

## APPENDIX NO. 1 (A)

### UNITED ASSOCIATION NATIONAL RESIDENTIAL AGREEMENT

This Appendix for the National Residential Agreement between the United Association and MCA of Kansas City (Employer) shall identify the territorial jurisdiction for this Agreement, the applicable wage rates and fringe benefit contributions and other applicable terms and conditions.

#### I. TERRITORIAL JURISDICTION

The terms of this Agreement as provided by this Appendix No. 1 (A) shall apply to all work performed by the Employer:

A. In the following geographical area: as assigned to Plumbers U.A. Local 8 by the United Association.

B. For the following projects or zones: \_\_\_\_\_

#### II. SPECIAL CONDITIONS

The following special provisions or conditions shall apply to all work performed under this Agreement:

##### A. Scope of Work

1. Article 1, Section A, paragraphs two and three as modified to include all multiple family dwelling units, townhouses, condominiums, retirement communities or similar structures up to and including four (4) stories construction.
2. Residential sprinkler systems.
3. Central vacuum systems.
4. Free standing motels up to four (4) stories.
5. Residential swimming pools
6. Residential service and repair.

B. No employee shall receive any change in union classification or any reduction in basic wage rate or fringes in their present employment as a result of this Agreement.

C. Bonding requirements are to be as per Local Trust Agreements.

### **III. WAGES**

- A. The wage rate applicable to this Agreement are set forth in the attached Schedule 1 (A). The rates set forth in Schedule 1 (A) shall apply to work covered by this Appendix No. 1 (A), unless otherwise approved by the U.A. and specified in writing.
- B. Wages are payable weekly no later than at the end of the regular shift on the Wednesday of the week immediately following the week in which the work was performed.

### **IV. FRINGE BENEFIT CONTRIBUTIONS**

- A. For all projects worked under this Agreement, the Employer shall be required to make fringe benefit contributions for each hour worked by all employees covered by this Agreement to the International Training Fund in the amount of \$.10 per hour.
- B. For all projects worked under this Agreement, the Employer shall make fringe benefit contributions for each hour worked by all employees covered by this Agreement in accordance with the Special Conditions and /or Schedule 1 (A) to this Appendix No. 1 (A). The Funds to which the Employer may be required to make contributions include, but are not limited to, the Local Union pension, health and welfare, training fund, and Industry Fund.

### **V. OVERTIME, SAFETY AND WORKING RULES**

- A. Overtime pay shall be required for all hours in excess of the regularly scheduled workweek, as defined below.
- B. All overtime will be paid at one and one-half times the straight-time rate, except that work performed on Sundays or the following holidays will be paid at double the straight-time rate: New Year's Day, Memorial Day, July Fourth, Labor Day, Thanksgiving Day, and Christmas Day.
- C. The regular workday shall consist of eight (8) consecutive hours of work, excluding a half-hour unpaid lunch period, between the hours of 6 a.m. and 6 p.m., Monday through Friday, or as determined in Appendix No. 1 (A), Article II.
- D. The Employer shall have the right to make and revise from time to time safety and working rules which are not inconsistent with any of the terms of this Agreement.

**VI. DURATION, RENEWAL AND TERMINATION**

This Agreement shall be effective from January 1, 2011 to December 31, 2014. This Agreement shall automatically renew itself for an additional period of one (1) year unless either party serves written notice of termination or a written request for modification upon the other party **sixty (60) days prior to the Agreement's** expiration. The other party shall reply to any such notifications at least (30) days, prior to the anniversary date of this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Appendix No. 1 (A) agreement this \_\_\_\_\_  
Day of, \_\_\_\_\_, year \_\_\_\_\_

**FOR THE UNITED ASSOCIATION OF  
JOURNEYMEN AND APPRENTICES  
OF THE PLUMBING AND PIPE FITTING  
INDUSTRY OF THE UNITED STATES  
AND CANADA**

\_\_\_\_\_  
William P. Hite, General President  
901 Massachusetts Avenue, N.W.  
Washington, D.C. 2001-4307

\_\_\_\_\_  
International or Other Designated  
Representative

**FOR THE EMPLOYER**

\_\_\_\_\_  
Name of the Employer

\_\_\_\_\_  
Name of Representative

\_\_\_\_\_  
Title of Representative

\_\_\_\_\_  
Address

\_\_\_\_\_  
Phone No.

\_\_\_\_\_  
Facsimile No.

## APPENDIX NO. 1 (A)

### UNITED ASSOCIATION NATIONAL LIGHT COMMERCIAL AGREEMENT

This Appendix for the National Residential Agreement between the United Association and MCA of Kansas City (Employer) shall identify the territorial jurisdiction for this Agreement, the applicable wage rates and fringe benefit contributions and other applicable terms and conditions.

#### I. TERRITORIAL JURISDICTION

The terms of this Agreement as provided by this Appendix No. 1 (A) shall apply to all work performed by the Employer:

A. In the following geographical area: as assigned to Plumbers U.A. Local 8 by the United Association.

B. For the following projects or zones: \_\_\_\_\_

#### II. SPECIAL CONDITIONS

The following special provisions or conditions shall apply to all work performed under this Agreement:

##### A. **Scope of Work (Light Commercial)**

1. Article 1, Section A, paragraphs two and three as modified to include Fast food restaurants and restaurants with drive-up service.
2. Strip malls.
3. Gas stations.
4. Convenience stores.
5. Car washes.
6. Wal-Mart stores (excluding Sam's Club)
7. Service and repair on above.

B. No employee shall receive any change in union classification or any reduction in basic wage rate or fringes in their present employment as a result of this Agreement.

C. Bonding requirements are to be as per Local Trust Agreements.

any of the terms of this Agreement.

**VI. DURATION, RENEWAL AND TERMINATION**

This Agreement shall be effective from January 1, 2011 to December 31, 2014. This Agreement shall automatically renew itself for an additional period of one (1) year unless either party serves written notice of termination or a written request for modification upon the other party **sixty (60) days prior to the Agreement's** expiration. The other party shall reply to any such notifications at least (30) days, prior to the anniversary date of this Agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Appendix No. 1 (A) agreement this \_\_\_\_\_  
Day of, \_\_\_\_\_, year \_\_\_\_\_

**FOR THE UNITED ASSOCIATION OF  
JOURNEYMEN AND APPRENTICES  
OF THE PLUMBING AND PIPE FITTING  
INDUSTRY OF THE UNITED STATES  
AND CANADA**

\_\_\_\_\_  
William P. Hite, General President  
901 Massachusetts Avenue, N.W.  
Washington, D.C. 2001-4307

\_\_\_\_\_  
International or Other Designated  
Representative

**FOR THE EMPLOYER**

\_\_\_\_\_  
Name of the Employer

\_\_\_\_\_  
Name of Representative

\_\_\_\_\_  
Title of Representative

\_\_\_\_\_  
Address

\_\_\_\_\_  
Phone No.

\_\_\_\_\_  
Facsimile No.

**Plumbers Local Union No. 8  
National Residential Agreement  
Effective January 1, 2011**

	Initial Base Wage	National Pension Fund	International Training Fund	Health and Welfare	Training	Industry	Deduct Local Dues	Deduct Supplemental Dues	Total Package
<b>Residential Trainees (Initiation Date after effective date)</b>									
Probationary Trainee	9.50								9.50
1st Level	9.87	0.78	0.10	6.00	0.45	0.29	1% of gross	\$0.36/hour	17.49
2nd Level	11.87	0.78	0.10	6.00	0.45	0.29	1% of gross	\$0.36/hour	19.49
3rd Level	13.87	0.78	0.10	6.00	0.45	0.29	1% of gross	\$0.36/hour	21.49
<b>Residential Journeymen (Initiation Date after effective date)</b>									
1st Level Tradesman	15.75	1.50	0.10	6.00	0.45	0.29	1% of gross	\$0.36/hour	24.09
2nd Level Tradesman	17.75	1.50	0.10	6.00	0.45	0.29	1% of gross	\$0.36/hour	26.09
3rd Level Journeyman	20.60	2.40	0.10	6.00	0.45	0.29	1% of gross	\$0.36/hour	29.84
<b>Residential Pipes/FSSS (Initiation Date after January 2004)</b>									
Probationary Trainee	9.50								9.50
1st Level Trainee	9.87	0.78	0.10	3.51	0.45	0.29	1% of gross	\$0.36/hour	15.00
2nd Level Trainee	11.87	0.78	0.10	3.51	0.45	0.29	1% of gross	\$0.36/hour	17.00
3rd Level Trainee	13.87	0.78	0.10	3.51	0.45	0.29	1% of gross	\$0.36/hour	19.00
<b>Residential Journeyman (Initiation Date after January 2004)</b>									
1st Level Tradesman	15.75	1.50	0.10	3.51	0.45	0.29	1% of gross	\$0.36/hour	21.60
2nd Level Tradesman	17.75	1.50	0.10	3.51	0.45	0.29	1% of gross	\$0.36/hour	23.60
3rd Level Journeyman	20.60	2.40	0.10	3.51	0.45	0.29	1% of gross	\$0.36/hour	27.35

- 1) Foreman add \$1.00 to Initial Base Wage
- 2) Residential Journeyman will be required to successfully complete all required training classes and exams before obtaining Building Trades Journeyman plumber classification.
- 3) Any Building Trades Journeyman may choose to work at any of the special classifications of work at the classification pay rate with full Building Trades benefits/deducts.

Economic increases applicable during the term of this contract distribution will be at the discretion of Local #8.