christi/Harlingen/Laredo Area:

Aransas	Goliad	Kleberg	San Patricio
Bee	Hidalgo	Live Oak	Starr
Brooks	Jim Hogg	Maverick	Val Verde
Cameron	Jim Wells	McMullen	Webb
Dimmit	Kenedy	Nueces	Willacy
Duval	Kinney	Refugio	Zapata

ARTICLE (V)
WEST TEXAS PIPE TRADES DISTRICT COUNCIL
SCHEDULE (A) FOR FAMILY DWELLINGS AND SMALL COMMERCIAL
PROJECTS
SECTION II RESIDENTIAL TRADES

The following special provisions or conditions in this section of schedule A, regarding the scope of work, shall apply to projects covered within the jurisdiction of the West Texas Pipe Trades District Council.

- A. Article XI of the National Residential Agreement shall be amended as follows:
All work performed on regular workdays, (excluding Sundays and Holidays) shall be paid at the overtime rate only after forty (40) hours have been worked in any one pay period.
All work performed on Sundays or Holidays shall be paid at the rate of double time. The following are designated as National (Legal) Holidays: New Years Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. If any such Holiday falls on Sunday, with the exception of Easter Sunday, the following Monday shall be observed as the Holiday. If a holiday falls on Saturday, the proceeding Friday shall be observed as the holiday, and work on these days shall be paid at the rate of Double time.
- B. There shall be no trainee or Apprentice ratios placed on the employer.
- C. The contractor shall notify the local Union when their employees will be working in the territorial jurisdiction of another Local Union. Notification is to avoid any problems or misunderstandings.
- D. Any changes to this Schedule (A) shall be approved by the United Association..**
- E. The Scope of Work identified in Article 1 of the National Residential Agreement is amended to add the following work.
1. Motels and Apartment Complexes not exceeding four (4) stories or three hundred (300) units. (Projects exceeding these restrictions may be considered to be included, the local Union retains the right to include or exclude the project being considered that exceeds said restrictions).
 2. Underground utilities are included for all work covered by this section of the agreement.
 3. Fast food restaurants, convenience stores, service stations, small strip shopping centers, assisted living facilities, branch banks, churches not exceeding 10,000 square feet and any other projects that are agreed upon between the Contractors and the West Texas Pipe Trades District Council.
 4. Projects outside the defined Scope of Work that are approved to be included are for that approved project only.
 - 5. This agreement includes all Residential Service, Repair, Plumbing and HVACR.**

**WAGES AND FRINGE BENEFITS
WITHIN THE JURISDICTION OF THE
WEST TEXAS PIPE TRADES DISTRICT COUNCIL**

F. Residential Journeyman Per Hour Worked Base Wage and Benefit structure:

<i>Base Rate Locals 654,629,389 Abilene, Lubbock & Wichita Falls</i>	\$ 17.30
Health & Welfare	\$ 1.58
U.A. National Pension Fund	\$ 1.00
Apprentice Training Fund	\$ 0.20
U.A. International Training Fund	\$ 0.05
T & O Organizing Fund	\$ 0.10
Work Assessment	\$ 0.60
Total	\$20.83

G. Residential Apprentice (RA) Per Hour worked (Wage =%Increment x (times) Journeyman Base Rate):

<i>Classification</i>	<i>Base Rate</i>
1 st Level RA (45%)	\$ 7.78
2 nd Level RA (55%)	\$ 9.51
3 rd Level RA (65%)	\$ 11.24
4 th Level RA (75%)	\$ 12.97

H. Residential Apprentice Benefit Structure: Paid in addition to the above Apprentice Base wage:

Health and Welfare	\$ 1.58
U.A. National Pension Fund	\$ 1.00
Apprentice Training Fund	\$ 0.10
U.A. International Training Fund	\$ 0.05
T & O Organizing Fund	\$ 0.10
Work Assessment	\$ 0.30
Total RA Benefits	\$2.48

I. Beyond the RA classification, there shall be a Metal Trades-Pipe Tradesman Journeyman: Requirements for this Classification are:

1. Must have a minimum of 2 years experience..
2. Must be Register with the Texas Sate Board of Plumbing Examiners.
3. Shall not be paid less than 65% of the Journeyman Base Rate
4. In addition to the base rate, Metal Trades-Pipe Tradesman Journeyman will receive the same benefit structure as an RA.

J. Residential Pre-Apprentice Per Hour Base Wage;

1. \$ 7.50
2. No Benefits Required
3. **Pre-Apprentices' shall meet the qualifications necessary for an applicant to be considered for a probationary apprenticeship and shall upon 2000 hours of employment for a signatory contractor submit application for entrance into the JATC apprenticeship training program.**

K. Additional Provisions

1. Each Local shall establish a Residential Branch and maintain a separate out-of-work list for such, with Residential Branch members having a priority on family dwellings and small commercial projects.
2. Within the Residential Branch, there will be four classifications:
 - Residential Journeyman
 - Residential Apprentice
 - Metal Trades- Tradesman Journeyman
 - Residential Pre-Apprentices
3. The initiation for all Residential Branch members shall be \$80.00. This fee represents the U.A Initiation fee plus the first (3) months membership dues.
4. .
5. Each Residential Journeyman Plumber must have a valid State of Texas Plumbing License. Apprentices shall be registered with the Texas State Board of Plumbing Examiners.
6. There will be a Plumbing Service Advisory Committee established to coordinate efforts with the Local Joint Apprenticeship Committee.
7. Journeymen must remain in the Residential Branch for at least seven (7) years, and must pass an examination before becoming eligible to transfer into the Building Trades Branch. This criteria will be established by the Local Joint Apprenticeship Committee.
8. There will be a four (4) year, 8000 OJT hour and related training instruction BAT program established.

9. Residential Apprentices will consist of four (4) periods of classification, i.e.: Level 1, Level 2, Level 3 and Level 4. In order to advance from one level to another, the Residential Apprentice must pass an examination and adhere to the qualifications as established by the Local Joint Apprenticeship Committee.
10. The Joint Apprenticeship Committee shall establish appropriate training for all Residential Branch members.
11. Residential Branch members shall only be eligible to work on projects covered by the United Association National Residential Agreement. Exception; if there is no Residential work being provided by the Residential Contractors then the unemployed Residential Branch members may be temporarily placed on Building Trades projects until such time as Residential projects become available.
12. Building Trades Journeymen and Apprentices are eligible to work in the Residential Branch, but will work under the terms and conditions of the United Association National Residential Branch Agreement.
13. There will be no ratios of Journeymen to Apprentices, Tradesman or Pre-Apprentices established.
14. Any Local Union By-Laws that exceed the above requirements shall be null and void only on residential work.
15. This Agreement established July 1, 2006 and expires June 30, 2007

IN WITNESS WHEREOF, the parties hereto have executed this Schedule A, this _____ day of _____, 2006.

FOR THE UNITED ASSOCIATION OF
JOURNEYMAN AND APRENTICES OF THE
PLUMBING AND PIPE FITTING INDUSTRY
OF THE UNITED STATES AND CANADA, AFL-CIO

FOR THE EMPLOYER

William P .Hite,
General President
901 Massachusetts Ave.,
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Name of Employer

Signature of Authorized Representative

Name of Representative

UA International Representative

Title of Representative