

National Plumbing Service Agreement



UNITED ASSOCIATION
of Journeymen and Apprentices of the Plumbing and Pipe Fitting
Industry of the United States and Canada, AFL-CIO

UNITED ASSOCIATION

National Plumbing Service Agreement



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SCHEDULE A

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The UNITED ASSOCIATION NATIONAL PLUMBING SERVICE AGREEMENT is hereby made by and between _____ (hereinafter referred to as the “Employer”) and the UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA, AFL-CIO (hereinafter referred to as the “United Association” or “Union”).

ARTICLE I

Scope of Work

1. This Agreement shall apply to all plumbing service work performed by the Employer to keep existing plumbing systems within occupied or ready to be occupied facilities operating in an efficient manner. Service work includes inspection, service, maintenance, start-up, balancing, adjusting, repair, modification and replacement of plumbing systems. This work shall include but not be limited to sanitary drainage systems, potable water systems, domestic hot water solar systems, plumbing fixtures, gray water systems, recycled and rain water capture systems, irrigation systems, gas systems, and similar building utilities necessary for habitation and use. This work shall also include service and repair of residential HVAC and mechanical systems and any HVAC and mechanical systems service work that is incidental to the work otherwise covered by this Agreement.
2. This Agreement shall also include any and all work of a similar nature to the work defined in Paragraph 1, within the jurisdiction of the United Association, as mutually agreed to by the parties and set forth in an approved “Schedule A.”
3. Any other work in the control of the Employer signing this Agreement that falls in the jurisdiction of the Union, but not in the scope as outlined herein or an applicable “Schedule A”, shall be done in accordance with the applicable local or national collective bargaining agreement covering the work in question. The United Association shall, in its sole discretion, determine which local or national agreement is the applicable agreement in the event of a dispute.

ARTICLE II

“Schedule A” to the United Association National Plumbing Service Agreement

4. No work may be performed under this Agreement unless the parties have agreed to an executed and approved “Schedule A” specifically covering such work. Each “Schedule A” shall identify:
 - a. the scope of work;
 - b. the geographic area or project(s) covered;

- c. the classification of employees to be utilized;
 - d. any special conditions; and
 - e. the applicable wage and fringe benefit rates for each such classification to be utilized.
5. The parties recognize that the Employer may execute multiple approved “Schedule A” agreements for different aspects of covered work, as well as for separate geographic areas and/or projects on which the Employer is performing such work.
6. The terms and conditions set forth in an approved “Schedule A” executed by the parties to this Agreement are hereby incorporated by reference and are a part of this Agreement, the same as if set forth herein. The United Association Local Union is not authorized to execute any modifications to this Agreement or any “Schedule A” unless approved in writing by the United Association.
7. The duration of any approved “Schedule A” executed by the parties to this Agreement shall be the same as the duration of this Agreement as provided in Article XXII, unless otherwise agreed to by the parties in the “Schedule A.”

ARTICLE III

Jurisdiction

8. The United Association shall have jurisdiction over all work performed under this Agreement and shall assign a Local Union territorial jurisdiction for purposes of administering this Agreement. The United Association shall have the authority to reassign territorial jurisdiction at any time.
9. All questions or disputes pertaining to trade or territorial jurisdiction of a Local Union or between two or more Local Unions shall be decided by the United Association and shall be final and binding on the United Association Local Unions and the Employer. Likewise, all questions or disputes pertaining to the applicable agreement pursuant to Paragraph 3 or 31 herein shall be decided by the United Association and shall be final and binding on the United Association Local Unions and the Employer.

ARTICLE IV

Classifications of Employees

10. The classifications of Employees which the Employer may employ on work performed under this Agreement shall be defined in the approved applicable “Schedule A.”

ARTICLE V
Non-Discrimination

11. The Employer and the Union agree that there shall be no discrimination against any Employee because of race, color, religion, gender, national origin, age or disability.
12. Wherever any words are used in this Agreement in the masculine gender, they shall be construed as though they were also used in the feminine gender in all situations where they would so apply.

ARTICLE VI
Management Rights

13. The management of the Employer's business including, but not limited to, the direction of the working force, the right to hire, plan, direct, control and schedule all operations (including 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 determination of the number of Employees and foremen, if any, is solely the responsibility of the Employer. All rights not specifically nullified by this Agreement are retained by the Employer.
14. The Employer is vested with the right to relieve Employees from duty because of lack of work or other legitimate reasons, promote, suspend, demote, transfer, discipline or discharge for just cause in line with this Agreement.

ARTICLE VII
Union Recognition and Union Security

15. The Employer recognizes the Union as the sole and exclusive bargaining representative for all Employees covered by this Agreement with respect to wages, hours and other terms and conditions of employment.
16. All members of the Union now in the employ of the Employer shall remain members in good standing in the Union during the term of this Agreement. Employees in all classifications covered by this Agreement and hereinafter employed by the Employer shall become members of the Union on the earliest date provided by applicable law after their employment, or the date of the signing of this Agreement by the Employer, whichever is later. This provision shall be effective to the extent permitted by applicable state and federal laws.
17. In interpreting good standing, the Employer shall not discharge an Employee for non-membership in the Union if it has reasonable grounds for believing that such membership was not available to the Employee on the same terms and conditions generally applicable

to other members, or that membership was denied or terminated for reasons other than the failure of the Employee to tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership.

18. Upon request of the Local Union having jurisdiction of the work being performed, and upon presentation of proper authorization forms executed by the individual Employees, the Employer agrees to deduct from the wages of such individual Employees union initiation fees and dues and shall pay to such Local Union the amount so deducted.
19. All sums withheld by the Employer from the paycheck of the Employees as union initiation fees and/or dues for the benefit of the Employees' Local Union shall be transmitted to the Local Union no later than the fifteenth (15th) day of each month following the month for which the deductions are being remitted.

ARTICLE VIII

Union Representation and Access to Jobs and Shops

20. Authorized representatives of the Union or the Local Union having jurisdiction over the work to be performed shall have access to all jobs covered by this Agreement; however, such representatives shall not interfere with the Employer's Employees during working hours.

ARTICLE IX

Hiring and Use of Employees

21. For the purpose of this Agreement the words "Home Local Union" shall mean the Local Union in which the Employee is a member.
22. The Local Union assigned jurisdiction by the United Association over work performed by an Employer signatory to this Agreement shall serve as a source of manpower. However, the Employer shall have the right to reject any person referred by a United Association Local Union if it makes a determination that said individual is not qualified.
23. The Employer will first request qualified Employees from the Local Union in the jurisdiction of the Employer's place of business or the Local Union in the jurisdiction in which the work is to be performed. The Local Union, upon such request, agrees to furnish to the Employer duly qualified Employees, including those with special skills where applicable, in a sufficient number, as determined by the Employer, to properly execute all work covered by this Agreement. The Employer shall retain the right to reject any applicant referred by the Union.
24. If the Local Union is unable to supply competent and skilled Employees satisfactory to the Employer within forty-eight (48) hours, the Employer may hire such persons wherever available, subject to the provisions of Article VII, and train such persons to perform the work required. The Employer shall immediately notify the Local Union having

jurisdiction of any and all new hires covered by this Agreement who were not referred by the Local Union to ensure that they are properly classified by the Union to perform work covered by this Agreement.

25. When the Local Union is unable to provide qualified Employees, the Employer may, upon notification to the Local Union, hire Probationary Service Employees for a period not to exceed six months, for the purpose of evaluating the capabilities of the Employee.
26. The selection of applicants for referral to jobs shall be on a nondiscriminatory basis and shall not be based on, or in any way affected by, union membership, bylaws, rules, regulations, constitutional provision or by any other aspect or obligation of union membership, policy or requirement; no distinction in treatment will be made based on religion, color, age, national origin, sex, disability or on any other basis prohibited by applicable law.
27. Except as otherwise set forth in an applicable "Schedule A," the Employer may at its discretion, for work covered under Article I of this Agreement, assign the first three Employees from the Employer's regular work force to work on a job within the territorial jurisdiction of another Local Union. The next two Employees with the required skills shall be from the Local Union jurisdiction where the work is being performed, with one Employee at a time being assigned, as needed. Thereafter, additional qualified Employees shall be hired on an alternating basis from the Employer's regular work force and the Local Union jurisdiction, to a maximum of five from the Employer's regular work force, unless a larger number is agreed to in writing between the Employer and the Local Union where the job is being performed.
28. Any Employee performing service work in the jurisdiction of a Local Union, other than his home Local Union, for a period of more than eight (8) hours per week, shall notify the Local Union in whose jurisdiction the work is being performed. These Employees shall pay working assessments and/or travel card dues, if any, only to their home Local Union unless the Employee is scheduled to work in this area for a period exceeding thirty (30) consecutive working days or the job duration is scheduled for more than thirty (30) days.
29. Local Unions referring applicants under this Agreement shall maintain a separate referral list for the classifications referred under this Agreement. Individuals referred in each classification must meet the qualifications set forth in the applicable "Schedule A."

ARTICLE X

Wages and Fringe Benefits

30. The Employer shall pay wages for each hour worked by Employees performing work covered by this Agreement in accordance with the applicable "Schedule A" to this Agreement.
31. When an Employee is assigned to work service outside his home Local Union for more than eight hours in a standard work week within any one jurisdiction, and when the

hourly wage rate as set forth in the “Schedule A” or applicable local agreement in the jurisdiction where the Employee is working differs from that of his home Local Union, including “Schedule A,” the higher rate shall apply after the first eight hours of work. All of the legally negotiated fringe benefit contributions or deductions under the Employee’s home Local Union’s Agreement, shall be paid only to the Trustees of the Fringe Benefit Funds of the home Local Union.

- 32.** Pursuant to Paragraph 25, the Employer is free to establish the wage and fringe benefit rates for each individual Probationary Service Employee based on experience and training. Probationary Service Employees may be disciplined and/or terminated for any reason in the sole discretion of the Employer without recourse to the grievance and arbitration provisions of this Agreement.
- 33.** Pay day shall be once each week, no later than the fifth day following the end of the Employer’s weekly payroll period. However, if checks are mailed, the Employer shall do so no later than the third working day following the end of the Employer’s weekly payroll period. Employees are to be paid at the option of the Employer and signed permission of Employee in either cash or negotiable payroll check or by electronic or automatic direct deposit. When Employees are laid off or discharged, they shall be immediately paid all wages due. However, if payment comes from a central facility, and it is permitted by state law, payment may be sent via U.S. Priority Mail within three working days of the last day worked.
- 34.** The Employer shall be required to pay fringe benefit contributions as set forth in the applicable “Schedule A” for each hour worked by all Employees performing work covered by this Agreement.
- 35.** In addition to the fringe benefit contributions required by the applicable “Schedule A,” the Employer shall also be required to make fringe benefit contributions for each hour worked by all Employees performing work covered by this Agreement to the United Association International Training Fund. The amount of the required contribution shall be set forth in the applicable “Schedule A.”
- 36.** If work covered by this Agreement is performed on public projects and applicable law requires the payments of established prevailing wages and benefits, the Employer shall be required to pay said wages and benefits if they are higher than those specified for in this Agreement or the applicable “Schedule A.”
- 37.** The Employer agrees to be bound by the written terms of any legally established trust agreements establishing any Trust Fund to which the Employer is required to contribute under this Agreement and the Employer agrees to be bound thereby to all amendments made thereto, the same as if the Employer was a party to said trust agreements. The Employer authorizes the parties to such trust agreements to appoint Trustees and successor trustees to administer the Trust Funds and hereby ratifies and accepts the Trustees so appointed as if made by the Employer. The Employer further agrees to be bound by all properly adopted rules and regulations issued by the Trustees of all such

funds. The Employer agrees that all contributions to the Trust Funds set forth in this Agreement shall be made at such time and in such manner as the Trustees of such funds shall require, and the Trustees shall have the authority to retain an accountant or accounting firm to perform payroll audits of the Employer to determine whether the correct amount of contributions have been made or to determine whether contributions have been made on behalf of all Employees covered by this Agreement.

38. If an Employer fails to make contributions to any of the funds to which contributions are required to be made pursuant to this Agreement or applicable "Schedule A," the Union shall have the right to take whatever steps are required to secure compliance, including removing Employees from the Employer providing advance notice of not less than twenty-four (24) hours is given for such action to the delinquent Employer. Such removal of Employees and cessation of work by Employees for such delinquent Employer shall not be a violation of the "no-strike" clause or any other provision of this Agreement and shall not bar or limit the other remedies allowable under this Agreement, the applicable trust agreements or law.
39. If the Employer fails to make contributions to the trust funds set forth in this Agreement, the Employer shall be liable for all costs of collecting the payments together with legal and audit fees, interest at the highest rate permitted by the state in which the delinquency occurred, and such late payment fees and liquidated damages as may be assessed by the Trustees. If an Employer fails to make contributions to any of the Funds set forth in the Agreement, such failure shall be grounds for termination of this Agreement with thirty days written notice.
40. When an Employee reports for work during the regular work day and is not given the opportunity to work, and was not notified before completing the previous day's work, the Employee shall be paid two (2) hours reporting time.
41. Should a Project Maintenance Agreement ("PMA") or a Project Labor Agreement ("PLA") be entered into by the United Association or its Local Union, which contains wages and working conditions more advantageous than set forth in this Agreement, an Employer performing work covered by this Agreement shall be eligible for these more advantageous terms for work performed at the applicable PMA or PLA job site.

ARTICLE XI

Hours of Work

42. The regular workweek shall be five (5) consecutive work days Monday through Saturday and shall consist of eight (8) consecutive hours of work between the hours of 6 a.m. and 9 p.m., excluding a half-hour unpaid lunch period, or as mutually agreed upon by the parties to this Agreement. By mutual agreement between the Employer and the Union, the regular workweek may be established to consist of four consecutive ten hour days. The pay for all hours worked on a four-tens schedule shall be at the applicable straight-time rate and not subject to overtime provisions.

43. Overtime pay shall be required for all hours in excess of the regularly scheduled workweek or in excess of the regularly scheduled workday, as defined above.
44. All overtime will be paid at one and one-half times the straight-time rate, except that work performed Saturdays in excess of eight hours and all hours worked on Sundays or the following holidays will be paid at double the straight-time rate: New Year's Day, Memorial Day, the Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day.

ARTICLE XII

Shift Work Conditions

45. Where it becomes necessary to work shifts for a period of not less than three (3) consecutive workdays in the same workweek, the second and third shifts shall be as follows:

Second Shift: Not to exceed eight (8) consecutive hours plus a thirty (30) minute lunch period, commencing after 3:00 P.M. and ending not later than 1:00 A.M. the following day, shall be known as the second shift. The shift differential shall be 10% of the base straight-time hourly wage rate.

Third Shift: Not to exceed eight (8) consecutive hours plus a thirty (30) minute lunch break, commencing after 11:00 P.M. and ending not later than 8:00 A.M. the following day, shall be known as the third shift. The shift differential shall be 15% of the base straight-time hourly wage rate.

46. Forty hours per week shall constitute a full week's work. Any work in excess of eight (8) hours per day and all worked beyond the forty (40) hours per week shall be compensated subject to the provisions of Article XI.

ARTICLE XIII

Safety

47. Employers, Employees and the Union recognize the importance of working in a safe environment. It is to the benefit of all parties for the Employer to provide safety training and for the Employees to comply with all safety regulations and policies.
48. The Employer shall have the right to make and revise from time to time safety and working rules that are not inconsistent with any of the terms of this Agreement.

ARTICLE XIV
Uniforms and Vehicles

- 49. All Employees shall keep themselves clean and neat. When special uniforms are required by the Employer, the Employer shall supply such uniforms.
- 50. Employees shall keep equipment and company-owned vehicles, within their control, in a neat, clean and safe condition.

ARTICLE XV
Subcontracting

- 51. In order to secure work for Employees of the Employer under this Agreement and in order to protect wages and working conditions of such Employees, the Employer shall make reasonable efforts to perform covered work with employees covered by this Agreement. To this end, the Employer agrees that it will not subcontract or sublet out any service or repair work covered by this Agreement to be performed by any other Employer unless that Employer pays wages and fringe benefits, as well as provides working conditions, that are no less than the wages, fringe benefits and working conditions provided in this Agreement and the "Schedule A."

ARTICLE XVI
Work Stoppages

- 52. The 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 Union may withhold manpower if an Employer fails to pay wages in full and on time or if the Employer has been delinquent in the payment of fringe benefits as required by this Agreement.
- 53. 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 XVII
Grievance and Arbitration Procedure

- 54. Where a disagreement exists between the Employer and the Union regarding the intent, meaning, application or compliance with the terms of this Agreement or an approved "Schedule A," it shall be resolved in accordance with the grievance procedure covered in this Article. Such disagreement shall be submitted 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 involved in accordance with the grievance procedure covered in this Article.

55. When a disagreement arises, the resolution and/or settlement shall proceed as follows:
- Step 1: On a local basis between the Local Union assigned jurisdiction and the Employer. If not settled within five (5) working days, proceed to:
- Step 2: The grievance shall be settled between the United Association and the Employer. If not settled within thirty (30) days, proceed to:
- Step 3: The grievance shall be reduced to writing in terms of the issue(s) to be arbitrated and shall be filed unilaterally or jointly with the Industrial Relations Council ("IRC").
56. The parties agree to be bound by the rules, regulations and procedures of the IRC for resolving any disagreements referred to it under this Agreement or approved "Schedule A." It is further understood and agreed that each side shall bear its own costs of submitting such dispute to the IRC, except that any filing fee shall be shared equally. The IRC shall only have jurisdiction and authority to interpret, apply or determine compliance with the provisions of this Agreement or approved "Schedule A" and shall not have jurisdiction to modify or change the Agreement in any way. The parties further agree that the decision of the IRC shall be final and binding on all parties.
57. If there has been a violation of this Agreement, the IRC 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.
58. When a grievance is initiated by the United Association rather than an Employee or a Local Union, the United Association shall have the option to bypass step one and proceed directly to a second step meeting. Such United Association grievances shall be filed in writing within a reasonable time from the date of the occurrence or from the date it reasonably could have been discovered.

ARTICLE XVIII

Labor-Management Oversight Committee

59. There shall be established Labor-Management Oversight Committee(s) (local or regional) consisting of equal representation of Employers signatory to this Agreement and the Union for purposes of addressing questions and issues of concern arising from or related to this Agreement and to enhance the growth of Union participation in the industry covered by his Agreement.

ARTICLE XIX
Standard For Excellence

- 60.** The parties subscribe to and adopt the United Association Standard For Excellence. It is also agreed that the Employer will adopt and be bound by the procedures in place to effectuate the Standard For Excellence, if any, as negotiated by the Local Union and the recognized contractor's group in the area where the Employer's branch office(s) are located.

ARTICLE XX
Miscellaneous

- 61.** If any provision of this Agreement is in conflict with the laws or regulations of the United States, or any state in which the work is to be performed, such provision shall be superseded by such law or regulation, but all other provisions of this Agreement shall continue in full force and effect.
- 62.** This Agreement supersedes all the provisions of any other Local Union Agreement for work covered by this Agreement. Signatories to this Agreement are not required to sign any Local Agreements 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 Article X.

ARTICLE XXI
Effective Date and Renewal

- 63.** This Agreement shall become effective when signed by the parties hereto and shall remain in full force and effect until_____. Thereafter, this Agreement shall automatically renew itself for additional one (1) year periods 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. Likewise, any “Schedule A” entered into by the parties is effective when signed and shall remain in full force and effect for the duration of this Agreement provided herein, unless provided otherwise in the “Schedule A.”
- 64.** The parties may at any time during the term of this Agreement agree to renegotiate its terms and conditions, on the sole and exclusive condition that such agreement to reopen and renegotiate is mutually agreed to in writing by the parties. Additionally, no modification to this Agreement shall be binding or of any force or effect unless and until it is reduced to writing and mutually agreed to by the parties.

IN WITNESS WHEREOF, the parties have executed this Agreement this _____ day of _____, 20____.

FOR THE UNITED ASSOCIATION
OF JOURNEYMEN AND APPRENTICES
OF THE PLUMBING AND PIPE FITTING
INDUSTRY OF THE UNITED STATES
AND CANADA, AFL-CIO:

FOR THE EMPLOYER

Mark McManus, General President
Three Park Place
Annapolis, MD 21401

Name of the Authorized Representative

Signature of Authorized Representative

Thomas Bigley, Dir. Of Plumbing Services

Name of Representative

Title of Representative

UA International Representative

Address

Address

Phone No.

Facsimile No.

E-Mail Address

Employer's Identification No.

Type of Organization:

Corporation

Proprietorship

Partnership

Joint Venture

LLC

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SCHEDULE A

FOR PLUMBING SERVICE

In accordance with Article II of the National Plumbing Service 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 Agreement and is applicable only for the territorial jurisdiction described in Section II below. The “Schedule A” shall identify the covered work, the applicable special conditions, wage rates and fringe benefit contributions that shall apply for all work performed in that territorial jurisdiction. An Employer signatory to the National Agreement performing covered work other than that described in Section I and/or performing work in any territorial jurisdiction other than that described in Section II must execute a separate “Schedule A” covering such work.

I. SCOPE OF WORK

This “Schedule A” shall apply to all work described in Article I of the National Agreement, as modified in this Schedule A.

II. TERRITORIAL JURISDICTION

The terms of 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: _____
- B. For the Geographic Area of: _____
- C. For the Following Projects: _____

III. CLASSIFICATIONS OF EMPLOYEES

The classifications of Employees that the Employer may employ on work performed under this “Schedule A,” and the general definition of the duties of such classifications, are as follows:

- A. **Journeyman:** A “Journeyman” (1) must have at least four (4) years experience performing plumbing service work; and (2) must have satisfactorily completed an approved United Association training program or passed a journeyman examination given by the United Association or a United Association Local Union. The duties of persons so qualified shall include related functions as assigned by the Employer.

B. Apprentice: An “Apprentice” shall be enrolled in a training program that has been approved by a joint apprenticeship and training committee of a United Association Local Union. Apprentices shall be allowed to perform all work within their capabilities that fall within the scope of work covered by this Agreement.

C. Trainee: A “Trainee” shall assist in the performance of all work covered by this Agreement and is not required to have any minimum level of experience or training.

IV. SPECIAL CONDITIONS

The following special provisions or conditions apply to all work performed under this “Schedule A” in the Territorial Jurisdiction identified above:

- A. _____
- B. _____
- C. _____
- D. _____
- E. _____
- F. _____
- G. _____

V. WAGES AND FRINGE BENEFITS

IN WITNESS WHEREOF, the parties have executed this "Schedule A" this _____
day of _____, 20____.

FOR THE UNITED ASSOCIATION
OF JOURNEYMEN AND APPRENTICES
OF THE PLUMBING AND PIPE FITTING
INDUSTRY OF THE UNITED STATES
AND CANADA, AFL-CIO:

FOR THE EMPLOYER:

Mark McManus, General President
Three Park Place
Annapolis, MD 21401

Name of the Employer

Signature of Authorized Representative

Name of Representative

Title of Representative

UA International Representative or
Other Designated Representative

We, the undersigned Employer, on behalf of itself and all its subsidiaries and branches, whether in existence or operation at the time of execution hereof, or later while the undersigned Employer is signatory to this Agreement, hereby becomes signatory to this National Plumbing Service Agreement as of this date and agrees to comply with all terms of this Agreement in fact and in intent.

Signed and subscribed to this _____ day of _____, 20_____

Name of Company _____

By _____
(please print name)

Signature _____

Title _____

Street Address _____

City, State, Zip Code _____

Telephone No. () _____ Fax No. () _____

E-mail address: _____ Tax I.D. No. _____

Listed below, for information purposes, are the names and addresses of all the Employer's subsidiaries or branches, all of which shall become subject to this Agreement by reason of the Employer's becoming signatory hereto. (Failure to list below the names and addresses of all the Employer's subsidiaries and branches does not exclude any non-listed subsidiary or branch from the coverage of this Agreement.) If none, so state: None

United Association of Journeymen and Apprentices of the Plumbing
and Pipe Fitting Industry of the United States and Canada, AFL-CIO

General President
Date:

(NOTE: Agreement only valid when signed by UA General President)



**UNION PLUMBERS,
FITTERS, WELDERS AND
HVAC TECHS**

Three Park Place • Annapolis, MD 21401

