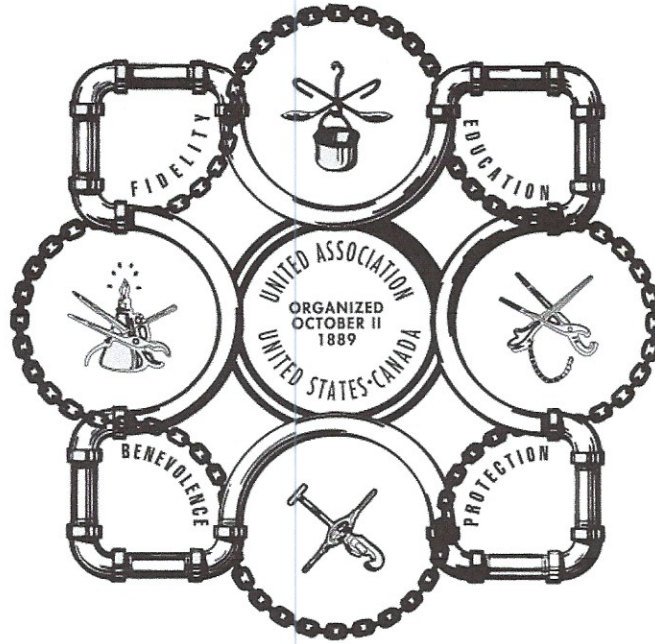


132nd ANNIVERSARY of CO-OPERATION
WITHIN THE PLUMBING and PIPEFITTING INDUSTRY



AGREEMENT

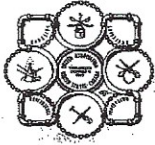
Between the



NEW ENGLAND MECHANICAL CONTRACTORS' ASSOCIATION
AND
U.A. LOCAL UNION No. 4 PLUMBING and PIPEFITTING INDUSTRY
OF THE UNITED STATES and CANADA, AFL-CIO

SEPTEMBER 1, 2022 TO AUGUST 31, 2026

PLUMBERS AND PIPEFITTERS LOCAL 4



AFL-CIO

United Association of Journeymen and Apprentices

150 Hartwell Street, West Boylston, MA 01583

(508) 835-1150 • FAX: (508) 835-1154

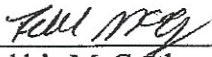
www.UALocal4.com

ROBBIE McCARTHY
Business Manager


PIERRE GROLEAU
Business Agent

August 25, 2022

The Parties agree to extend the present contract for four (4) years expiring on August 31, 2026.
This was agreed upon by:



Robbie McCarthy
Business Manager
Plumbers & Pipefitters Local 4


Stephen Affanato
Executive Vice President
New England MCA

The following wage changes were agreed upon:

1 st Year	September 1, 2022 - \$1.40	March 1, 2023 - \$1.40
2 nd Year	September 1, 2023 - \$1.40	March 1, 2024 - \$1.40
3 rd Year	September 1, 2024 - \$1.40	March 1, 2025 - \$1.40
4 th Year	September 1, 2025 - \$1.40	March 1, 2026 - \$1.40

INCREMENTAL INCREASES

The following breakdown of the new Wage and Benefits contract between the New England Mechanical Contractors Association and the Plumbers & Pipefitters Local 4 are listed below. The new rates will be in effect from September 1, 2022, through February 28, 2023.

All Pension benefits are to be submitted to the National Pension Fund along with the International Training Fund monies.

EFFECTIVE	9/1/2022
Wages*	\$50.50
H & W	\$9.80
Annuity	\$7.31
JATC (Training)	\$0.75
Industry Improv.	\$0.25
National Pension	\$9.71
Int'l Training	\$0.10
TOTAL	\$78.42

The Dues deduction is calculated on 3% of the **TOTAL PACKAGE**.

APPRENTICES

ALL apprentices receive Health & Welfare.

International Training Fund is to be paid on *ALL* apprentices.

Year 1 – 3 Apprentices do *NOT* receive National Pension and Annuity

Year 4 – 5 Apprentices do *NOT* receive National Pension, but DO receive Annuity

Wages payable under the apprentice program shall be as follows upon the recommendation of said joint committee, unless the same shall be amended by agreement:

Apprentice Breakdown			
YEAR #	WAGE %	WAGE	Duration
1	40%	\$20.20	2,000 hrs.
2	50%	\$25.25	2,000 hrs.
3	60%	\$30.30	2,000 hrs.
4	70%	\$35.35	2,000 hrs.
5	80%	\$40.40	2,000 hrs.

ARTICLE XXXIX: JURISDICTION

1. Local Union No. 4 United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada A.F.L.-C.I.O., having jurisdiction over the following cities and towns:

ASHBURNHAM	HARDWICK	RUTLAND
ASHBY	HARVARD	SHIRLEY
ATHOL	HOLDEN	SHREWSBURY
AUBURN	HUBBARDSTON	SOUTHBRIDGE
AYER*	LANCASTER	SPENCER
BALDWINVILLE	LEICESTER	STERLING
BARRE	LEOMINSTER	STURBRIDGE
BERLIN	LUNENBURG	SUTTON
BLACKSTONE	MENDON	TEMPLETON
BOLTON	MILFORD	TOWNSEND
BOYLSTON	MILLBURY	UPTON
BROOKFIELD	MILLVILLE	UXBRIDGE
CHARLTON	NEW BRAINTREE	WARREN
CLINTON	NORTH BROOKFIELD	WEBSTER
DOUGLAS	NORTHBORO	WEST BOYLSTON
DUDLEY	NORTHBRIDGE	WEST BROOKFIELD
EAST BROOKFIELD	OAKHAM	WESTBORO
FISKDALE	ORANGE	WESTMINSTER
FITCHBURG	OXFORD	WHITINSVILLE
FORT DEVENS	PAXTON	WINCHENDON
GARDNER	PETERSHAM	WORCESTER
GRAFTON	PRINCETON	
GROTON	ROYALSTON	

*That portion of AYER which lies west of the Greenville Branch of the Boston and Maine Railroad.