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**AGREEMENT BETWEEN
NATIONAL FIRE SPRINKLER ASSOCIATION, INC.
and
ROAD SPRINKLER FITTERS UNION NO. 669,
COLUMBIA, MARYLAND
OF THE UNITED ASSOCIATION OF JOURNEYMEN AND
APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY
OF THE UNITED STATES AND CANADA**

ARTICLE 1—UNION RECOGNITION AND BARGAINING

A. INTRODUCTION

THIS AGREEMENT is made this 1st day of April 2025 (and constituting revision of the original Agreement of April 6, 1915, and revisions and renewals thereof) between National Fire Sprinkler Association, Inc. (hereinafter “NFSA”) and Road Sprinkler Fitters Local Union 669 (hereinafter the “Union”).

B. GOOD FAITH

This Agreement is entered into in good faith, and the subscribers declare their entire willingness to fulfill all requirements contained herein, their acts being done with the full knowledge, consent and authority of the Employer and the Union. It is hoped and believed that this Agreement will tend to remove the causes for industrial strife and bring about a better understanding between the Employer and the Union.

C. NATIONAL FIRE SPRINKLER ASSOCIATION

The National Fire Sprinkler Association, Inc., a body incorporated under authority from its members pursuant to its By-Laws, has negotiated and signed this Agreement for and on behalf of contractors that have given NFSA written authority to negotiate this Agreement, each of whom is the “Employer” Party to this contract. A list of the contractors authorizing NFSA to negotiate and execute this Agreement, and on whose behalf, it is negotiated and executed is attached hereto and made part hereof.

NFSA is not responsible for the actions of individual contractors relative to the application of and compliance with this Agreement. NFSA has the exclusive right to appoint employer representatives to all joint committees or trust boards that are in existence and/or come about as a result of the terms this Agreement. NFSA may, at its option and with the contractor’s approval, participate in any grievance involving a contractor who has authorized NFSA to negotiate this Agreement.

Any Employer bound by the terms of this Agreement by virtue of the authority described above agrees that, if the contractor withdraws its membership from NFSA or its membership is terminated for any reason, the contractor shall be bound by all the terms and conditions of the Agreement for the balance of the term of this Agreement. NFSA agrees to notify the Union when any contractor member withdraws or is terminated from NFSA within twenty (20) days of such action. NFSA shall also notify the Union of any new member joining NFSA within a period of twenty (20) days from receipt of application, subject to subsequent Board of Directors approval,

and shall furnish the Union with a copy of the signed agreement whereby the Company authorizes NFSA to represent it in Collective Bargaining.

The Union shall submit to NFSA within thirty (30) days of the signing of this Agreement a copy of separate agreements signed with employers who are not NFSA members or are not party to this Agreement and shall advise NFSA in writing within ten (10) days of any new employers with whom the Union has signed a separate agreement. The Union shall promptly provide NFSA with copies of correspondence with employers represented by NFSA.

D. UNION RECOGNITION

NFSA, for and on behalf of its contractor members that have given written authorization, and all other employing contractors becoming signatory hereto recognize the Union as the sole and exclusive bargaining representative for all Journeymen Sprinkler Fitters and Apprentices in the employ of said Employers, who are engaged in all work as set forth in Article 3 with respect to wages, hours and other conditions of employment pursuant to Section 9(a) of the National Labor Relations Act.

The Union also recognizes NFSA as the Collective Bargaining Agency for contractors who have given written authorization and for those contractors who become signatory to this Agreement.

This Agreement shall be binding upon the parties hereto, their successors, administrators, executors and assigns. It is understood that the parties hereto shall not use any sale, transfer, lease, assignment, receivership, or bankruptcy to evade the terms of this Agreement.

E. EXTRA CONTRACT AGREEMENTS

The Employer and the Union shall not enter into any Agreement with bargaining unit employees individually or collectively, which conflicts with this Agreement.

F. STANDING COMMITTEE

The parties to this Agreement hereby create a Mutual Cooperation Committee to meet twice per year in conjunction with NASI trustee meetings or as the need arises to discuss problems that are of mutual concern to the NFSA and Local Union 669.

This Committee shall evaluate the effectiveness of this Agreement in reclaiming the market for signatory contractors and their employees. If market share continues to decline, the parties to this Agreement shall discuss possible ways and means to further prevent continued loss of market.

All employers in a given area shall provide timely information to the respective State and Federal agencies as requested by the Union and/or NFSA, to establish and maintain area standards for public work projects.

ARTICLE 2—HIRING OF LABOR

A. HIRING OF EMPLOYEES

Should the Employer fail to secure unemployed 669 Sprinkler Fitter Journeymen and Apprentices from any source available to him, he shall contact the Union requesting a referral of qualified unemployed Sprinkler Fitter Journeymen or Apprentices residing within one hundred (100) miles of the job site. The Union shall be given seventy-two (72) hours from time of notification to refer qualified unemployed Sprinkler Fitter Journeymen or Apprentices to perform the work involved.

If the Union fails for any reason to refer unemployed qualified Sprinkler Fitter Journeymen or Apprentices within seventy-two (72) hours, the Employer may hire new Apprentices in accordance with the ratios established in this Agreement and subject to applicable selection procedures.

The Employer may accept or reject for just cause any job applicant and may solicit from among applicants those who, in his estimation, are the best qualified.

Journeymen Sprinkler Fitters may solicit their own jobs.

Nothing herein shall prevent the transfer of an employee between jobs.

The parties recognize the legitimate interest of preserving and maintaining employment in the area in which work is being performed. Local employees shall therefore be the last laid off when the Employer lays off on a job.

B. PROCEDURES FOR LAYOFF AND DISCHARGE

When an employee is laid off, he shall be provided a layoff slip and be paid in full at the time his services are discontinued. All related pay information shall be made available for at least 30 days after separation of employment.

An Employer may “discharge” an employee for just cause only, and the employee shall be given written notice of the reason within two (2) days.

If a Journeyman Sprinkler Fitter or Apprentice is discharged, he shall be paid in full within forty-eight (48) hours of the time his services are discontinued, either in person, direct deposit, or by certified mail, with return receipt requested, to the address on record. The pay period for any Sprinkler Fitter or Apprentice who quits shall be his regular pay period.

C. NONDISCRIMINATION

There shall be no discrimination with regard to a protected class as defined by the Federal Government, by either the Union or the Employer relative to employment or conditions of employment. Contractors bound by the terms of this Agreement are likewise bound by any Affirmative Action Plans negotiated with governmental agencies by NFSA and Local Union 669. When used in this Agreement, the masculine pronoun is understood to refer to both genders.

D. TERRITORIAL SCOPE OF AGREEMENT

This Agreement applies to the United States and Off-Shore Drilling operations, except in the territory established as of April 1, 2025, covered by the local agreements in Boston-550, Chicago-281, Cleveland-120, Detroit-704, Kansas City-314, Los Angeles-709, Milwaukee-183, Minneapolis-St. Paul-417, Newark-696, New York-638, Philadelphia-692, Pittsburgh-542, St. Louis-268, San Francisco-483, Seattle-699, and the state of Florida-821. Contractors signatory to this Agreement shall, when performing work within any other Sprinkler Fitters Local Union’s jurisdiction, adhere to and be bound by the Collective Bargaining Agreement negotiated by NFSA with these other Sprinkler Fitters Local Unions.

ARTICLE 3—JURISDICTION OF WORK, SUBCONTRACTING, TOOLS, SAFETY AND PRODUCTION

A. JURISDICTION OF WORK

The work of the Sprinkler Fitter and/or Apprentice shall consist of the installation, dismantling, maintenance, repairs, adjustments, and corrections of all fire protection and fire control systems.

This includes the unloading, handling by hand, power equipment and installation of all piping or tubing, appurtenances and equipment pertaining thereto, including both over-head and underground water mains, fire hydrants and hydrant mains, standpipes, and hose connections to sprinkler systems, sprinkler tank heaters, air lines and thermal systems used in connection with sprinkler and alarm systems and all tanks and pumps connected thereto. Also included shall be CO2 and Cardox Systems, Dry Chemical Systems, Foam Systems and all other fire protection systems, but excluding steam fire protection systems.

Work of the nature described above that is generated by the inspection or testing of a fire protection system, but not the inspection or testing itself, is covered by this Agreement.

All applicable points of the 50 Articles of Jurisdiction in the United Association shall be incorporated by reference herein at Addendum A. The Articles of Jurisdiction do not expand the Employer or the Union's rights under this Article.

B. SUBCONTRACTING

Any Employer party to this Agreement may subcontract the work as outlined in the paragraph above, provided he subcontracts to a contractor that has a Collective Bargaining Agreement with Local Union 669.

C. TOOLS

All tools will be furnished by the Employers.

Employer will provide to the employee their initial set of tools. After the contractor's initial purchase, the replacement of the following small tools shall be the responsibility of the employee:

5 gal. bucket or handheld toolbox	12" adjustable wrench
Bucket caddy	Hack saw,
10" "Ridgid" aluminum pipe wrench	25' tape
14" "Ridgid" aluminum pipe wrench	Tin snips
18" "Ridgid" aluminum pipe wrench	1/2" ratchet & socket set (3/8"-1 1/4")
10" adjustable wrench	3/8" ratchet, 9/16" socket & 3/8" x 8-point socket
# 420 or 430 Channel locks	Utility or pocketknife
# 426 Channel locks	6' rule
Allen wrench set	Magnetic torpedo level
Straight screwdriver	Keyhole saw
Phillips head screwdriver	Half round file
2-lb ball-peen hammer	Flashlight / Headlamp
3/4" x 12" chisel	

Small tools will be provided by the employer and should be in good working condition, not necessarily new, with a lifetime guarantee. The standard is American made and lifetime guarantee except pipe wrenches which shall be "Ridgid."

Employees shall sign a "Tool Sign-Off Sheet" indicating the employee has received the small tools and understands this article. A copy of this sheet will be kept by the employee and the employer and a copy will be forwarded to the local Business Agent.

Employees are authorized to transport the tools listed above in a five (5) gallon bucket between job sites. Tools should be kept in the employees' possession. If an employee reports to work without the above small tools, the employee can be denied work with no show up pay.

All expendable parts of tools shall be replaced at the contractor's expense, i.e. hack saw blades, knife blades, jaws, heels, batteries, etc.

Small Tools may have employees' initials engraved or stamped on the tools for identification.

The contractors shall supply the above tools within thirty (30) days of the employee's hire. Probationary apprentices who are cancelled from the JATC shall return the tools in serviceable condition to the employer.

If the above small tools are stored in a gang box, job box, company trailer or vehicle in the contractor's custody and theft occurs, the employee shall not be held responsible, and said tools shall be replaced by the company.

Employees shall not be required to install any application on their personal electronic devices. Any application mandated by the Employer shall be installed on an electronic device provided by the Employer unless the employee agrees to such an application on their personal device. All Personal Protection Equipment (PPE) shall be supplied by the company.

Where an employee is required to travel by air or train to the job site, the Employer shall pay for the cost of the transport or shipment of tools.

Except for the small tools listed in this article, employees shall only be allowed to carry tools, materials and equipment in company owned vehicles.

The Employer may adopt and enforce reasonable written rules with respect to the retention and care of tools, so long as a copy of said rules is provided to the Union and said rules are enforced on a nondiscriminatory basis. The Employer may require that all tools, which are lost or unaccounted for, must be replaced by the employee. The employee shall abide by reasonable Employer rules providing for the care of such tools and equipment.

D. JOB SAFETY

The Employer and employees hereby agree to comply with all applicable Federal, State, and Municipal Safety and Health Laws and Regulations, as well as the requirements of the "Authority Having Jurisdiction" on all jobs.

The Employer shall be responsible for determining and advising employees of hazardous shop or job site conditions e.g. radiation, asbestos, toxins, carcinogens, etc.

The Employer shall be responsible for maintaining the safe condition of all tools and equipment utilized by the employees.

Normally there shall be at least two (2) men on each job. One (1) man on a job shall be allowed only in those situations where conditions safely allow one (1) man to work alone e.g., day work, emergency work and trim work where buildings are occupied and the employee is not exposed to excessive height or weight conditions. It is mutually agreed that one (1) man jobs have been performed in the past under safe conditions. Provided safe conditions exist, it is reasonable and proper to assign one (1) man to a job.

The Employer shall furnish at no cost to the employee all safety equipment as required by applicable Federal, State and Municipal Safety and Health Laws and Regulations, as well as all equipment required by the "Authority Having Jurisdiction" on all jobs.

No employee shall be required to work in any area where Epoxy Resins are being applied by other crafts, nor in areas where airborne health hazards (as defined by OSHA) are present without being provided proper and authorized safety equipment.

All apprentices covered by this agreement shall obtain Occupational Safety and Health Administration (OSHA) 30 certification as part of their ongoing apprenticeship training. OSHA Annual Training and OSHA 30 Certification should be completed by employees covered by this agreement on their own time.

RADIATION EXPOSURE: The Employer agrees to be bound by the rules and regulations established by the "Authority Having Jurisdiction" for safety on nuclear projects.

Exposure to radiation shall be kept as low as possible.

Any employee who receives his maximum radiation exposure limits prior to the end of any regular work week (Monday through Friday) will be transferred to other suitable work without loss of pay, or he shall be paid wages and fringe benefits for the week as if he had worked a full week.

E. BACKGROUND CHECKS

The employer may have a background check policy to provide for reviewing and verifying the background and other information of applicants prior to employment. Current employees may be subjected to a background check when probable cause exists or where it is a requirement of the job site, property owner, or General Contractor. This policy for current employees shall be provided to Local 669 for review prior to implementation.

F. DRUG AND ALCOHOL USE

NFSA and Local Union 669 agree to comply with the US Department of Health and Human Services (DHHS) Guidelines. Federal Register, governing regulations for drug testing, procedures, limits, documentation, reports and records. Any discrepancies between the DHHS Guidelines referenced herein and the Program described below shall be resolved by the terms of the DHHS Guidelines.

NFSA and Local 669 acknowledge that the use of alcohol and illicit drugs is detrimental to employees' health and safety and that employees suffering from an alcohol or drug related problem should be afforded the opportunity to remedy their health problem. Therefore, the parties agree as follows:

1. An employee shall not report for work in a condition unfit for work due to the use of alcohol, drugs, or illegal substances. Being in a condition unfit for work because of the effects of drugs, alcohol or illegal substances that impair work performance while at the job site is cause for disciplinary action up to and including discharge. Employees must meet their responsibility to be fit for duty, ensuring a zero-tolerance policy for substance use is strictly met.
2. Acceptable Means of Drug Testing. The following are the acceptable means of drug testing. If the General Contractor or Owner requires drug or alcohol testing other than that provided herein, the Employer shall immediately notify the Union in writing.
 - a. If an Employer has "Reasonable Suspicion" to suspect that an employee is unfit for work as described above, the Employer may require the employee to submit to a detection test as outlined in Paragraph 3 through Paragraph 5 to determine whether the employee is in violation of Paragraph 1. "Reasonable Suspicion" means objective belief based on direct observation by a supervisor or management representative, job foreman, or other employee such that it can be described with particularity, i.e., specific facts. All such facts must be immediately reduced to writing by the supervisor, management official, job foreman, or other employee and provided to the employee and the Union. If a supervisor or management official is not "on site" to observe an employee

whose performance is impaired, the job foreman or other employee shall contact the Employer by telephone immediately after the written documentation is completed.

“On site” means the location of the job at which the employee is suspected of being unfit for work.

Any employee operating a company motor vehicle that is involved in a motor vehicle accident during working hours or at any time if such vehicle is owned or leased by the Employer, or in a work-related injury that requires medical attention, may also be required to submit to testing for drugs, alcohol, or both at the discretion of the Employer.

- b. Any contractor may institute an unscheduled drug or alcohol testing program, provided that it shall be at the contractor’s cost and the following conditions are adhered to:

Drug or alcohol testing shall be applicable to all employer non-bargaining unit employees, including company executives and officers.

All name selection shall be done by computer program name generation and all testing shall be done by a certified collection and testing facility.

Time spent meeting unscheduled testing requirements shall be paid work time.

- c. Any contractor may elect to institute pre-employment drug testing. The applicant shall receive an amount equal to two (2) hours wages when the applicant is subjected to pre-employment drug testing, provided the applicant does not test positive. It is understood that such payment shall not confer status as an employee on such applicant, unless the contractor actually puts such applicant to work on his payroll.
 - d. An employee who leaves the company for a duration of longer than thirty (30) days may be retested.
- 3. The procedure for detection of alcohol-related impairment shall be the same as used by the State where the worksite is located and presumptive impairment shall be determined by using the State established level for a finding of driving a vehicle while impaired or intoxicated.
 - 4. The testing for drug related impairment shall be conducted by a laboratory certified to perform such tests by the DHHS or any other laboratory designated by agreement of the parties. The collection of the samples shall conform to the current DHHS procedures. The testing will be a sample of the employee’s saliva or urine (in accordance with state law and where allowable), at the employee’s discretion whether to use saliva or urine testing (except urine testing must be used if saliva testing is unavailable in a laboratory within fifty (50) miles of the site of the incident that led to the test) and shall test for the drugs listed in the SAMHSA-5 drug panel (also known as the “NIDA 5”) (Cannibinoids, Cocaine, Amphetamines, Opiates and Phencyclidine), with the understanding that testing related to Cannibinoids shall comply with all applicable Federal, State, District of Columbia, and local laws. Initial and confirmatory test cutoffs shall be according to SAMHSA guidelines.
 - 5. After a confirmed positive test pursuant to this Article, the employee shall have the right to have the B sample submitted to a third-party laboratory of his/her choosing for confirmation, provided that said laboratory complies with current DHHS procedures. Said portion shall be clearly identified and sealed, and chain of custody shall be documented. The Employer shall also provide the employee and Union representative with a listing of three (3) laboratories which comply with the DHHS guidelines cited above. In the event the

District Business Agent is not available to be “on site” within two (2) hours, the Union shall designate a temporary, alternate Union representative. The employee shall have the right to independent analysis at these approved Laboratories. Any report on the contents of the sample must contain a signed attestation that the seal was intact upon submission to the certified collection and testing facility. Under no circumstances shall the employee be entrusted with the possession or transport of his/her sample.

6. Possession or sale of illegal substances at the worksite shall constitute independent grounds for discharge without regard to “reasonable suspicion” of unfitness for work or adverse effect upon work performance.
7. All records pertaining to investigation and assessment of an employee shall be maintained in the Employer’s possession in accordance with all laws.
8. The only permissible testing by the Employer shall be that set forth in Paragraph 2 through Paragraph 5 and to comply with the requirements of the general contractor, owner, or law. There shall be no random testing, no use of electronic detection devices, use of search dogs, searches of persons or vehicles or other practices not specifically mentioned in this Article. At the option of the employee or the Union, any employee tested through procedures materially different than those set forth above shall have the right, at the Employer’s cost, to be tested pursuant to procedures set forth in Paragraph 2 through Paragraph 5 and no discipline may be imposed until unfitness for work is established pursuant to Paragraph 2 through Paragraph 5.
9. This Article shall not bar any subsequent modifications of the standards and tests promulgated by the Joint Apprenticeship Training Committee (JATC) nor testing of applicants for the Joint Apprenticeship Program pursuant to procedures adopted by the JATC.
10. The following employee rights shall be provided:
 - a. Before requesting an employee undergo drug or alcohol testing, the employer shall provide the employee with a form on which to acknowledge that the employee has seen the drug and alcohol testing policy.
 - b. If an employee tests positive for drug or alcohol use, the employee shall be given written notice of the right to explain the positive test with a Medical Review Officer (MRO) and indicate any over-the-counter or prescription medication that the employee is currently taking or has recently taken and any other information relevant to the reliability of, or explanation for, a positive test.
 - c. Within three (3) days after notice of a positive initial drug or alcohol test result the employee may submit information to the employer, in addition to any information already submitted under paragraph (B), to explain the result.
 - d. An employee who tests positive will have four (4) working days following the date on which the employee is notified of the test result to advise the employer, in writing of the employee’s desire to request a retest of the previously collected B sample at the employee’s expense and in accordance with paragraph 5 of this Section, unless a retest is negative in which case it shall be at the employer’s expense.
 - e. Employees may grieve actions for discipline under this Agreement.

G. PRODUCTION OF LABOR

There shall be no limitation of the amount of work to be performed, except as required by Article 3(D).

No Sprinkler Fitter Journeyman or Apprentice working for an Employer shall work overtime at sprinkler work for another Employer during any twenty-four (24) hour calendar day period.

There shall be no restriction or limitation as to the use of machinery and tools, the method or manner in which work shall be done, or the use of material, except as required by Article 3.

Addendum B, the U.A. Standard for Excellence and the U.A Standard for Safety, is incorporated by reference herein.

H. MATERIALS, EQUIPMENT AND FABRICATION

The Union shall accept all materials and equipment as delivered by or for the Employer and the unloading, handling, stockpiling and installing of such material and equipment shall be performed by employees covered by this Collective Bargaining Agreement.

The assembling and fabrication of welded pipe formations, when performed on the job site, shall be done by Journeymen and/or Apprentices receiving the rates in this Agreement. The welding provisions also apply to CO-2 and fire extinguisher systems.

Where Journeymen or Apprentices are required to take welding tests for certification they shall, before starting the test, be placed on the payroll of the Employer, and shall be paid in accordance with the wage schedule and travel article contained in this Agreement. All tools and safety equipment required for the test shall be furnished by the Employer.

All brazing and soldering of copper pipe done in the Sprinkler Industry shall be fabricated and assembled by Journeymen and/or Apprentices on the job site.

I. MAKING ON FITTINGS

It is understood and agreed that the Employer shall have the right to make-on only three (3) screwed fittings on threaded pipe, permanently tight in the factory for shipment, to any job within the territory of the Local Union and that the employees covered by this Agreement shall install this material without objection or interruption. The foregoing shall not apply to spool pieces, feed main nipples and risers, and pipe fittings that must be hot dipped.

The preparation of pipe for mechanical fittings and the attachment of three (3) mechanical fittings to one (1) piece of pipe may be performed in the factory. The attachment of additional mechanical fittings to said pipe shall be performed in the field by employees covered by this Agreement.

ARTICLE 4—WAGES, HOURS AND TRAVEL EXPENSES

A. WAGES

It is agreed that the hourly wage rate for Sprinkler Fitters shall apply to jobs in the states for the first three years of the Agreement. The wage rates for the various states/districts are outlined in the applicable chart in Addendum D. It is further agreed that, for work performed by Local 669 contractors at the Tennessee Valley Authority ("TVA"), the effective date for contractual wage increases under this Article of the National Agreement shall be March 31 rather than April 1 of each year.

Wage Reopener: Wages for years four and five of this Agreement shall be subject to wage reopener negotiations to be held for both years during January through March 2028. Specifically, the Union will provide a sixty (60)-day Section 8(d) (Form F-7) notice to the Federal Mediation and Conciliation Service no later than January 15, 2028, to negotiate wage increases to be effective on April 1, 2028 and April 1, 2029, respectively. Thereafter, the parties will meet and negotiate in good faith regarding wage increases only. In the event no agreement is reached, the Union and those employees it represents will be able to strike after 11:59 p.m. on March 31, 2028 over the issue of wages only.

The Union may, at its discretion, reallocate moneys due between wages and Sprinkler Industry Supplemental (SIS) Pension Fund contributions, once every calendar year, with thirty (30) days prior written notice to the NFSA and signatory contractors, with action taking place by April 1 of each year, provided that the sum of the total contribution to wages and the SIS Fund remains the same.

No reduction in the wages provided for in this Agreement will be made without a secret ballot ratification vote in favor of the reduction by the affected bargaining unit employees.

The total economic package shall be defined as Wages, Health and Welfare Fund, including RESA, Pension Fund, Education Fund and SIS Fund.

The hourly contribution rates and effective dates to the following funds will be in accordance with the applicable chart in Addendum F.

EDUCATION FUND
NASI HEALTH & WELFARE FUND
PENSION FUND
RETIREMENT EMPLOYEE SUBSIDY ACCOUNT (RESA) FUND
SPRINKLER INDUSTRY SUPPLEMENTAL (SIS) PENSION FUND
UNITED ASSOCIATION INTERNATIONAL TRAINING FUND (UAITF)

Where Wage and SIS or Benefit increases are calculated by percentage and/or reallocation, employers shall be given thirty (30) days prior written notice of the allocation.

B. PAYMENT OF WAGES

Wages shall be paid on or before the end of the employee's workday each Friday, including all wages due up to and including the previous Friday.

Employers who utilize electronic transfers for their employees will make deposits to the employee accounts on the designated pay day. Appropriate documentation shall be transmitted to the employee at the same time showing the Employee's name, and address, pay period covered, regular and overtime wages, all deductions and the amount of contributions made on behalf of the employee to fringe benefit funds. Employees who elect not to receive pay by electronic transfer will receive this information by check stub accompanying their paycheck.

The pay period for any Sprinkler Fitter or Apprentice who quits shall be his regular pay period.

A returned check shall be considered nonpayment of wages.

An employee who doesn't receive his paycheck at the time set forth in this Article shall be entitled to eight (8) hours pay. The employee has the responsibility to notify the Employer concerning the late paycheck and, subsequent to notification, the employee shall receive eight (8) hours pay for each twenty-four (24) hour period until he receives his paycheck. Notification may also be given to the Employer by the Union.

An employee who notifies both his Employer and the Union in writing that he wishes his pay-check to be mailed to his home address shall not be entitled to any penalty payments for late checks due to the post office services, provided the check was mailed in sufficient time to arrive within the time limits of this Article.

Any employee injured on the job to the extent of requiring medical care, in which a doctor determines that the injury prevents the employee from returning to work, shall be paid a full day's wage for the day of the injury.

Contractors may pay wages by electronic transfer of funds.

C. HOURS OF WORK, SHIFTS AND OVERTIME

1. HOURS OF WORK

The standard workday and week shall be eight (8) consecutive hours of work between 6:00 a.m. and 6:00 p.m., excluding the lunch period, Monday through Friday or shall conform to the practice on the job site. With prior written notice to the Union, four (4) days at ten (10) hours a day may be worked at straight time in states where it is legal Monday through Friday and need not be consecutive. Any employee working a properly established 4-10 schedule who fails to report on a scheduled workday may only receive overtime if he works over forty (40) hours during that workweek. Any hours worked outside of the standard workday and week shall be considered overtime hours, unless otherwise specifically agreed to by the Union.

2. SHIFTS

Shift work may be performed at the Employer's option. Shift work may only be performed on the same job site and must continue for five (5) consecutive workdays. Eight (8) hours of work constitutes a shift. The hourly rate for the second and third shifts shall be fifteen percent (15%) above the basic hourly rate. There shall be at least two (2) men on each shift. It shall not be required to work a day shift to work a second and/or third shift under this paragraph.

3. OVERTIME

All overtime, except for Sundays and Holidays shall be at the rate of time and a half. Overtime worked on Sundays and Holidays shall be at double time. The following days shall be considered Holidays: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day. The employee may take off Friday following Thanksgiving Day, but the employee shall notify a Foreman, General Foreman, Master Foreman or Superintendent on the Wednesday preceding Thanksgiving Day. When one of the above holidays falls on Sunday, the following Monday shall be considered a holiday, and all work performed on either day shall be at the double time rate.

When one of the above holidays fall on Saturday, the preceding Friday shall be considered a holiday, and all work performed on either day shall be at the double time rate.

If the day on which these holidays are celebrated is changed by Federal or State law, the newly established day shall be considered the holiday.

COMPUTATION OF OVERTIME: When an Employee's wage rate is adjusted to include a shift or off hours' differential for premium work, overtime shall be calculated based on their increased rate.

4. SHOW UP TIME

Any employee, after being hired or reporting for work at the regular time, for whom no work is provided shall receive four (4) hours pay at the prevailing wage unless he has been notified before leaving home not to report. Any employee, after working in the morning and having started work after the lunch period, shall receive four (4) hours pay at the prevailing wage for the afternoon. An exception shall be made when weather or strike conditions make it impossible to put such an employee to work, or any such stoppage of work is occasioned thereby, or any employee leaves his work of his own accord.

5. TIME OFF FOR UNION ACTIVITIES

The Employer agrees to grant the necessary time off, without discrimination and without pay, to any employee designated by the Union to attend a labor convention or serve on official Union business, provided seventy-two (72) hours written notice is given to the Employer by the Union specifying length of time off. The Union shall give due consideration to the number of men affected so that there is no disruption of the Employer's operation due to lack of available employees.

6. OFF HOURS

On all buildings that are occupied and the hours are not under the control of the contractor, and the hours do not fall into the category of the regular work day, the contractor may bid the "Off Hours" at straight time plus fifteen percent (15%). This paragraph shall not apply to new construction or emergency work.

Prior to the initiation of the "Off Hours" provision, the building owner (or owner's representative) shall provide written confirmation of the owner's necessity that work in the above paragraph be done during the "Off Hours" period. The Union will be given five (5) days to verify the conditions.

D. JOB FOREMEN

The Employer shall select and appoint Foremen, General Foremen and Master Foremen from Local Union 669 bargaining unit employees.

There shall be a Foreman on each job, a General Foreman on each job with Fifteen (15) to Twenty-Five (25) employees, and a Master Foreman on each job with over Twenty-Five (25) employees, and the Employer may select from his Journeyman employees whomever he wishes to be Foreman, General Foreman, and Master Foreman from the Local Union 669 bargaining unit.

Effective April 1, 2025, the rate of wage for the Master Foreman shall be Seven Dollars and Seventy-Five Cents (\$7.75) per hour above the Journeyman's rate; and shall increase to Eight Dollars (\$8.00) per hour above the Journeyman's rate effective April 1, 2026; and shall increase to Eight Dollars and Twenty-Five Cents (\$8.25) per hour above the Journeyman's rate effective April 1, 2027; and shall increase to Eight Dollars and Fifty Cents (\$8.50) per hour above Journeyman's rate effective April 1, 2028.

Effective April 1, 2025, the rate of wage for the General Foreman shall be Five Dollars and Fifty Cents (\$5.50) per hour above the Journeyman's rate; shall increase to Five Dollars and Seventy-Five Cents (\$5.75) per hour above the Journeyman's rate effective April 1, 2026; and shall increase to Six Dollars (\$6.00) per hour above the Journeyman's rate effective April 1, 2027; and shall increase to Six Dollars and Twenty-Five Cents (\$6.25) per hour above the Journeyman's rate effective April 1, 2028.

Effective April 1, 2025, the rate of wage for Foremen shall be Three Dollars and Twenty-Five Cents (\$3.25) per hour above the Journeyman's rate; shall increase to Three Dollars and Fifty Cents (\$3.50) per hour above the Journeyman's rate effective April 1, 2026; and shall increase to Three Dollars and Seventy-Five Cents (\$3.75) per hour above the Journeyman's rate effective April 1, 2027; and shall increase to Four Dollars (\$4.00) per hour above the Journeyman's rate effective April 1, 2028.

All overtime for Foreman, General Foreman or Master Foreman shall be calculated based on their Foreman, General Foreman, or Master Foreman rate.

E. TRAVEL EXPENSES

1. UNDER 60 MILES

When an employee is required to travel to a job within sixty (60) miles of his residence, he shall be paid in accordance with the Travel Pay Chart in Addendum H.

2. 60 TO 80 MILES

When an employee is required to travel to a job over sixty (60) miles up to and including eighty (80) miles from his residence, he shall be paid in accordance with the Travel Pay Chart in Addendum H.

3. 80 TO 100 MILES

When an employee is required to travel to a job over eighty (80) miles up to and including one hundred (100) miles from his residence, he shall be paid in accordance with the Travel Pay Chart in Addendum H.

4. OVER 100 MILES

When an employee is required to travel to a job over one hundred (100) miles from his residence, the following shall apply:

- a. The employee shall be paid subsistence in accordance with the Travel Pay Chart in Addendum H.
- b. The employee shall be paid at the IRS Standard Mileage Rate going to the job for the first time, together with travel time at the rate of one quarter (1/4) hour travel time for each fifteen (15) miles traveled, not to exceed eight (8) hours per day in any twenty-four (24) hour period.
- c. When the employee's job in excess of one hundred (100) miles is completed or the employee is transferred by his Employer to another job, the employee shall be paid at the IRS Standard Mileage Rate to the point at which the employee entered the Employer's service or the next contract, together with travel time at the rate of one quarter (1/4) hour for each fifteen (15) miles traveled, not to exceed eight (8) hours per day in any twenty-four (24) hour period.

5. "FULLY EMPLOYED" AREA PROCEDURE & TRAVEL PAY

- a. The parties to this Agreement may, by written agreement, designate area(s) as "fully employed". The Employer may then request that the Union refer unemployed Journeymen or Apprentices who reside outside the designated area. The Union will, at the Employer's request, refer unemployed Journeymen and Apprentices from an unemployment list maintained for this purpose, to the extent available and within five (5) working days of its receipt of the Employer's request.

- b. Journeymen and Apprentices residing outside the area where the job site is located will be referred from the nearest Local 669 District and according to the length of time on the unemployment list, referred to above, pursuant to the Union's nondiscriminatory referral procedures established for this purpose.
- c. Journeymen and Apprentices referred pursuant to this procedure will be employed for at least thirty (30) working days unless the Employer has just cause to terminate them.
- d. Journeymen and Apprentices referred to the Employer pursuant to this procedure shall be paid the "Over 100 miles" subsistence rate on the Travel Pay Chart in Addendum H. There shall be no travel pay or mileage under this Article for travel from and to the employee's residence outside the "fully employed" area.
- e. For travel from job to job within the "fully employed" area when the employee is required to travel more than forty (40) miles, he shall be paid the Standard IRS Mileage Rate per mile between jobs and travel time at the rate of one-quarter (1/4) hour for each fifteen (15) miles traveled, not to exceed eight (8) hours pay in any twenty-four (24) hour period. Mileage shall be computed between jobs within the "fully employed" area, rather than from the employee's residence.

6. ADDITIONAL TRAVEL NOTES

- a. If an Employer provides suitable transportation for employees, the Employer shall not be required to pay for travel expenses under this Article, but he shall pay travel time and subsistence, if over one hundred (100) miles, under this Article. No subsistence shall be paid if the Employer furnishes daily transportation and the employee chooses to travel back and forth from his home. "Suitable transportation" means vehicles in conformity with Federal Motor Vehicle Safety Standards & Regulations.
- b. If the employee leaves his work before it is completed and without the Employer's consent, traveling shall be at the employee's own time and expense.
- c. Residence shall be solely determined by the employee, and the employee shall file this in writing with the Employer and the Union.
- d. For the purpose of contributions to all Funds set forth in this Agreement, travel hours paid for shall be considered hours worked.
- e. All travel hours outside of the regular established working hours shall be at time and one half (except for Sundays and Holidays which shall be at double time) in accordance with Article 4, Section C.
- f. Nothing herein contained shall be considered as inconsistent with the Federal Wage and Hour Laws.
- g. For purposes of this Article, all miles traveled by an employee shall be determined by reference to maps.google.com. If the actual point of residence or job is not designated, miles traveled shall be the mileage between the points closest to the actual point of residence or job designated in maps.google.com.
- h. Subsistence, in accordance with Paragraphs E.4(a) and E.6(d) above, shall be paid if an employee is prohibited from working because of weather conditions.

- i. An employee shall receive fifty percent (50%) of the travel payment set forth in Article 4, Sections E.2. (60 to 80 miles) and E.3. (80 to 100 miles), if applicable, when the employee is entitled to a payment as provided in Article 4, Section C.4. above.
- j. Air Travel. The decision on whether travel should be by air shall be a joint decision between the Employer and employee. If a decision is made to travel by air, the Employer must purchase airline tickets for the employee in advance of travel. Employees may be required to pay for incidental expenses such as taxi, ride sharing, and parking. However, such expenditures must be reimbursed to the employee within fifteen (15) days following the employee providing receipts to the home office in a timely manner. The employee shall be entitled to eight (8) hours' travel pay at the rate applicable to the State/District in which the employee's residence is situated. The employee shall only be entitled to an airline ticket, reimbursement of expenses, and travel pay under this section for the initial trip made to the job and for the employee's final trip home or transfer by the Employer to another job.
- k. If an employee is required to work a six-day workweek over two hundred and fifty (250) miles from his residence, the employee shall be paid seven (7) days' subsistence. An employee who fails to report for work shall not be entitled to an additional days' subsistence under this paragraph.

F. ALASKA TRAVEL

The following travel expenses shall apply from the lower forty-eight (48) states to Alaska:

- 1. The employee shall be paid the IRS Standard Mileage Rate per mile and travel time at the rate of one-quarter (1/4) hour for each fifteen (15) miles, not to exceed eight (8) hours per day in any twenty-four (24) hour period from his residence to the airport of embarkation selected by the Employer.
- 2. For travel in Alaska, the employee shall be the IRS Standard Mileage Rate/per mile and travel time at the rate of one-quarter (1/4) hour for each fifteen (15) miles, not to exceed eight (8) hours per day in any twenty-four (24) hour period from his residence to the airport of embarkation selected by the Employer.
- 3. All air travel for the employee shall be coach airfare from the airport of embarkation to the job in Alaska, together with four (4) hours of travel time if the time of travel is less than four (4) hours, and eight (8) hours of travel time if the time of travel is four (4) hours or more.
- 4. At the Employer's option, subsistence shall be paid at 125% of the Over 100-mile subsistence rate per day, five (5) days a week or days worked, whichever is greater, or suitable room and board (i.e. two (2) men to a standard double room with two beds). This paragraph shall apply only to situations where employees are sent to Alaska from the lower forty-eight states (mainland) and where employees who are residents of Alaska are required to travel to a job more than one hundred (100) miles from his residence.
- 5. If an employee must travel more than one hundred (100) miles, but less than two hundred and fifty (250) miles from his residence and must work six (6) days in a standard work week, the employee shall be paid seven (7) days subsistence.
- 6. If an employee must travel two hundred and fifty (250) or more miles from his residence, seven (7) days subsistence shall be paid.

7. If the employee is discharged for just cause or quits before completion of the work project, his subsistence allowance for meals and lodging shall cease. If the employee does not stay on the work project until the work project is completed, he shall pay his own return transportation.
8. When the employee arrives at the Alaska airport, ground transportation to the job or the cost thereof shall be furnished by the Employer, plus one-quarter (1/4) hour of pay for each fifteen (15) miles traveled.
9. If an Employer provides suitable transportation for employees, the Employer shall not be required to pay for travel expenses under this Section F, but he shall be required to pay travel time and subsistence in accordance with this Section F. No subsistence shall be paid when the Employer furnishes daily transportation, and the employee chooses to travel back and forth from his home.
10. When the employee returns from Alaska, he shall be paid expenses on the same basis as set forth herein for his travel to Alaska.

G. OFF-SHORE DRILLING OPERATIONS

The following conditions of employment shall apply to offshore drilling operations:

Travel expenses, as applicable under Article 4, shall be paid from the employee's residence to the point of embarkation (i.e., boat landing, helicopter pad, etc.) servicing the structure on which the job is located. Time spent from the point of embarkation to the structure and from the structure to the point of embarkation shall be considered hours worked. Travel expense at job completion will be applied as provided under Article 4.

Subsistence as applicable under Article 4 shall be paid to the point of embarkation.

When an employee is required to live on the structure, he shall be furnished meals and lodging free of charge. Where meals and lodging are provided, no payment shall be paid under Article 4.

Hours of work including shifts, starting time, meal periods, etc., shall conform to practice on the structure.

Overtime at the rate of double the appropriate hourly rate shall be paid for hours worked outside the regularly scheduled work shift as established on the structure.

The hourly rate for Journeymen and Apprentices at the point of embarkation shall be the hourly rate for work performed on the structure and applicable travel expense.

An employee shall not be required to remain on the structure for more than fourteen (14) consecutive calendar days.

H. WORKING WITHIN JURISDICTION OF OTHER SPRINKLER UNIONS

When employees covered by this Agreement enter the jurisdiction of other Sprinkler Local Unions, they shall work under the terms and conditions of the existing sprinkler bargaining agreement in effect in that area.

When an employee is sent into the territory of another Sprinkler Local, he shall receive his pay, expenses, and travel time under the 669 Agreement until he actually enters the jurisdiction of the other Sprinkler Local and starts work.

The rate of travel pay of the employee's state of residence shall prevail.

ARTICLE 5—APPRENTICES

The parties mutually agree that an Apprentice system has been established and that the wages, hours and working conditions of Apprentices shall be as covered by the Joint Apprentice Standards, which are incorporated by reference herein. Changes in the Apprenticeship Standards can only be made by mutual agreement of the parties to this Agreement. Such modification shall be submitted to the Office of Apprentice Training, Employer and Labor Services of the U.S. Department of Labor, for approval. Apprentices employed before such modification shall not be affected without their consent. The Employer shall not lay off a Journeyman or Apprentice to hire a new Apprentice. There shall be no restrictions on the hiring of Apprentices, except the ratios outlined below.

When the employer gives favorable consideration to Apprentices referred from the Union, or if the Union is unable to refer qualified Apprentices within seventy-two (72) hours, the restrictions below will not apply.

The employer shall not employ more than one (1) Apprentice per each Journeyman, establishing a 1:1 ratio of Apprentices to Journeyman.

If unemployment within the District of the applicant's home address exceeds eight percent (8%) or ten (10) Journeymen and Apprentices, whichever is greater, the Employer may not hire a new Apprentice for thirty (30) days after the JATC notifies the Union of the request for an Apprentice, or until the percent no longer exceeds eight percent (8%) or ten (10) Journeymen and Apprentices within the District of the applicant's home address.

After thirty (30) days, the Employer may hire three (3) new Apprentices in that District regardless of unemployment and, thereafter, if the eight percent (8%) or ten (10) Journeymen/ Apprentices unemployment continues, the Employer shall hire one (1) unemployed Journeyman or Apprentice from the Union's national unemployment list for every new Apprentice hired during that timeframe.

After thirty (30) days, the Employer may make a second request for Apprentices and, if the eight percent (8%) or ten (10) Journeymen/Apprentice unemployment continues, the Employer may, after the expiration of the thirty (30) day period, hire three (3) new Apprentices in that District regardless of unemployment and, thereafter, if such unemployment continues, the Employer shall hire one (1) unemployed Journeyman or Apprentice from the Union's national unemployment list for each new Apprentice hired during that timeframe.

Under these requirements, the Employer may hire a maximum of six (6) Apprentices in any calendar year in any District where the eight percent (8%) or ten (10) Journeyman/Apprentice unemployment continues to exist.

Within fifteen (15) calendar days of hiring a new Apprentice, any layoff by the Employer within one hundred (100) miles of that Apprentice's home address shall include the new Apprentice.

If the newly employed Apprentice is terminated by the Employer for just cause or quits, the Employer may replace that Apprentice. The just cause requirement shall not apply to probationary Apprentices.

Newly indentured Apprentices shall be issued a temporary ID before they report for work. The temporary ID shall be emailed or faxed to the hiring contractor within 24 hours of JATC's approval. This temporary ID will be valid up to 120 days from date of hire. The temporary ID shall

be sent by fax, email, or other such rapid means to the Contractor to permit immediate placement on the payroll.

All Apprentices shall be paid a progressively increasing rate of wage based upon the applicable percentage schedules in effect.

Apprentices Rate	Percentage Scale of Negotiated Rate*
Class 1	43%
Class 2	48%
Class 3	52%
Class 4	56%
Class 5	59%
Class 6	64%
Class 7	68%
Class 8	72%
Class 9	76%
Class 10	80%

*“Negotiated Rate” for purposes of calculating the Apprentice Rate is equivalent to the Journeyman’s Wage Rate in the applicable State plus the Sprinkler Industry Supplemental (“SIS”) Defined Contribution Pension Rate in effect for Journeymen in the same State. The Journeyman’s Wage Rate and the SIS Rate are both set forth in Addendum D, herein.

It is understood and agreed that adoption of the foregoing Apprentice wage structure shall not result in a decrease in the wage rate of any existing Apprentice.

Contributions shall be made to the following funds per the applicable charts in Addendum F:

NASI Health & Welfare—Level 2 Coverage	Class 1 & 2 Apprentices
NASI Health & Welfare—Level 1 Coverage	Class 3—10 Apprentices
Education Fund (Including UAIF)	Class 1—10 Apprentices
Industry Promotion Fund	Class 1—10 Apprentices
NASI Pension Fund	Class 3—10 Apprentices
SIS Fund	Addendum E
• No Contribution	Class 1 & 2 Apprentices

RATIO OF APPRENTICES TO JOURNEYMEN: Employers employing Apprentices under this Article shall be allowed one (1) Apprentice to the first Journeyman and one (1) Apprentice to each Journeyman thereafter. No Apprentice may be employed on a job where there are no Journeymen employed.

Each Employer shall report semi-annually on January 1 and July 1 to the JATC the number of Journeymen and Apprentices working for them.

ARTICLE 6—RESIDENTIAL WORK

Residential work is made a part of this Agreement. All work in connection with the installation and maintenance of fire protection systems for residences shall be covered by Article 3. All articles, terms, and conditions of this Agreement shall be applicable to “residential fire protection

work,” as defined below, unless specifically amended herein. This Agreement shall be applicable in all the states within the territorial jurisdiction of the Union.

The Joint Apprenticeship and Training Committee and its Director will oversee the development of the residential training program. The Mutual Cooperation Committee referenced in Article 1 will supervise the development and implementation of the training program.

“Residential fire protection work” is defined as any work covered by Article 3 on:

1. One- or two-family dwellings;
2. All multiple family dwelling units which are permitted to have a single exterior up to and including four stories;
3. Townhouses with units stacked vertically up to and including four stories; and
4. Group residential care facilities and protective care homes (sheltered housing), not to include nursing homes or ambulatory care facilities.

EXEMPTIONS:

1. The following states shall be allowed a 1:3 ratio of Building Trades Journeyman/Apprentice (to be paid at building trades rates) to Metal Tradesmen/Helpers for hotels/motels up to and including five (5) stories. The first sprinkler fitter on the job shall be a Building Trades Journeyman and shall be the last sprinkler fitter on the project.

The **bolded underlined** states below indicate partial exemptions:

Alabama, Arizona, Arkansas, **Colorado**, Connecticut, Delaware, District of Columbia, Georgia, Idaho, Louisiana, Maine, Maryland, Massachusetts, **Michigan**, Mississippi, **Missouri**, Montana, Nebraska, **Nevada**, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Ohio, Oklahoma, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia (1), Virginia (2), West Virginia and Wyoming.

2. The following special conditions are provided for **bolded underlined** states defining counties within the state.

Colorado: the entire state except the counties of Adams, Arapahoe, Boulder, Broomfield, Clear Creek, Denver, Douglas, Eagle, Elbert, El Paso, Garfield, Gilpin, Grand, Jefferson, Larimer, Mesa, Pitkin, Pueblo, Routt, San Miguel, Summit, Teller and Weld.

Michigan: the entire state except the Upper Peninsula.

Missouri: only applies to the counties of Barry, Christian, Greene, Jasper, Lawrence, McDonald, Newton, Stone and Taney.

Nevada: the entire state except the counties of Clark, Carson City, Churchill, Douglas, Humboldt, Lyon, Pershing, Storey and Washoe.

3. The following states shall be allowed a 1:3 ratio of Building Trades Journeyman/Apprentice (to be paid at building trades rates) to Metal Tradesmen/Helpers for residential care facilities, protective care homes (sheltered housing), nursing homes or ambulatory care facilities up to and including five (5) stories:

Alabama, Arkansas, Georgia, Louisiana, Maine, Michigan (Excluding Upper Peninsula), Mississippi, New Hampshire, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Vermont and Virginia (1).

Under these exemptions only, the first sprinkler fitter on the job shall be a Building Trades Journeyman and shall be the last sprinkler fitter on the project.

The Residential Tradesman and Residential Helper shall work on only residential jobs as defined above and shall not be assigned to do any other work described in Article 3.

All residential fire protection work shall be performed by Building Trades Journeymen or Apprentices represented by Local 669 or by Residential Tradesmen or Helpers represented by Local 669. The crew mix on residential fire protection projects shall consist of one (1) Local 669 Building Trades Journeyman or one (1) Local 669 Residential Tradesman to three (3) Local 669 Residential Helpers or three (3) Local 669 Building Trades Apprentices.

There shall be at least one (1) Local 669 Building Trades Journeyman or one (1) Local 669 Residential Tradesman on every job. Affirmative Action in hiring practices will be utilized.

Benefits will be paid on Building Trades Journeymen and Apprentices per this Collective Bargaining Agreement, except that the first ten (10) working days shall permit a Building Trades Journeyman at 75% of the applicable SIS rate and 100% thereafter.

The rate of wage to be paid a Residential Tradesman or Building Trades Journeyman shall be the rate established in this Agreement. Residential Helpers shall be paid 35% of the rate in the first year of their employment, 43% of the rate in the second year, 50% of the rate in the third year, and 60% of the rate in the fourth year. Building Trades Apprentices employed under this Article shall be paid in accordance with the rates established in Addendum E. In no event shall an individual working under this Agreement be paid less than the Federal or applicable state minimum wage rate in addition to the fringe benefits established herein.

It is understood and agreed that adoption of the Residential wage structure shall not result in a decrease in the wage rate of any Residential Tradesmen or Helpers employed under this Agreement. This shall not be construed to prevent a decrease in wages due to increased Metal Trades Health and Welfare, Pension and SIS Pension contributions in such amounts as may be determined by the Trustees of said Funds.

All residential overtime worked shall be at the rate of time and a half.

All procedures required for fabrication of non-ferrous materials shall be performed by Building Trades Journeymen and Apprentices or Residential Tradesmen and Helpers on the job site.

The employer shall make contributions to the following funds per the applicable chart in Addendum F:

- NASI Metal Trades Health and Welfare Fund
- NASI Metal Trades Pension Fund
- NASI—Local 669 Industry Education Fund (including UAITF)
- Sprinkler Industry Supplemental (SIS) Pension Fund

Under this Agreement, it is agreed that a Sprinkler Industry Supplemental (SIS) Defined Contribution Fund contribution shall be established for Residential Tradesman and Helpers pursuant to the following terms:

Residential Tradesman and Helpers (excluding first-year Helpers) shall receive SIS contributions in addition to their wages in accordance with the applicable chart in Addendum F.

Contractors may make the payments required by this Article by the electronic transfer of funds where permissible.

ARTICLE 7—UNION MEMBERSHIP, DUES AND OTHER DEDUCTIONS

A. UNION SECURITY

All present employees covered by this Agreement who are members of Local Union 669 shall, as a condition of employment, maintain their membership in the Union (to the extent and in the manner provided for and permitted by State and Federal laws). All new employees shall, as a condition of employment, become members of Local Union 669 at the end of seven (7) days employment (to the extent and in the manner as provided for and permitted by State and Federal laws).

A person not a member of the United Association shall be acceptable for employment as a Journeyman only after he has produced for the Employer sworn affidavits of five (5) years' experience in the Sprinkler Industry as an Apprentice and/or Journeyman on the letterhead of his previous Employer or Employers, and such affidavits have been forwarded to the Union. The five (5) year period conforms to the period of Apprentice training as set forth in the Apprentice Standards of the Sprinkler Industry.

A person not a member of the United Association shall be acceptable for employment as an Apprentice after he has met the requirements in the Apprentice Standards, been accepted by the JATC and issued a probationary Apprentice classification card by the Director of Apprenticeship of Local 669. If the Union is unable to furnish individuals to the Employer, and the Employer employs individuals not members of the United Association, these employees shall be paid the Journeyman's rate provided in the Agreement and contributions shall be made on such employees to the various fringe benefit funds as provided in this Agreement.

B. DUES CHECK-OFF

The Employer agrees to deduct Union Membership Dues lawfully and uniformly levied by the Union in accordance with the Constitution and By-Laws of the Union, or other lawful deductions (i.e. Work Assessment Funds, Extended Benefit Funds, Industry Advancement Funds, Organizing Funds) from the pay of each employee who executes or has executed the "Authorization for Check-Off of Work Assessment" form. This form, furnished by the Local Union, shall be given by the Employer (to the extent and in the manner provided for and permitted by State and Federal Laws) to each new employee performing work under this agreement. Such deductions shall be computed and deducted weekly and remitted monthly to the Local Union 669 National Office at 7050 Oakland Mills Road, Suite 200, Columbia, MD 21046, not later than the 15th day of each month following the month in which the wages were paid.

AUTHORIZATION FOR CHECK-OFF OF WORK ASSESSMENT

SPRINKLER FITTERS LOCAL UNION 669
7050 OAKLAND MILLS ROAD—SUITE 200
COLUMBIA, MARYLAND 21046

TO: Any and All Employers Signatory to a Collective Bargaining Agreement with Local Union 669

I, hereby assign to Local Union 669, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, AFL-CIO, from any wages earned by me as an employee of any employer who is signatory to an applicable Collective Bargaining Agreement (in my present or in any future employment), the currently applicable Local Union 669 dues assessment as a percentage of the gross wages earned by me for all

hours worked and/or paid. I also assign and authorize deduction of any other assessment lawfully authorized and enacted by the union membership on a district, state, regional or national basis. I authorize and direct you to deduct such amounts from my pay on a weekly basis irrespective of my membership in the union and to remit said sum monthly to Local 669 in such manner as may be agreed upon between Local 669 and the employer at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one year from the date of delivery hereof to you, or until the termination of the Collective Bargaining Agreement between you and Local 669 which is in force at the time of delivery of this authorization, whichever occurs sooner; and I agree and direct that this assignment, authorization and direction shall be automatically renewed and shall be irrevocable for successive periods of one year each and for the period of each succeeding applicable Collective Bargaining Agreement between an employer with whom I am at that time employed and Local 669, whichever shall be shorter, unless written notice is given by me to the employer with whom I am at that time employed and Local 669 not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year, or of each applicable Collective Bargaining Agreement between an employer with whom I am at that time employed and Local 669, whichever occurs sooner.

This authorization is made pursuant to the provisions of Section 302(C) of the Labor-Management Relations Act of 1947 and otherwise and shall be effective January 1, 1997 or the date of execution, whichever is later.

It is agreed that the above "Authorization for Check-Off of Work Assessment" form and "any revocation" thereof shall be executed in triplicate. Distribution of copies—1) Original to Local Union 669, 7050 Oakland Mills Road, Suite 200, Columbia, Maryland 21046; 2) Green copy retained by contractor for his records; 3) White copy for member's records.

PLEASE PRINT OR MAKE ANY NECESSARY CORRECTIONS
IN YOUR NAME, ADDRESS, LOCAL, UA CARD NO., or SOC. SEC. NO.

Use Ball Point Pen and bear down. You are making 3 copies.

Local _____ UA Card Number _____ Social Security Number _____

Name _____ Your Signature _____ Date _____

Address _____

City, State & Zip _____

PLEASE PRINT THE FOLLOWING

Employer _____

Street _____

City, State & Zip _____

Any change in the rate or amount of membership dues levied by the Union shall be put into effect and the deductions made during the calendar month following the calendar month in which the Employer received from the Union written notice of the change. The Union agrees to save and hold the Employer and NFSA harmless from any action, claim, loss, damage, or the like,

including all attorneys' fees arising from or in any way connected with any deduction made pursuant to this article.

C. LOCAL 669 POLITICAL ACTION COMMITTEE CHECK-OFF

The Employer shall deduct from the pay of each employee covered by this Agreement, and remit to the Treasurer of the Road Sprinkler Fitters Local 669 Political Action Committee (Local 669 PAC), voluntary contributions to the Local 669 PAC for each employee who voluntarily executes the authorization check-off form provided for that purpose by the Local 669 PAC.

The amount and timing of such check-off deductions and the transmittal of such voluntary contributions shall be as specified in those forms, and in compliance with all applicable federal and state laws. Contributions of Fifty Dollars (\$50.00) or less must be remitted to the Local or PAC Fund within thirty (30) days of such deduction and contributions over Fifty Dollars (\$50.00) must be remitted within ten (10) days of such deduction.

D. INDUSTRY ADVANCEMENT FUNDS (IAF)

In states/districts where Industry Advancement Funds (IAF) exist, the hourly contribution to those Funds will be deducted from the employees' wages and treated the same as union dues under this Agreement. IAF amounts are listed under Addendum I.

E. EXTENDED BENEFIT FUND (EBF)

The Employer will deduct from the employee's pay and remit to the Extended Benefit Fund amounts shown on the applicable chart in Addendum F.

F. U.A. ORGANIZING FUND

The Employer will deduct from the employee's pay and remit to the Organizing Fund amounts shown on the applicable chart in Addendum F.

The Union agrees to save and hold the Employer and NFSA harmless from any action, claim, loss, damage, or the like, including all attorneys' fees arising from or in any way connected with any deduction made pursuant to this Article.

Contractors may make the payments required by this Article by the electronic transfer of funds where permissible.

ARTICLE 8—UNION BENEFIT FUNDS

A. NATIONAL AUTOMATIC SPRINKLER INDUSTRY WELFARE FUND

It is mutually agreed that a Welfare Fund on a National Automatic Sprinkler Industry basis has been established for those employees who are covered by this Agreement.

A ten (10) member Board of Trustees has been created; five (5) appointed by NFSA, and five (5) Union Trustees, three (3) appointed in accordance with Local Union 669's By-Laws and two (2) appointed in accordance with the National Automatic Sprinkler Industry Welfare Fund Trust Agreement.

The Board of Trustees shall administer the existing Agreement and Declaration of Trust in accordance with Federal, State and Local laws and shall take all necessary steps to carry out the legal operation of this Welfare Fund.

The rates of contribution and effective dates for the Welfare Fund are outlined in the applicable chart in Addendum F.

The Trustees of the National Automatic Sprinkler Industry Welfare Fund are authorized to enter into reciprocal agreements with Trustees of other welfare funds providing for the transfer of contributions between funds so that employees temporarily working outside their home funds' jurisdiction will not lose credit or eligibility for benefits in their home funds. The Trustees shall determine the terms of such reciprocal agreements, the manner of crediting reciprocal contributions and all questions of eligibility based on hours worked under reciprocal agreements.

B. NATIONAL AUTOMATIC SPRINKLER INDUSTRY PENSION FUND

It is mutually agreed that a Pension Fund on a National Automatic Sprinkler Industry basis has been established for those employees who are covered by this Collective Bargaining Agreement.

A ten (10) member Board of Trustees has been created; five (5) appointed by NFSA, and five (5) Union Trustees, three (3) appointed in accordance with Local Union 669's By-Laws and two (2) appointed in accordance with the National Automatic Sprinkler Industry Pension Fund Trust Agreement.

The Board of Trustees shall administer the existing Agreement and Declaration of Trust in accordance with Federal, State and Local laws and shall take all necessary steps to carry out the legal operation of this Pension Fund.

The rates of contribution and effective dates for the Pension Fund are outlined in the applicable chart in Addendum F.

The Trustees of the National Automatic Sprinkler Industry Pension Fund are authorized to enter into reciprocal agreements with Trustees of other pension funds providing for the transfer of contributions between funds so that employees temporarily working outside their home funds' jurisdiction will not lose credit or eligibility for benefits in their home funds. The Trustees shall determine the terms of such reciprocal agreements, the manner of crediting reciprocal contributions and all questions of eligibility based on hours worked under reciprocal agreements.

C. SUPPLEMENTAL PENSION FUND (SIS)

It is mutually agreed that a Sprinkler Industry Supplemental (SIS) Defined Contribution Pension Fund has been established for those employees whose wages are covered by this Collective Bargaining Agreement.

For the purpose of the support, maintenance and administration of the Fund, each contractor who is a party to this Agreement and performing work within the territory of Local Union 669 shall contribute to the Fund for all work performed by Journeymen and Class 3 through 10 Apprentices as well as Residential Tradesman and Helpers at the rates of contribution and effective dates which are outlined in the applicable chart in Addendum F. Contractors shall not be responsible for any expense or cost beyond this hourly contribution as set forth herein.

This Fund is created under an Agreement and Declaration of Trust by and between NFSA and Road Sprinkler Fitters Local Union No. 669 and Local Union No. 709, Los Angeles, California; Local Union No. 483, San Francisco, California; and Local Union No. 699, Seattle, Washington.

There shall be an equal number of NFSA and Union Trustees appointed by the respective parties to this Agreement. It shall be a duty of the Trustees to administer the Agreement and

Declaration of Trust in accordance with Federal and State Laws and to take all necessary steps to carry out the legal operation of the Fund.

The Employers bound by this Agreement do hereby join in and subscribe to the Agreement and Declaration of Trust of the SIS Fund and agree to be bound by any amendments thereto.

D. NASI-LOCAL 669 INDUSTRY EDUCATION FUND

It is mutually agreed that an Apprenticeship System has been established for the purpose of providing educational training as provided by the Apprenticeship Standards.

An Educational Trust Fund has been established. A six (6) member Board of Trustees has been created; three (3) appointed by NFSA and three (3) Union Trustees appointed in accordance with the By-Laws of Local Union 669.

The duty of these Trustees shall be to administer the existing Agreement and Declaration of Trust in accordance with Federal, State and Local laws and to take all necessary steps to carry out the legal operation of the Educational Fund.

Each contractor shall pay to the Educational Trust Fund amounts as shown on the applicable chart in Addendum F.

E. UNITED ASSOCIATION INTERNATIONAL TRAINING FUND (UAITF)

In order to carry out the functions of the International Training Fund (UAITF), each contractor who is party to this Agreement shall forward to the NASI Fund Office amounts as shown on the applicable chart in Addendum F for all hours worked by all Journeymen and Apprentices whose wages are covered by this Agreement. NASI will forward these contributions to the UAITF.

F. INDUSTRY PROMOTION FUND

The Employer shall pay to the National Fire Sprinkler Industry Promotion Fund the amount shown in the applicable chart in Addendum F. The contributions covered by this Article shall not be used in any manner adverse to the interests of Local Union 669. NFSA agrees to meet periodically, at least once a year, to discuss the use of these Funds.

Should any of the contributions be used in any manner adverse to the interests of Local Union 669, then the Parties to the Agreement shall meet within ten (10) days to resolve said issue.

The Employer agrees to become party to the Agreement and Declaration of Trust establishing the National Fire Sprinkler Industry Promotion Fund. The Fund and Program of Benefits through the life of this Agreement shall be such as to qualify for approval by the U.S. Internal Revenue Service and other appropriate governmental agencies, if necessary, to permit all Employers an income tax deduction for contributions paid hereunder.

G. MONTHLY REPORTS

Employers party to this Agreement shall submit contributions to the Welfare, RESA, Pension, Educational (including UAITF), SIS and Industry Promotion Funds in accordance with rules, regulations and procedures established by the Trustees of these Funds.

The Employer agrees that the Trustees of the Welfare Trust, the Pension Trust, the Education Trust, the SIS Trust, and the Industry Promotion Trust, or their designees, may order an audit of the Employer's payroll, wage and related records (including supporting work sheets) to ensure compliance with the contribution requirements of this Agreement.

If the Trustees institute or participate in legal proceedings to collect payments or contributions from an Employer, the Employer shall also pay reasonable attorneys' fees, expenses of collection and interest at the highest rate permitted by the laws of the State where the legal proceeding is instituted.

H. SURETY BOND

Each contractor who is, or desires to become, a subscriber to this Agreement, and who employs a minimum of five (5) Road Local 669 members, shall furnish to the Union, with a copy to NFSA, a cash or surety bond with a U.S. Treasury Listed Bonding Company or an irrevocable letter of credit from an FDIC-insured bank in the applicable amount listed below, based on average number of employees employed per month during the preceding year.

Average Number of Monthly Employees	Amount of Bond or Irrevocable Letter of Credit
5-10	\$150,000
11-20	\$300,000
21 or More	\$600,000

Said bond shall expressly guarantee, in the following order of priority:

- 1) Wages, including dues
- 2) Welfare Fund contributions
- 3) Pension Fund contributions
- 4) Education Fund contributions
- 5) SIS Fund contributions
- 6) Industry Promotion Fund contributions
- 7) Liquidated Damages, interest, and attorneys' fees, as established by the Trustees of the Fund.

Each such bond shall provide that, in the event an Employer rejects this Agreement in connection with a bankruptcy proceeding, the bond shall also guarantee payments to the Welfare, Pension, SIS, Education, and Industry Promotion Funds (in that order of priority), which would have been required by this Agreement, but for the Court's Order approving rejection of the Agreement.

In lieu of a bond an Irrevocable Letter of Credit from an FDIC Bank representing the correlated bond amount for the number of reportable hours worked per month shall be accepted.

Any contractor who becomes signatory to this Agreement must have a bond on file with Local Union 669 within fifteen (15) calendar days of signing this Agreement as per the bond requirements.

Should the contractor fail to provide and maintain the bond as required, the Union shall have the right to remove the employees covered by this Agreement or take other legal economic actions against the Employer, provided that the contractor be given fifteen (15) calendar days' written notice by the Local Union headquarters of his failure to comply. Contractors who default on benefits contributions twice within a twelve (12) month period, or upon a second non-compliance bonding notice, shall incur twice the required bonding amounts thereafter. Such Contractors shall not be eligible for Industry Advancement Funds as administered by the Union for a

twelve (12) month period from the second default or second non-compliance bonding notice, whichever occurs sooner, and thereafter until the above issues have been fully resolved.

If such action is taken, the Employer shall be responsible for any loss resulting there from.

Any contractor who puts up a cash bond recognizes that, in order to defray the costs of maintaining an escrow account for cash bonds, any interest earnings by such bond shall be the property of the Union. A copy of the cash bond shall be provided to NFSA.

I. LATE FILING CLAUSE

If the Employer is delinquent at the end of the period in the payment of his contribution to the Health and Welfare Fund, the Pension Fund, or other Funds created under this Agreement, in accordance with the rules and regulations of the Trustees of each Fund, the employees and/or the Union may take necessary action until such delinquent payments are made, provided that such action is subsequent to the Employer receiving notice in writing from the Welfare, Pension, Education, SIS and/or Industry Promotion Trust Fund Administrator that said contractor is delinquent. If such action is taken, the Employer shall be responsible for any loss resulting therefrom.

J. INCLUSION OF OTHER LOCAL UNIONS

Upon mutual agreement with NFSA and other Local Unions of the United Association, it may be agreed upon that said Welfare Fund and Pension Fund shall be operated under the same provisions of this agreement.

Payments of funds by NFSA members shall be made to the Trustees provided above, and such payments and investments and reinvestments thereof may be commingled with any other funds (or investment or reinvestments thereof) of said Trustees.

Benefits shall be paid to or established for the benefit of the employees in other Local Unions on the same basis as benefits are paid to or established for the benefit of employees covered by Local Union 669, provided that contributions and contribution periods as provided for in the Collective Bargaining Agreements entered into by the respective Local Unions are the same as those provided in this Agreement.

NFSA and such other Local Unions shall adopt the Trustees currently serving under the Agreement and Declaration of Trust between NFSA and Local Union 669 and their successors appointed as provided in said Agreement and Declaration of Trust.

Contractors may make the payments required by this Article by the electronic transfer of funds where permissible.

ARTICLE 9—CONTRACT ENFORCEMENT

A. INSPECTION PRIVILEGES

Authorized Agents of the Union shall have access to the job site unless prohibited by the authority having jurisdiction for job site security, during working hours for the purpose of adjusting disputes, investigating working conditions, and ascertaining that the Agreement is being adhered to, provided, however, that there is no interruption of the firm's working schedule. Upon request, the Employer agrees to make all reasonable efforts to secure access to the job site for authorized union agents from the authority having jurisdiction for job site security.

B. GRIEVANCE PROCEDURE AND ARBITRATION

During the first three years of the Agreement, there shall be no strikes, lockouts, slowdowns, or work stoppages, except in the event of Employer violations, as set forth below. Also, as provided in Article 4.A., years four and five shall be subject to wage reopener negotiations to be conducted in January through March 2028. Thus, it shall not be a violation of the Agreement or of the no-strike clause for the Union and those employees it represents to strike if agreements are not reached by 11:59 p.m. on March 31, 2028, regarding wage increases for years four and five of this Agreement. Violation by the Employer involving the following:

- (a) Non-payment of wages at the time due;
- (b) Issuing non-negotiable checks or checks drawn upon accounts having insufficient funds for wages, expenses or for any of the fringe contributions as required by this Agreement;
- (c) Non-payment or non-reporting of fringe contributions due and payable under this Agreement subject, however, to the late filing clause contained in Article 8;
- (d) Failure to participate in the grievance procedure, or to abide by the decision of the Grievance Committee as set forth in Step 2 of this Article, or the Arbitrator as set forth in Step 3 of this Article; or failure to participate in the grievance-arbitration procedure when arbitration has been requested under Step 3 of this Article after Steps 1 and 2 have been exhausted;
- (e) Failure to provide or maintain in effect a bond as required by Article 8;

. . . shall give the Union the right to remove employees from any job or jobs of the Employer or to take other legal or economic action against the Employer, in addition to their right to use the grievance procedure.

Paragraph (d) above shall not apply to the Subcontracting clause in Article 3.

All disputes and grievances relative to the interpretation or application of this Agreement, shall be processed in the following manner:

Step 1—The employee or Union representatives on the employee's behalf shall within fifteen (15) working days of the occurrence of the grievance or dispute, discuss with the Employer's representative the employee's grievance or dispute.

If the grievance or dispute is not settled to the satisfaction of the employee;

Step 2—The employee must, within the twenty (20) working days of the occurrence of the alleged grievance or dispute, reduce this grievance to writing, setting forth the date, time and place, section of the Agreement and relief sought with which the grievance or dispute is concerned and submit by certified mail, one (1) copy each to the Business Manager of the Local Union, the Employer and the Senior Vice President for Labor Relations of the NFSA at 514 Progress Drive, Suite A, Linthicum Heights, Maryland 21090 for discussion and possible resolution.

Step 3—If within thirty (30) working days after referral to Step 2, the Union and Employer cannot resolve the alleged grievance or dispute, then the matter shall be referred to an Impartial Arbitrator.

If the Union and the Employer are unable to agree upon an Impartial Arbitrator within a period of ten (10) working days, then either party may request the Federal Mediation and Conciliation Service to submit a list of seven (7) names. After receipt of the names of seven (7) Arbitrators, the Union and the Employer shall meet and alternate in striking three (3) names from the list, with the first strike decided by a toss of a coin.

The remaining name after the Union and the Employer have struck three (3) names from the list shall be the Impartial Arbitrator. The decision of the Impartial Arbitrator shall be final and binding on the parties to Arbitration. The duties of the Arbitrator shall be limited to the interpretation and application of the Agreement. The Arbitrator shall have no powers to change or amend the Collective Bargaining Agreement.

The parties to Arbitration shall bear the expense of its witnesses and legal fees. The fees and expenses of the Arbitrator shall be paid by the loser.

NFSA may participate as an intervener in any and all disputes arising under this Article.

If the Employer, Union or NFSA, has a grievance related to the interpretation or application of this Agreement, the grievance shall be submitted to the Business Manager of the Union (7050 Oakland Mills Road, Suite 200, Columbia, Maryland 21046) and to the Labor Relations Counsel of NFSA, in writing by registered mail within thirty (30) days of occurrence of the grievance, setting forth the exact date of the grievance and the nature of the grievance for discussion and possible resolution.

If within thirty (30) days the grievance is not settled between the Union and NFSA, or between the Union and the Employer, as appropriate, then the parties shall proceed to Arbitration as set forth in Step 3 of this Agreement.

The "work preservation" provisions of this Agreement are found in Addendum C which is incorporated by reference herein. Disputes under the "work preservation" requirements of this Agreement shall be resolved under the standards and procedures in Addendum C, rather than the procedures above.

C. TRADE DISAGREEMENTS

Except as provided in Article 9, there shall be no strikes, slowdowns, work stoppages or lock-outs for any cause during the term of this Agreement. All other disputes relative to the interpretation and application of this Agreement shall be processed in accordance with Article 9.

This shall not include strikes which may be called by the Local Building Trades Council and sanctioned by the United Association, such strike and strikes to be only local in character.

It shall not be a violation of this Agreement, and it shall not be cause of discharge or disciplinary action, for an employee to refuse to go through any primary picket line, including a primary picket line of the Union.

D. PRIVATE ATTORNEYS GENERAL ACT (PAGA)

The parties hereby confirm that all wage and hour claims that may be asserted by any employee who is employed under this Agreement shall be resolved pursuant to the grievance arbitration procedures outlined in this Article and not in a court of law. Claims for unpaid overtime and minimum wages, failure to receive all wages due, "waiting time" penalties, missed meal and rest period premiums, reporting pay, unpaid travel and training time, failure to receive proper itemized earnings statements, and any similar or related wage and hour claims shall be resolved exclusively pursuant to the grievance and arbitration procedure set forth in this Agreement, and the arbitrator(s) hearing such statutory claims shall have the full authority to remedy any such violations in the manner provided by law. The specified claims to be resolved under this Agreement are claims based on alleged violations of California IWC Wage Order 16-2001, California Labor Code Sections 201, 202, 203, 204, 226, 226.7, 510, 512, 1194, 1194.2 and 1197. The parties hereby confirm their intent to incorporate each of the foregoing statutory and regulatory

provisions into this Agreement, such that a violation of any of them shall be considered a violation of the Agreement.

All grievances shall be brought by the Union alone. All such grievances shall be initiated and processed exclusively by the Union in accordance with the grievance and arbitration provisions in this Agreement, and no employee shall be permitted to file or process any grievances without the approval of the Union. The employees (by and through the Union) shall be provided all substantive rights and remedies available as well as all statute of limitations period(s) under applicable law. It is the goal of the parties to swiftly and fairly address and resolve all employee concerns, and the Employer and the Union agree to work swiftly and cooperatively to resolve and remediate, if necessary, any disputes that arise.

It is mutually agreed that this Agreement prohibits any and all violations of the sections of the California Labor Code that are listed in section 2699.5 of the California Labor Code and would be redressable pursuant to the Labor Code Private Attorneys General Act of 2004 ("PAGA"). Such claims will be resolved exclusively through the procedures set forth in this Article and may not be brought in a court of law or before any administrative agency such as the California Labor Commissioner. This Agreement expressly waives the requirements of PAGA and authorizes the permanent arbitrator to award any and all remedies otherwise available under the California Labor Code, except the award of penalties under PAGA that would be payable to the Labor and Workforce Development Agency.

ARTICLE 10—CONTRACT REOPENING AND RENEWAL

A. DURATION AND REOPENING OF AGREEMENT

This Agreement shall be effective April 1, 2025 to March 31, 2030.

B. PROVISIONS FOR RENEWAL OF AGREEMENT

Sixty (60) days prior to April 1, 2030, written notice may be given by either party requesting a conference to prepare such alterations or amendments as may be agreed to. Failing to give such written notice, this Agreement remains in force from year to year, until written notice of sixty (60) days prior to April 1 is served. Written notice shall be sent by certified mail to NFSA, and to the Local Union at its National Office.

C. SAVINGS CLAUSE

In accordance with the intent and agreement of the parties, the provisions of this Collective Bargaining Agreement shall be interpreted and construed in a manner which is consistent with all applicable Federal and State laws. If any article or provision to this Agreement shall be declared invalid, inoperative or unenforceable by any competent authority of the executive, legislative, judicial, or administrative branch of the Federal or any State government, the Employer and the Union shall suspend the operation of such article or provision during the period of its invalidity and shall substitute, by mutual consent in its place and stead, an article or provision which will meet the objections to its validity and which will be in accord with the intent and purposes of the article or provision in question.

If any article or provision of this Agreement shall be held invalid, inoperative or unenforceable by operation of law or by any of the above-mentioned tribunals of competent jurisdiction, the remainder of this Agreement or the application of such article or provision to persons or circum-

stances other than those as to which it has been held invalid, inoperative and unenforceable shall not be affected thereby.

FOR THE UNION:

Robert J. Cooper, Jr.
Kristopher D. Winget
Carl J. Westby
DuJuan E. Price
Robert D. Johnson
William R. Puhalla
Mark A. O'Connor
Steven M. Purdy
Jason R. Braun
Kerry D. McCallister
Christopher A. Carver
Jason R. Hawkins

FOR THE ASSOCIATION:

Lance Gunnells
Josh Savitz
Jon Ackley
Evan Boulanger
Marty Corcoran
Joe DePriest
David Dixon
Ted Hanson
Jace Hierlmeier
Brad MacMillan
Andy McCleery
Steve Ulmer
Rob Vincent
JR Fowler
Sean Saunders
Chip Bozeman

ADDENDUM A

to the AGREEMENT BETWEEN
NATIONAL FIRE SPRINKLER ASSOCIATION, INC.
and
SPRINKLER FITTERS LOCAL UNION NO. 669, COLUMBIA, MARYLAND
OF THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES
OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE
UNITED STATES & CANADA

The following is the jurisdiction of work of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada:

1. All piping, valves, computer aided drafting and/or hand detail drawing for plumbing, water, waste, floor drains, drain grates, supply, leader, soil pipe, grease traps, sewage and vent lines.
2. All piping for water filters, water softeners, water meters and the setting of same.
3. All cold, hot and circulating water lines, piping for house pumps, cellar drainers, ejectors, house tanks, pressure tanks, swimming pools, ornamental pools, display fountains, drinking fountains, aquariums, plumbing fixtures and appliances, and the handling and setting of the above-mentioned equipment.
4. All water services from mains to buildings, including water meters and water meter foundations.
5. All water mains from whatever source, including branches and fire hydrants, etc.
6. All down spouts, drainage areas, soil pipe, catch basins, manholes, drains, gravel basins, storm water sewers, septic tanks, cesspools, water storage tanks, gray water, rainwater and reclaimable water collection of every type and description used for plumbing and pipefitting systems, etc.
7. All liquid soap piping, liquid soap tanks, soap valves, and equipment in bath and wash-rooms, shower stalls, etc.
8. All bathroom, toilet room and shower room accessories, i.e. as towel racks, paper holders, glass shelves, hooks, mirrors, cabinets, etc.
9. All lawn sprinkler work, including piping, fittings, and lawn sprinkler heads.
10. All sheet lead lining for X-ray rooms, fountains, swimming pools or shower stalls, tanks or vats for all purposes and for roof flashings in connection with the pipe fitting industry.
11. All fire stand pipes, fire pumps, pressure and storage tanks, valves, hose racks, fire hose, cabinets and accessories, and all piping for sprinkler work of every description.
12. All block tin coils, carbonic gas piping for soda fountains and bars, etc.
13. All piping for railing work and racks of every description, whether screwed or welded.
14. All piping for pneumatic vacuum cleaning systems of every description.

15. All piping for hydraulic, vacuum, pneumatic, air, water, steam, oil, or gas, used in connection with railway cars, railway motor cars, and railway locomotives.
16. All marine piping, and all piping used in connection with ship building and shipyards.
17. All power plant piping of every description.
18. The handling, assembling, and erecting of all economizers, super-heaters, regardless of the mode or method of making joints, hangers, and erection of same.
19. All internal and external piping on boilers, heaters, tanks and evaporators, water legs, water backs and water grates, boiler compound equipment, etc.
20. All soot blowers and soot collecting piping systems.
21. The setting, erecting, and piping for all smoke consuming and smoke washing and regulating devices.
22. The setting, erecting and piping of instruments, measuring devices, thermostatic controls, gauge boards, and other controls used in connection with power, heating, refrigerating, air conditioning, manufacturing, mining, and industrial work.
23. The setting and erecting of all boiler feeders, water heaters, filters, water softeners, purifiers, condensate equipment, pumps, condensers, coolers, and all piping for same in power houses, distributing and boosting stations, refrigeration, bottling, distilling, and brewing plants, heating, ventilating and air-conditioning systems.
24. All piping for artificial gases, natural gases, and holders and equipment for same, chemicals, minerals and by-products and refining of same, for any and all purposes, as well as all radon piping and all methane recovery systems.
25. The setting and erecting of all underfeed stokers, fuel burners, and piping, including gas, oil, power fuel, hot and cold air piping, and all accessories and parts of burners and stokers, etc.
26. All ash collecting and conveyor piping systems, including all air washing and dust collecting piping and equipment, accessories and appurtenances and regulating devices, etc.
27. The setting and erection of all oil heaters, oil coolers, storage and distribution tanks, transfer pumps, and mixing devices, and piping thereto of every description.
28. The setting, erecting and piping of all cooling units, pumps, reclaiming systems, and appurtenances, in connection with transformers, and piping to switches of every description.
29. All fire extinguishing systems and piping, valves, and computer aided drafting and/ or hand detail drawing, whether by water, steam, gas, or chemical, fire alarm piping, and control tubing, etc.
30. All piping for sterilizing, chemical treatment, deodorizing, and all cleaning systems of every description, and laundries for all purposes.
31. All piping for oil or gasoline tanks, gravity and pressure lubricating and greasing systems, air and hydraulic lifts, etc.
32. All piping for power or heating purposes, either by water, air, steam, gas, oil, chemicals, geothermal, solar or any other method.

33. All piping, setting and hanging of all units and fixtures for air-conditioning, cooling, heating, roof cooling, refrigerating, ice making, humidifying, dehumidifying and dehydrating by any method, and the charging, testing, and servicing of all work after completion.
34. All pneumatic tube work, and all piping for carrying systems by vacuum, compressed air, steam, water, or any other method.
35. All piping to stoves, fire grates, blast and heating furnaces, ovens, driers, heaters, oil burners, stokers, and boilers and cooking utensils, etc. of every description.
36. All piping in connection with central distributing filtration treatment stations, boosting stations, waste and sewage disposal plants, central chlorination and chemical treatment work, and all underground supply lines to cooling wells, suction basins, filter basins, settling basins, and aeration basins.
37. All process piping, valves, computer aided drafting and/or hand detail drawing for refining, manufacturing, industrial, and shipping purposes of every character and description.
38. All air piping of every description.
39. All temporary piping of every description in connection with building and construction work, excavating and underground construction.
40. The laying out and cutting of all holes, chases and channels, the setting and erection of bolts, inserts, stands, brackets, supports, sleeves, thimbles, hangers (including all seismic hangers), conduit and boxes, used in connection with the pipe fitting industry.
41. The handling and setting of boilers, setting of fronts, setting of soot blowers, and attaching of all boiler trimmings.
42. All pipe transportation lines for gas, oil, gasoline, fluids and liquids, water aqueducts, water lines, and booster stations of every description.
43. All acetylene and arc welding, brazing, lead burning, soldered and wiped joints, caulked joints, expanded joints, rolled joints, or any other mode or method of making joints in connection with the pipe fitting industry.
44. Laying out, cutting, bending and fabricating of all pipe work of every description, by whatever mode or method.
45. All methods of stress relieving of all pipe joints made by every mode or method.
46. The assembling and erecting of tanks, used for mechanical, manufacturing or industrial purposes, to be assembled with bolts, packed or welded joints.
47. The handling and using of all tools and equipment that may be necessary for the erection and installation of all work and materials used in the pipe fitting industry.
48. The operation, maintenance, repairing, servicing, inspecting, testing, including but not limited to nondestructive examination, commissioning, renovation, upgrading, modernization, replacement and dismantling of all work installed by journeymen members of the United Association.
49. All piping for cataracts, cascades (i.e. artificial waterfalls), make-up water fountain, captured waters, water towers, cooling towers, and spray ponds used for industrial, manufacturing, commercial, or for any other purposes.

50. Piping herein specified means pipe made from metals, tile, glass, rubber, plastics, wood, or any other kind of material, or product manufactured into pipe, usable in the pipe fitting industry, regardless of size or shapes.

ADDENDUM B

**to the AGREEMENT BETWEEN
NATIONAL FIRE SPRINKLER ASSOCIATION, INC.
and
SPRINKLER FITTERS LOCAL UNION NO. 669, COLUMBIA, MARYLAND
OF THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES
OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE
UNITED STATES & CANADA**

MEMBER AND LOCAL UNION RESPONSIBILITIES:

To ensure the UA Standard for Excellence platform meets and maintains its goals, the Local Union Business Manager, in partnership with his implementation team, including Shop Stewards and the local membership, shall ensure all members:

- Meet their responsibilities to the employer and their fellow workers by arriving on the job ready to work, every day on time (Absenteeism and tardiness will not be tolerated.)
- Adhere to the contractual starting and quitting times, including lunch and break periods (Personal cell phones will not be used during the workday with the exception of lunch and break periods.)
- Meet their responsibility as highly skilled craftworkers by providing the required tools as stipulated under the local Collective Bargaining Agreement while respecting those tools and equipment supplied by the employer
- Use and promote the local union and international training and certification systems to the membership so they may continue on the road of lifelong learning, thus ensuring UA craftsworkers are the most highly trained and sought-after workers
- Meet their responsibility to be fit for duty, ensuring a zero-tolerance policy for substance abuse is strictly met
- Be productive and keep inactive time to a minimum
- Meet their contractual responsibility to eliminate disruptions on the job and safely work towards the on-time completion of the project in an auspicious manner
- Respect the customers' property (Waste and property destruction, such as graffiti, will not be tolerated.)
- Respect the UA, the customer, client and contractor by dressing in a manner appropriate for our highly skilled and professional craft (Offensive words and symbols on clothing and buttons are not acceptable.)
- Respect and obey employer and customer rules and policies
- Follow safe, reasonable and legitimate management directives

EMPLOYER AND MANAGEMENT RESPONSIBILITIES:

MCAA/MSCA, PFI, MCPWB, PCA, UAC and NFSA and their signatory contractors have the responsibility to manage their jobs effectively, and as such have the following responsibilities under the UA Standard for Excellence.

- Replace and return to the referral hall ineffective Superintendents, General Foremen, Foremen, Journey Workers and Apprentices
- Provide worker recognition for a job well done
- Ensure that all necessary tools and equipment are readily available to employees
- Minimize workers' downtime by ensuring blueprints, specifications, job layout instructions and material are readily available in a timely manner
- Provide proper storage for contractor and employee tools
- Provide the necessary leadership and problem-solving skills to job site Supervision
- Ensure job site leadership takes the necessary ownership of mistakes created by management decisions
- Encourage employees, but if necessary, be fair and consistent with discipline
- Create and maintain a safe work environment by providing site specific training, proper equipment and following occupational health and safety guidelines
- Promote and support continued education and training for employees while encouraging career building skills
- Employ an adequate number of properly trained employees to efficiently perform the work in a safe manner, while limiting the number of employees to the work at hand, thereby providing the customer with a key performance indicator of the value of the UA Standard for Excellence
- Treat all employees in a respectful and dignified manner, acknowledging their contributions to a successful project
- Cooperate and communicate with the Job Steward

PROBLEM RESOLUTION THROUGH THE UA STANDARD FOR EXCELLENCE POLICY:

Under the UA Standard for Excellence it is understood that members through the local union, and management through the signatory contractors, have duties and are accountable in achieving successful resolutions.

MEMBER AND LOCAL UNION RESPONSIBILITIES:

- The Local Union and the Steward will work with members to correct and solve problems related to job performance.
- Job Stewards shall be provided with steward training and receive specialized training with regard to the UA Standard for Excellence.
- Regular meetings will be held where the Job Steward along with UA Supervision will communicate with the management team regarding job progress, work schedules, and other issues affecting work processes.

- The Job Steward shall communicate with the members about issues affecting work progress.
- The Business Manager or his delegate will conduct regularly scheduled meetings to discuss and resolve issues affecting compliance of the UA Standard for Excellence policy.
- The Steward and management will attempt to correct such problems with individual members in the workplace.
- Individual members not complying with membership responsibility shall be brought before the Local Union Executive Board, which will address such members' failure to meet their obligation to the local and the UA, up to and including filing charges. The Local Union's role is to use all available means to correct the compliance problem.

EMPLOYER AND MANAGEMENT RESPONSIBILITIES:

- Regular meetings will be held where the management team and UA Supervision will communicate with the Job Steward regarding job progress, work schedules, and other issues affecting the work process.
- Management will address concerns brought forth by the Steward or UA Supervision in a professional and timely manner.
- A course of action shall be established to allow the Job Steward and/or UA Supervision to communicate with higher levels of management in the event there is a breakdown with the responsible manager.
- In the event that the employee is unwilling or unable to make the necessary changes, management must make the decision whether the employee is detrimental to the UA Standard for Excellence platform and make a decision regarding his further employment.

ADDITIONAL JOINTLY SUPPORTED METHODS OF PROBLEM RESOLUTION:

- In the event an issue is irresolvable at this level, the Local or the Contractor may call for contractually established Labor Management meeting to resolve the issues.
- Weekly job progress meetings should be conducted with Job Stewards, UA Supervision and Management.
- The Local or the Contractor may involve the customer when their input is prudent in finding a solution.
- Foremen, General Foremen, Superintendents and other management should be educated and certified as leaders in the UA Standard for Excellence policy.

UA Standard for Safety

The UA Standard for Safety is . . .

- The UA's commitment as a core value, both personal and organizational, is to create a mindset intolerant of any exposure to unsafe working conditions or on-the-job injury regardless of the level of frequency or severity.
- Standing up for our commitment, understanding that nothing less than excellence is acceptable.
- One of the defining criteria for excellence.

- Fostering a culture of actively caring for one another's safety every day.
- Value-based and people-centered, where people are a solution to be harnessed, not a problem to be solved.
- Not a competition or tug-of-war between personal and organizational priorities.
- More than numbers or statistics; it is proactive rather than reactive and communicated in terms of safety as its relationship to people and risk.
- Fostering a workplace where all people are free to speak up to identify safety concerns and organizational blind spots to prevent future incidents; where incidents are viewed as opportunities to learn about and address factors that contributed to an event.
- An environment where coaching, given and received, is not viewed as a confrontation but always as an opportunity to share a concern, to learn and build relationships.
- Remembering our past while embracing new possibilities, not limiting our thoughts and ideas to the past, but envisioning the future and challenging ourselves to rise to the new possibilities.

UA Member Commitment

- Commit to working safely because it is a personal core value, one that should never be compromised, for yourself, your family, or your coworkers. Take pride in working safely.
- Actively care for one another's safety.
- Do the right thing and never take shortcuts or compromise safety in any way for the sake of getting the job done.
- Lead by example with safety every day on every job.
- Participate in daily pre-planning of the work. Recognize hazards and never ignore or overlook something unsafe.
- Be willing to speak up when something is not safe and work together to bring ideas and solutions to eliminate the hazard and prevent future incidents.
- Be an active participant in all required training and safety meetings.
- Take advantage of all available training opportunities.
- Bring forward ideas from a design perspective to perform the work safer with less risk.
- Ensure that you understand how to do the take safely before beginning, and ensure you have and use all the necessary tools and protective equipment.
- Be accountable through the UA Standard for Safety and the UA Standard for Excellence.

Signatory Employer Commitment

- Adopt safety as a personal and organizational core value. Partner with the UA and industry groups to drive safety in the workplace as a value that should never be compromised and that should be advanced through proactive steps and planning.
- Foster a culture of caring within your organization.
- Align safety with production so that one is not compromised for the sake of the other.
- Lead by example with safety at all levels of the organization.

- Pre-plan the work, communicate the plan and involve workers in the creation and execution of the plan. Address all safety hazards that may arise before work begins and as work progresses.
- Empower people to speak up when something is unsafe. Work together to find effective solutions to ensure a safe work environment.
- Ensure all workers have the required training before engaging in a task.
- Encourage those in supervisory roles to take additional safety and health training.
- Adopt prevention-through-design strategies, seeking new ways for people to perform the work with less risk.
- Provide adequate resources to ensure workers have the appropriate information, tools, and protective equipment.
- Foster a culture of balancing accountability with safety, and balancing accountability with learning.

ADDENDUM C
to the AGREEMENT BETWEEN
NATIONAL FIRE SPRINKLER ASSOCIATION, INC.
and
SPRINKLER FITTERS LOCAL UNION NO. 669, COLUMBIA, MARYLAND
OF THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES
OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE
UNITED STATES & CANADA

PRESERVATION OF BARGAINING UNIT WORK

In order to protect and preserve for the employees covered by this Agreement all work historically and traditionally performed by them, and in order to prevent any device or subterfuge to avoid the protection or preservation of such work, it is hereby agreed as follows: If and when the Employer shall perform any work of the type covered by this Agreement as a single or joint Employer (which shall be interpreted pursuant to applicable NLRB and judicial principles) within the trade and territorial jurisdiction of Local 669, under its own name or under the name of another, as a corporation, sole proprietorship, partnership, or any other business entity including a joint venture, wherein the Employer (including its officers, directors, owners, partners or stockholders) exercises either directly or indirectly (such as through family members) controlling or majority ownership, management or control over such other entity, the wage and fringe benefit terms and conditions of this Agreement shall be applicable to all such work performed on or after the effective date of this Agreement. The question of single Employer status shall be determined under applicable NLRB and judicial principles, i.e., whether there exists between the two companies an arm's length relationship as found among unintegrated companies and/or whether overall control over critical matters exists at the policy level. The parties hereby incorporate the standard adopted by the Court in *Operating Engineers Local 627 v. NLRB*, 518 F.2d 1040 (D.C. Cir. 1975) and affirmed by the Supreme Court, 425 U.S. 800 (1976), as controlling. A joint employer, under NLRB and judicial principles, is two independent legal entities that share, codetermine, or meaningfully affect labor relations matters.

Should the Employer establish or maintain such other entity within the meaning of the preceding paragraph, the Employer is under an affirmative obligation to notify the Union of the existence and nature of and work performed by such entity and the nature and extent of its relationship to the signatory Employer. The supplying of false, misleading, or incomplete information (in response to a request by the Union) shall not constitute compliance with this section. The Union shall not unreasonably delay the filing of a grievance under this Article.

In the event that the Union files, or in the past has filed, a grievance under Article 3 of this or a prior national agreement, and the grievance was not sustained, the Union may proceed under the following procedures with respect to the contractor(s) involved in the grievance:

Should the Employer establish or maintain operations that are not signatory to this Agreement, under its own name or another or through another related business entity to perform work of the type covered by this Agreement within the Union's territorial jurisdiction, the terms and conditions of this Agreement shall become applicable to and binding upon such operations at such time as a majority of employees of the entity (as determined on a state-by-state, regional

or facility-by-facility basis consistent with NLRB unit determination standards) designates the Union as their exclusive bargaining representative on the basis of their uncoerced execution of authorization cards, pursuant to applicable NLRB standards, or in the event of a good faith dispute over the validity of the authorization cards, pursuant to a secret ballot election under the supervision of a private independent third party to be designated by the Union and the NFSA within thirty (30) days of ratification of this Agreement. The Employer and the Union agree not to coerce employees or to otherwise interfere with employees in their decision whether or not to sign an authorization card and/or to vote in a third-party election.

Particular disputes arising under the foregoing paragraphs shall be heard by one of four persons to be selected by the parties (alternatively depending upon their availability) as a Special Arbitrator. The Arbitrator shall have the authority to order the Employer to provide appropriate and relevant information in compliance with this clause. The Special Arbitrator shall also have authority to confirm that the Union has obtained an authorization card majority as provided in the preceding paragraph.

Because the practice of double-breasting is a source of strife in the sprinkler industry that endangers mutual efforts to expand market share for union members and union employers, it is the intention of the parties hereto that this clause be enforced to the fullest extent permitted by law.

Except as specifically provided above, it is not intended that this Article be the exclusive source of rights or remedies which the parties may have under State or Federal Laws.

Addendum D – Journeyman Wage/SIS Chart

State/District	4/1/25		4/1/26		4/1/27		4/1/28		4/1/29	
	Wage	SIS	Wage	SIS	Wage	SIS	Wage	SIS	Wage	SIS
ALABAMA	\$33.79	\$1.69	\$35.65	\$1.69	\$37.52	\$1.69	TBD	\$2.19	TBD	\$2.69
ALASKA	\$60.67	\$11.05	\$64.43	\$11.05	\$68.21	\$11.05	TBD	\$11.55	TBD	\$12.05
ARIZONA	\$43.77	\$6.97	\$46.44	\$6.97	\$49.11	\$6.97	TBD	\$7.47	TBD	\$7.97
ARKANSAS	\$32.00	\$3.90	\$33.89	\$3.90	\$35.78	\$3.90	TBD	\$4.40	TBD	\$4.90
CALIFORNIA (1) District 27	\$49.69	\$8.08	\$52.72	\$8.08	\$55.76	\$8.08	TBD	\$8.58	TBD	\$9.08
CALIFORNIA (2) District 2	\$52.06	\$8.22	\$55.23	\$8.22	\$58.40	\$8.22	TBD	\$8.72	TBD	\$9.22
CALIFORNIA (3) District 22	\$50.79	\$8.16	\$53.88	\$8.16	\$56.98	\$8.16	TBD	\$8.66	TBD	\$9.16
CALIFORNIA (4) District 22	\$52.53	\$6.55	\$55.64	\$6.55	\$58.75	\$6.55	TBD	\$7.05	TBD	\$7.55
COLORADO	\$48.60	\$7.23	\$51.53	\$7.23	\$54.47	\$7.23	TBD	\$7.73	TBD	\$8.23
CONNECTICUT	\$53.76	\$13.10	\$57.28	\$13.10	\$60.79	\$13.10	TBD	\$13.60	TBD	\$14.10
DELAWARE	\$46.47	\$9.22	\$49.40	\$9.22	\$52.33	\$9.22	TBD	\$9.72	TBD	\$10.22
District of Columbia	\$45.22	\$6.05	\$47.91	\$6.05	\$50.61	\$6.05	TBD	\$6.55	TBD	\$7.05
GEORGIA	\$36.97	\$3.81	\$39.11	\$3.81	\$41.26	\$3.81	TBD	\$4.31	TBD	\$4.81
IDAHO District 21	\$44.20	\$5.92	\$46.83	\$5.92	\$49.47	\$5.92	TBD	\$6.42	TBD	\$6.92
IDAHO District 40	\$43.37	\$7.13	\$46.02	\$7.13	\$48.68	\$7.13	TBD	\$7.63	TBD	\$8.13
ILLINOIS	\$50.51	\$9.91	\$53.68	\$9.91	\$56.86	\$9.91	TBD	\$10.41	TBD	\$10.91
INDIANA	\$48.58	\$7.54	\$51.52	\$7.54	\$54.48	\$7.54	TBD	\$8.04	TBD	\$8.54
IOWA	\$45.99	\$6.08	\$48.72	\$6.08	\$51.46	\$6.08	TBD	\$6.58	TBD	\$7.08
KANSAS	\$41.83	\$7.01	\$44.40	\$7.01	\$46.97	\$7.01	TBD	\$7.51	TBD	\$8.01
KENTUCKY	\$44.15	\$5.74	\$46.77	\$5.74	\$49.40	\$5.74	TBD	\$6.24	TBD	\$6.74
LOUISIANA	\$34.41	\$2.75	\$36.36	\$2.75	\$38.32	\$2.75	TBD	\$3.25	TBD	\$3.75
MAINE	\$36.41	\$7.32	\$38.70	\$7.32	\$41.00	\$7.32	TBD	\$7.82	TBD	\$8.32
MARYLAND	\$45.22	\$6.05	\$47.91	\$6.05	\$50.61	\$6.05	TBD	\$6.55	TBD	\$7.05
MASSACHUSETTS	\$53.25	\$9.41	\$56.54	\$9.41	\$59.83	\$9.41	TBD	\$9.91	TBD	\$10.41
MICHIGAN	\$44.24	\$7.05	\$46.94	\$7.05	\$49.64	\$7.05	TBD	\$7.55	TBD	\$8.05
MINNESOTA	\$45.93	\$6.92	\$48.71	\$6.92	\$51.49	\$6.92	TBD	\$7.42	TBD	\$7.92
MISSISSIPPI	\$32.65	\$3.21	\$34.53	\$3.21	\$36.42	\$3.21	TBD	\$3.71	TBD	\$4.21
MISSOURI	\$45.94	\$7.18	\$48.73	\$7.18	\$51.52	\$7.18	TBD	\$7.68	TBD	\$8.18
MONTANA	\$43.67	\$5.97	\$46.28	\$5.97	\$48.89	\$5.97	TBD	\$6.47	TBD	\$6.97
NEBRASKA	\$43.79	\$8.01	\$46.51	\$8.01	\$49.24	\$8.01	TBD	\$8.51	TBD	\$9.01
NEVADA (1) District 2	\$52.57	\$11.06	\$55.91	\$11.06	\$59.26	\$11.06	TBD	\$11.56	TBD	\$12.06
NEVADA (2) District 25	\$53.77	\$11.35	\$57.18	\$11.35	\$60.61	\$11.35	TBD	\$11.85	TBD	\$12.35
NEW HAMPSHIRE	\$34.94	\$10.56	\$37.32	\$10.56	\$39.72	\$10.56	TBD	\$11.06	TBD	\$11.56
NEW JERSEY	\$59.19	\$16.17	\$63.14	\$16.17	\$67.11	\$16.17	TBD	\$16.67	TBD	\$17.17
NEW MEXICO	\$39.94	\$5.14	\$42.31	\$5.14	\$44.68	\$5.14	TBD	\$5.64	TBD	\$6.14
NEW YORK (1) District 34	\$45.06	\$9.07	\$47.91	\$9.07	\$50.76	\$9.07	TBD	\$9.57	TBD	\$10.07
NEW YORK (1) District 19	\$45.06	\$9.07	\$47.91	\$9.07	\$50.76	\$9.07	TBD	\$9.57	TBD	\$10.07
NEW YORK (2) District 19	\$57.20	\$11.02	\$60.78	\$11.02	\$64.37	\$11.02	TBD	\$11.52	TBD	\$12.02
NEW YORK (3) District 19	\$47.85	\$7.30	\$50.75	\$7.30	\$53.65	\$7.30	TBD	\$7.80	TBD	\$8.30

State/District	4/1/25		4/1/26		4/1/27		4/1/28		4/1/29	
	Wage	SIS	Wage	SIS	Wage	SIS	Wage	SIS	Wage	SIS
NORTH CAROLINA	\$29.51	\$5.37	\$31.35	\$5.37	\$33.18	\$5.37	TBD	\$5.87	TBD	\$6.37
NORTH DAKOTA	\$41.64	\$4.24	\$44.05	\$4.24	\$46.46	\$4.24	TBD	\$4.74	TBD	\$5.24
OHIO	\$48.28	\$7.74	\$51.22	\$7.74	\$54.17	\$7.74	TBD	\$8.24	TBD	\$8.74
OKLAHOMA	\$39.05	\$5.33	\$41.38	\$5.33	\$43.72	\$5.33	TBD	\$5.83	TBD	\$6.33
OREGON District 1	\$51.65	\$7.23	\$54.74	\$7.23	\$57.84	\$7.23	TBD	\$7.73	TBD	\$8.23
OREGON District 21	\$44.40	\$7.22	\$47.11	\$7.22	\$49.83	\$7.22	TBD	\$7.72	TBD	\$8.22
PENNSYLVANIA	\$49.75	\$8.62	\$52.82	\$8.62	\$55.89	\$8.62	TBD	\$9.12	TBD	\$9.62
RHODE ISLAND	\$53.76	\$13.10	\$57.28	\$13.10	\$60.79	\$13.10	TBD	\$13.60	TBD	\$14.10
SOUTH CAROLINA	\$31.59	\$3.16	\$33.41	\$3.16	\$35.24	\$3.16	TBD	\$3.66	TBD	\$4.16
SOUTH DAKOTA	\$38.47	\$4.34	\$40.72	\$4.34	\$42.97	\$4.34	TBD	\$4.84	TBD	\$5.34
TENNESSEE	\$34.47	\$2.73	\$36.42	\$2.73	\$38.38	\$2.73	TBD	\$3.23	TBD	\$3.73
TEXAS District 5	\$38.57	\$4.13	\$40.81	\$4.13	\$43.06	\$4.13	TBD	\$4.63	TBD	\$5.13
TEXAS District 26	\$38.57	\$4.13	\$40.81	\$4.13	\$43.06	\$4.13	TBD	\$4.63	TBD	\$5.13
UTAH	\$42.17	\$6.29	\$44.72	\$6.29	\$47.27	\$6.29	TBD	\$6.79	TBD	\$7.29
VERMONT	\$35.62	\$6.45	\$37.83	\$6.45	\$40.04	\$6.45	TBD	\$6.95	TBD	\$7.45
VIRGINIA (1)	\$35.89	\$2.78	\$37.92	\$2.78	\$39.95	\$2.78	TBD	\$3.28	TBD	\$3.78
VIRGINIA (2)	\$45.22	\$6.05	\$47.91	\$6.05	\$50.61	\$6.05	TBD	\$6.55	TBD	\$7.05
WASHINGTON District 1	\$51.65	\$7.23	\$54.74	\$7.23	\$57.84	\$7.23	TBD	\$7.73	TBD	\$8.23
WASHINGTON District 21	\$44.30	\$8.24	\$47.06	\$8.24	\$49.83	\$8.24	TBD	\$8.74	TBD	\$9.24
WEST VIRGINIA	\$43.26	\$8.56	\$45.98	\$8.56	\$48.71	\$8.56	TBD	\$9.06	TBD	\$9.56
WISCONSIN	\$51.68	\$9.39	\$54.88	\$9.39	\$58.10	\$9.39	TBD	\$9.89	TBD	\$10.39
WYOMING	\$43.21	\$5.95	\$45.79	\$5.95	\$48.38	\$5.95	TBD	\$6.45	TBD	\$6.95

Wage Deductions:

Gross Wage Dues Assessment:

5% Journeymen ~ 2 1/2% for Apprentices Class 1-4

Extended Benefit Fund: \$0.25 per hour worked

UA Organizing Fund: \$0.10 per hour worked

Industry Advancement: per chart, per hour worked

California (1)

Counties- Calaveras, Fresno, Kings, Madera, Mariposa, Merced, Monterey, San Benito, San Joaquin, San Luis Obispo, Santa Barbara, Santa Cruz, Stanislaus, Tulare, Tuolumne, and portion of Kern County WEST of Highway 14.

California (2)

Counties- Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glen, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo and Yuba.

California (3)

Counties- San Bernardino, Riverside, Orange, Imperial, Inyo, Los Angeles, Mono, Ventura, and portion of Kern County EAST of Highway 14.

California (4)

Counties- San Diego County.

New York (1)

Excludes the counties of Orange, Putnam, Westchester, Sullivan, Ulster, Dutchess, Rockland, Albany, Rensselaer, Schenectady, Saratoga and Warren.

New York (2)

Counties- Orange, Putnam, Westchester, Sullivan, Ulster, Dutchess and Rockland.

New York (3)

Counties- Albany, Rensselaer, Schenectady, Saratoga and Warren.

Virginia (1)

Excludes the counties of Fairfax, Arlington, Prince William, Loudon, Fredrick, Clarke, Stafford, Spotsylvania & City of Alexandria.

Virginia (2)

Counties- Fairfax, Arlington, Prince William, Loudon, Fredrick, Clarke, Stafford, Spotsylvania & City of Alexandria.

Nevada (1)

Excludes the counties of Clark, Nye & Lincoln.

Nevada (2)

Counties- Clark, Nye & Lincoln.

ADDENDUM E — APPRENTICE CHART

Effective April 1, 2025–March 31, 2026

Class		J	1	2	3	4	5	6	7	8	9	10
STATE / AREA		Negotiated Rate	43%	48%	52%	56%	59%	64%	68%	72%	76%	80%
Alabama	Wage	35.48	15.26	17.03	18.45	19.87	20.93	22.71	24.13	25.55	26.96	28.38
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Alaska	Wage	71.72	30.84	34.43	37.29	40.16	42.31	45.90	48.77	51.64	54.51	57.38
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Arizona	Wage	50.74	21.82	24.36	26.38	28.41	29.94	32.47	34.50	36.53	38.56	40.59
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Arkansas	Wage	35.90	15.44	17.23	18.67	20.10	21.18	22.98	24.41	25.85	27.28	28.72
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
California (1)	Wage	57.77	24.84	27.73	30.04	32.35	34.08	36.97	39.28	41.59	43.91	46.22
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
California (2)	Wage	60.28	25.92	28.93	31.35	33.76	35.57	38.58	40.99	43.40	45.81	48.22
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
California (3)	Wage	58.95	25.35	28.30	30.65	33.01	34.78	37.73	40.09	42.44	44.80	47.16
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
California (4)	Wage	59.08	25.40	28.36	30.72	33.08	34.86	37.81	40.17	42.54	44.90	47.26
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Colorado	Wage	55.83	24.01	26.80	29.03	31.26	32.94	35.73	37.96	40.20	42.43	44.66
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Connecticut	Wage	66.86	28.75	32.09	34.77	37.44	39.45	42.79	45.46	48.14	50.81	53.49
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Delaware	Wage	55.69	23.95	26.73	28.96	31.19	32.86	35.64	37.87	40.10	42.32	44.55
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
District of Columbia	Wage	51.27	22.05	24.61	26.66	28.71	30.25	32.81	34.86	36.91	38.97	41.02
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Georgia	Wage	40.78	17.54	19.57	21.21	22.84	24.06	26.10	27.73	29.36	30.99	32.62
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Idaho District 21	Wage	50.12	21.55	24.06	26.06	28.07	29.57	32.08	34.08	36.09	38.09	40.10
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Idaho District 40	Wage	50.50	21.72	24.24	26.26	28.28	29.80	32.32	34.34	36.36	38.38	40.40
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Illinois	Wage	60.42	25.98	29.00	31.42	33.84	35.65	38.67	41.09	43.50	45.92	48.34
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Indiana	Wage	56.12	24.13	26.94	29.18	31.43	33.11	35.92	38.16	40.41	42.65	44.90
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Iowa	Wage	52.07	22.39	24.99	27.08	29.16	30.72	33.32	35.41	37.49	39.57	41.66
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Kansas	Wage	48.84	21.00	23.44	25.40	27.35	28.82	31.26	33.21	35.16	37.12	39.07
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40

Class		J	1	2	3	4	5	6	7	8	9	10
STATE / AREA		Negotiated Rate	43%	48%	52%	56%	59%	64%	68%	72%	76%	80%
Kentucky	Wage	49.89	21.45	23.95	25.94	27.94	29.44	31.93	33.93	35.92	37.92	39.91
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Louisiana	Wage	37.16	15.98	17.84	19.32	20.81	21.92	23.78	25.27	26.76	28.24	29.73
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Maine	Wage	43.73	18.80	20.99	22.74	24.49	25.80	27.99	29.74	31.49	33.23	34.98
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Maryland	Wage	51.27	22.05	24.61	26.66	28.71	30.25	32.81	34.86	36.91	38.97	41.02
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Massachusetts	Wage	62.66	26.94	30.08	32.58	35.09	36.97	40.10	42.61	45.12	47.62	50.13
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Michigan	Wage	51.29	22.05	24.62	26.67	28.72	30.26	32.83	34.88	36.93	38.98	41.03
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Minnesota	Wage	52.85	22.73	25.37	27.48	29.60	31.18	33.82	35.94	38.05	40.17	42.28
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Mississippi	Wage	35.86	15.42	17.21	18.65	20.08	21.16	22.95	24.38	25.82	27.25	28.69
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Missouri	Wage	53.12	22.84	25.50	27.62	29.75	31.34	34.00	36.12	38.25	40.37	42.50
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Montana	Wage	49.64	21.35	23.83	25.81	27.80	29.29	31.77	33.76	35.74	37.73	39.71
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Nebraska	Wage	51.80	22.27	24.86	26.94	29.01	30.56	33.15	35.22	37.30	39.37	41.44
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Nevada (1)	Wage	63.63	27.36	30.54	33.09	35.63	37.54	40.72	43.27	45.81	48.36	50.90
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Nevada (2)	Wage	65.12	28.00	31.26	33.86	36.47	38.42	41.68	44.28	46.89	49.49	52.10
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New Hampshire	Wage	45.50	19.57	21.84	23.66	25.48	26.85	29.12	30.94	32.76	34.58	36.40
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New Jersey	Wage	75.36	32.40	36.17	39.19	42.20	44.46	48.23	51.24	54.26	57.27	60.29
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New Mexico	Wage	45.08	19.38	21.64	23.44	25.24	26.60	28.85	30.65	32.46	34.26	36.06
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New York (1)	Wage	54.13	23.28	25.98	28.15	30.31	31.94	34.64	36.81	38.97	41.14	43.30
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New York (2)	Wage	68.22	29.33	32.75	35.47	38.20	40.25	43.66	46.39	49.12	51.85	54.58
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New York (3)	Wage	55.15	23.71	26.47	28.68	30.88	32.54	35.30	37.50	39.71	41.91	44.12
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
North Carolina	Wage	34.88	15.00	16.74	18.14	19.53	20.58	22.32	23.72	25.11	26.51	27.90
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40

Class		J	1	2	3	4	5	6	7	8	9	10
STATE / AREA		Negotiated Rate	43%	48%	52%	56%	59%	64%	68%	72%	76%	80%
North Dakota	Wage	45.88	19.73	22.02	23.86	25.69	27.07	29.36	31.20	33.03	34.87	36.70
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Ohio	Wage	56.02	24.09	26.89	29.13	31.37	33.05	35.85	38.09	40.33	42.58	44.82
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Oklahoma	Wage	44.38	19.08	21.30	23.08	24.85	26.18	28.40	30.18	31.95	33.73	35.50
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Oregon District 1	Wage	58.88	25.32	28.26	30.62	32.97	34.74	37.68	40.04	42.39	44.75	47.10
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Oregon District 21	Wage	51.62	22.20	24.78	26.84	28.91	30.46	33.04	35.10	37.17	39.23	41.30
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Pennsylvania	Wage	58.37	25.10	28.02	30.35	32.69	34.44	37.36	39.69	42.03	44.36	46.70
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Rhode Island	Wage	66.86	28.75	32.09	34.77	37.44	39.45	42.79	45.46	48.14	50.81	53.49
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
South Carolina	Wage	34.75	14.94	16.68	18.07	19.46	20.50	22.24	23.63	25.02	26.41	27.80
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
South Dakota	Wage	42.81	18.41	20.55	22.26	23.97	25.26	27.40	29.11	30.82	32.54	34.25
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Tennessee	Wage	37.20	16.00	17.86	19.34	20.83	21.95	23.81	25.30	26.78	28.27	29.76
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Texas	Wage	42.70	18.36	20.50	22.20	23.91	25.19	27.33	29.04	30.74	32.45	34.16
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Utah	Wage	48.46	20.84	23.26	25.20	27.14	28.59	31.01	32.95	34.89	36.83	38.77
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Vermont	Wage	42.07	18.09	20.19	21.88	23.56	24.82	26.92	28.61	30.29	31.97	33.66
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Virginia (1)	Wage	38.67	16.63	18.56	20.11	21.66	22.82	24.75	26.30	27.84	29.39	30.94
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Virginia (2)	Wage	51.27	22.05	24.61	26.66	28.71	30.25	32.81	34.86	36.91	38.97	41.02
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Washington District 1	Wage	58.88	25.32	28.26	30.62	32.97	34.74	37.68	40.04	42.39	44.75	47.10
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Washington District 21	Wage	52.54	22.59	25.22	27.32	29.42	31.00	33.63	35.73	37.83	39.93	42.03
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
West Virginia	Wage	51.82	22.28	24.87	26.95	29.02	30.57	33.16	35.24	37.31	39.38	41.46
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Wisconsin	Wage	61.07	26.26	29.31	31.76	34.20	36.03	39.08	41.53	43.97	46.41	48.86
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Wyoming	Wage	49.16	21.14	23.60	25.56	27.53	29.00	31.46	33.43	35.40	37.36	39.33
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40

Effective April 1, 2026–March 31, 2027												
Class		J	1	2	3	4	5	6	7	8	9	10
STATE / AREA		Negotiated Rate	43%	48%	52%	56%	59%	64%	68%	72%	76%	80%
Alabama	Wage	37.34	16.06	17.92	19.42	20.91	22.03	23.90	25.39	26.88	28.38	29.87
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Alaska	Wage	75.48	32.46	36.23	39.25	42.27	44.53	48.31	51.33	54.35	57.36	60.38
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Arizona	Wage	53.41	22.97	25.64	27.77	29.91	31.51	34.18	36.32	38.46	40.59	42.73
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Arkansas	Wage	37.79	16.25	18.14	19.65	21.16	22.30	24.19	25.70	27.21	28.72	30.23
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
California (1)	Wage	60.80	26.14	29.18	31.62	34.05	35.87	38.91	41.34	43.78	46.21	48.64
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
California (2)	Wage	63.45	27.28	30.46	32.99	35.53	37.44	40.61	43.15	45.68	48.22	50.76
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
California (3)	Wage	62.04	26.68	29.78	32.26	34.74	36.60	39.71	42.19	44.67	47.15	49.63
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
California (4)	Wage	62.19	26.74	29.85	32.34	34.83	36.69	39.80	42.29	44.78	47.26	49.75
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Colorado	Wage	58.76	25.27	28.20	30.56	32.91	34.67	37.61	39.96	42.31	44.66	47.01
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Connecticut	Wage	70.38	30.26	33.78	36.60	39.41	41.52	45.04	47.86	50.67	53.49	56.30
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Delaware	Wage	58.62	25.21	28.14	30.48	32.83	34.59	37.52	39.86	42.21	44.55	46.90
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
District of Columbia	Wage	53.96	23.20	25.90	28.06	30.22	31.84	34.53	36.69	38.85	41.01	43.17
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Georgia	Wage	42.92	18.46	20.60	22.32	24.04	25.32	27.47	29.19	30.90	32.62	34.34
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Idaho District 21	Wage	52.75	22.68	25.32	27.43	29.54	31.12	33.76	35.87	37.98	40.09	42.20
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Idaho District 40	Wage	53.15	22.85	25.51	27.64	29.76	31.36	34.02	36.14	38.27	40.39	42.52
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Illinois	Wage	63.59	27.34	30.52	33.07	35.61	37.52	40.70	43.24	45.78	48.33	50.87
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Indiana	Wage	59.06	25.40	28.35	30.71	33.07	34.85	37.80	40.16	42.52	44.89	47.25
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Iowa	Wage	54.80	23.56	26.30	28.50	30.69	32.33	35.07	37.26	39.46	41.65	43.84
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Kansas	Wage	51.41	22.11	24.68	26.73	28.79	30.33	32.90	34.96	37.02	39.07	41.13
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40

Class		J	1	2	3	4	5	6	7	8	9	10
STATE / AREA		Negotiated Rate	43%	48%	52%	56%	59%	64%	68%	72%	76%	80%
Kentucky	Wage	52.51	22.58	25.20	27.31	29.41	30.98	33.61	35.71	37.81	39.91	42.01
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Louisiana	Wage	39.11	16.82	18.77	20.34	21.90	23.07	25.03	26.59	28.16	29.72	31.29
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Maine	Wage	46.02	19.79	22.09	23.93	25.77	27.15	29.45	31.29	33.13	34.98	36.82
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Maryland	Wage	53.96	23.20	25.90	28.06	30.22	31.84	34.53	36.69	38.85	41.01	43.17
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Massachusetts	Wage	65.95	28.36	31.66	34.29	36.93	38.91	42.21	44.85	47.48	50.12	52.76
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Michigan	Wage	53.99	23.22	25.92	28.07	30.23	31.85	34.55	36.71	38.87	41.03	43.19
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Minnesota	Wage	55.63	23.92	26.70	28.93	31.15	32.82	35.60	37.83	40.05	42.28	44.50
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Mississippi	Wage	37.74	16.23	18.12	19.62	21.13	22.27	24.15	25.66	27.17	28.68	30.19
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Missouri	Wage	55.91	24.04	26.84	29.07	31.31	32.99	35.78	38.02	40.26	42.49	44.73
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Montana	Wage	52.25	22.47	25.08	27.17	29.26	30.83	33.44	35.53	37.62	39.71	41.80
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Nebraska	Wage	54.52	23.44	26.17	28.35	30.53	32.17	34.89	37.07	39.25	41.44	43.62
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Nevada (1)	Wage	66.97	28.80	32.15	34.82	37.50	39.51	42.86	45.54	48.22	50.90	53.58
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Nevada (2)	Wage	68.53	29.47	32.89	35.64	38.38	40.43	43.86	46.60	49.34	52.08	54.82
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New Hampshire	Wage	47.88	20.59	22.98	24.90	26.81	28.25	30.64	32.56	34.47	36.39	38.30
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New Jersey	Wage	79.31	34.10	38.07	41.24	44.41	46.79	50.76	53.93	57.10	60.28	63.45
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New Mexico	Wage	47.45	20.40	22.78	24.67	26.57	28.00	30.37	32.27	34.16	36.06	37.96
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New York (1)	Wage	56.98	24.50	27.35	29.63	31.91	33.62	36.47	38.75	41.03	43.30	45.58
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New York (2)	Wage	71.80	30.87	34.46	37.34	40.21	42.36	45.95	48.82	51.70	54.57	57.44
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New York (3)	Wage	58.05	24.96	27.86	30.19	32.51	34.25	37.15	39.47	41.80	44.12	46.44
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
North Carolina	Wage	36.72	15.79	17.63	19.09	20.56	21.66	23.50	24.97	26.44	27.91	29.38
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40

Class		J	1	2	3	4	5	6	7	8	9	10
STATE / AREA		Negotiated Rate	43%	48%	52%	56%	59%	64%	68%	72%	76%	80%
North Dakota	Wage	48.29	20.76	23.18	25.11	27.04	28.49	30.91	32.84	34.77	36.70	38.63
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Ohio	Wage	58.96	25.35	28.30	30.66	33.02	34.79	37.73	40.09	42.45	44.81	47.17
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Oklahoma	Wage	46.71	20.09	22.42	24.29	26.16	27.56	29.89	31.76	33.63	35.50	37.37
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Oregon District 1	Wage	61.97	26.65	29.75	32.22	34.70	36.56	39.66	42.14	44.62	47.10	49.58
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Oregon District 21	Wage	54.33	23.36	26.08	28.25	30.42	32.05	34.77	36.94	39.12	41.29	43.46
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Pennsylvania	Wage	61.44	26.42	29.49	31.95	34.41	36.25	39.32	41.78	44.24	46.69	49.15
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Rhode Island	Wage	70.38	30.26	33.78	36.60	39.41	41.52	45.04	47.86	50.67	53.49	56.30
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
South Carolina	Wage	36.57	15.73	17.55	19.02	20.48	21.58	23.40	24.87	26.33	27.79	29.26
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
South Dakota	Wage	45.06	19.38	21.63	23.43	25.23	26.59	28.84	30.64	32.44	34.25	36.05
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Tennessee	Wage	39.15	16.83	18.79	20.36	21.92	23.10	25.06	26.62	28.19	29.75	31.32
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Texas	Wage	44.94	19.32	21.57	23.37	25.17	26.51	28.76	30.56	32.36	34.15	35.95
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Utah	Wage	51.01	21.93	24.48	26.53	28.57	30.10	32.65	34.69	36.73	38.77	40.81
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Vermont	Wage	44.28	19.04	21.25	23.03	24.80	26.13	28.34	30.11	31.88	33.65	35.42
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Virginia (1)	Wage	40.70	17.50	19.54	21.16	22.79	24.01	26.05	27.68	29.30	30.93	32.56
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Virginia (2)	Wage	53.96	23.20	25.90	28.06	30.22	31.84	34.53	36.69	38.85	41.01	43.17
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Washington District 1	Wage	61.97	26.65	29.75	32.22	34.70	36.56	39.66	42.14	44.62	47.10	49.58
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Washington District 21	Wage	55.30	23.78	26.54	28.76	30.97	32.63	35.39	37.60	39.82	42.03	44.24
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
West Virginia	Wage	54.54	23.45	26.18	28.36	30.54	32.18	34.91	37.09	39.27	41.45	43.63
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Wisconsin	Wage	64.27	27.64	30.85	33.42	35.99	37.92	41.13	43.70	46.27	48.85	51.42
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Wyoming	Wage	51.74	22.25	24.84	26.90	28.97	30.53	33.11	35.18	37.25	39.32	41.39
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40

Effective April 1, 2027–March 31, 2028												
Class		J	1	2	3	4	5	6	7	8	9	10
STATE / AREA		Negotiated Rate	43%	48%	52%	56%	59%	64%	68%	72%	76%	80%
Alabama	Wage	39.21	16.86	18.82	20.39	21.96	23.13	25.09	26.66	28.23	29.80	31.37
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Alaska	Wage	79.26	34.08	38.04	41.22	44.39	46.76	50.73	53.90	57.07	60.24	63.41
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Arizona	Wage	56.08	24.11	26.92	29.16	31.40	33.09	35.89	38.13	40.38	42.62	44.86
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Arkansas	Wage	39.68	17.06	19.05	20.63	22.22	23.41	25.40	26.98	28.57	30.16	31.74
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
California (1)	Wage	63.84	27.45	30.64	33.20	35.75	37.67	40.86	43.41	45.96	48.52	51.07
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
California (2)	Wage	66.62	28.65	31.98	34.64	37.31	39.31	42.64	45.30	47.97	50.63	53.30
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
California (3)	Wage	65.14	28.01	31.27	33.87	36.48	38.43	41.69	44.30	46.90	49.51	52.11
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
California (4)	Wage	65.30	28.08	31.34	33.96	36.57	38.53	41.79	44.40	47.02	49.63	52.24
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Colorado	Wage	61.70	26.53	29.62	32.08	34.55	36.40	39.49	41.96	44.42	46.89	49.36
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Connecticut	Wage	73.89	31.77	35.47	38.42	41.38	43.60	47.29	50.25	53.20	56.16	59.11
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Delaware	Wage	61.55	26.47	29.54	32.01	34.47	36.31	39.39	41.85	44.32	46.78	49.24
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
District of Columbia	Wage	56.66	24.36	27.20	29.46	31.73	33.43	36.26	38.53	40.80	43.06	45.33
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Georgia	Wage	45.07	19.38	21.63	23.44	25.24	26.59	28.84	30.65	32.45	34.25	36.06
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Idaho District 21	Wage	55.39	23.82	26.59	28.80	31.02	32.68	35.45	37.67	39.88	42.10	44.31
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Idaho District 40	Wage	55.81	24.00	26.79	29.02	31.25	32.93	35.72	37.95	40.18	42.42	44.65
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Illinois	Wage	66.77	28.71	32.05	34.72	37.39	39.39	42.73	45.40	48.07	50.75	53.42
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Indiana	Wage	62.02	26.67	29.77	32.25	34.73	36.59	39.69	42.17	44.65	47.14	49.62
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Iowa	Wage	57.54	24.74	27.62	29.92	32.22	33.95	36.83	39.13	41.43	43.73	46.03
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Kansas	Wage	53.98	23.21	25.91	28.07	30.23	31.85	34.55	36.71	38.87	41.02	43.18
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40

Class		J	1	2	3	4	5	6	7	8	9	10
STATE / AREA		Negotiated Rate	43%	48%	52%	56%	59%	64%	68%	72%	76%	80%
Kentucky	Wage	55.14	23.71	26.47	28.67	30.88	32.53	35.29	37.50	39.70	41.91	44.11
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Louisiana	Wage	41.07	17.66	19.71	21.36	23.00	24.23	26.28	27.93	29.57	31.21	32.86
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Maine	Wage	48.32	20.78	23.19	25.13	27.06	28.51	30.92	32.86	34.79	36.72	38.66
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Maryland	Wage	56.66	24.36	27.20	29.46	31.73	33.43	36.26	38.53	40.80	43.06	45.33
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Massachusetts	Wage	69.24	29.77	33.24	36.00	38.77	40.85	44.31	47.08	49.85	52.62	55.39
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Michigan	Wage	56.69	24.38	27.21	29.48	31.75	33.45	36.28	38.55	40.82	43.08	45.35
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Minnesota	Wage	58.41	25.12	28.04	30.37	32.71	34.46	37.38	39.72	42.06	44.39	46.73
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Mississippi	Wage	39.63	17.04	19.02	20.61	22.19	23.38	25.36	26.95	28.53	30.12	31.70
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Missouri	Wage	58.70	25.24	28.18	30.52	32.87	34.63	37.57	39.92	42.26	44.61	46.96
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Montana	Wage	54.86	23.59	26.33	28.53	30.72	32.37	35.11	37.30	39.50	41.69	43.89
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Nebraska	Wage	57.25	24.62	27.48	29.77	32.06	33.78	36.64	38.93	41.22	43.51	45.80
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Nevada (1)	Wage	70.32	30.24	33.75	36.57	39.38	41.49	45.00	47.82	50.63	53.44	56.26
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Nevada (2)	Wage	71.96	30.94	34.54	37.42	40.30	42.46	46.05	48.93	51.81	54.69	57.57
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New Hampshire	Wage	50.28	21.62	24.13	26.15	28.16	29.67	32.18	34.19	36.20	38.21	40.22
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New Jersey	Wage	83.28	35.81	39.97	43.31	46.64	49.14	53.30	56.63	59.96	63.29	66.62
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New Mexico	Wage	49.82	21.42	23.91	25.91	27.90	29.39	31.88	33.88	35.87	37.86	39.86
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New York (1)	Wage	59.83	25.73	28.72	31.11	33.50	35.30	38.29	40.68	43.08	45.47	47.86
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New York (2)	Wage	75.39	32.42	36.19	39.20	42.22	44.48	48.25	51.27	54.28	57.30	60.31
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
New York (3)	Wage	60.95	26.21	29.26	31.69	34.13	35.96	39.01	41.45	43.88	46.32	48.76
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
North Carolina	Wage	38.55	16.58	18.50	20.05	21.59	22.74	24.67	26.21	27.76	29.30	30.84
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40

Class		J	1	2	3	4	5	6	7	8	9	10
STATE / AREA		Negotiated Rate	43%	48%	52%	56%	59%	64%	68%	72%	76%	80%
North Dakota	Wage	50.70	21.80	24.34	26.36	28.39	29.91	32.45	34.48	36.50	38.53	40.56
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Ohio	Wage	61.91	26.62	29.72	32.19	34.67	36.53	39.62	42.10	44.58	47.05	49.53
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Oklahoma	Wage	49.05	21.09	23.54	25.51	27.47	28.94	31.39	33.35	35.32	37.28	39.24
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Oregon District 1	Wage	65.07	27.98	31.23	33.84	36.44	38.39	41.64	44.25	46.85	49.45	52.06
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Oregon District 21	Wage	57.05	24.53	27.38	29.67	31.95	33.66	36.51	38.79	41.08	43.36	45.64
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Pennsylvania	Wage	64.51	27.74	30.96	33.55	36.13	38.06	41.29	43.87	46.45	49.03	51.61
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Rhode Island	Wage	73.89	31.77	35.47	38.42	41.38	43.60	47.29	50.25	53.20	56.16	59.11
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
South Carolina	Wage	38.40	16.51	18.43	19.97	21.50	22.66	24.58	26.11	27.65	29.18	30.72
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
South Dakota	Wage	47.31	20.34	22.71	24.60	26.49	27.91	30.28	32.17	34.06	35.96	37.85
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Tennessee	Wage	41.11	17.68	19.73	21.38	23.02	24.25	26.31	27.95	29.60	31.24	32.89
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Texas	Wage	47.19	20.29	22.65	24.54	26.43	27.84	30.20	32.09	33.98	35.86	37.75
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Utah	Wage	53.56	23.03	25.71	27.85	29.99	31.60	34.28	36.42	38.56	40.71	42.85
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Vermont	Wage	46.49	19.99	22.32	24.17	26.03	27.43	29.75	31.61	33.47	35.33	37.19
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Virginia (1)	Wage	42.73	18.37	20.51	22.22	23.93	25.21	27.35	29.06	30.77	32.47	34.18
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Virginia (2)	Wage	56.66	24.36	27.20	29.46	31.73	33.43	36.26	38.53	40.80	43.06	45.33
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Washington District 1	Wage	65.07	27.98	31.23	33.84	36.44	38.39	41.64	44.25	46.85	49.45	52.06
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Washington District 21	Wage	58.07	24.97	27.87	30.20	32.52	34.26	37.16	39.49	41.81	44.13	46.46
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
West Virginia	Wage	57.27	24.63	27.49	29.78	32.07	33.79	36.65	38.94	41.23	43.53	45.82
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Wisconsin	Wage	67.49	29.02	32.40	35.09	37.79	39.82	43.19	45.89	48.59	51.29	53.99
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40
Wyoming	Wage	54.33	23.36	26.08	28.25	30.42	32.05	34.77	36.94	39.12	41.29	43.46
	SIS				1.15	1.15	1.40	1.40	1.40	1.40	1.40	1.40

** "Negotiated Rate" for purposes of calculating the Apprentice Rate is equivalent to the Journeyman's Wage Rate in the applicable State plus the Sprinkler Industry Supplemental ("SIS") Defined Contribution Pension Rate in effect for Journeymen in the same State. The Journeyman's Wage Rate and the SIS Rate are both set forth in Addendum D, herein.

California (1)

Counties- Calaveras, Fresno, Kings, Madera, Mariposa, Merced, Monterey, San Benito, San Joaquin, San Luis Obispo, Santa Barbara, Santa Cruz, Stanislaus, Tulare, Tuolumne, and portion of Kern County WEST of Highway 14.

California (2)

Counties- Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glen, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo and Yuba.

California (3)

Counties- San Bernardino, Riverside, Orange, Imperial, Inyo, Los Angeles, Mono, Ventura, and portion of Kern County EAST of Highway 14.

California (4)

Counties- San Diego County.

New York (1)

Excludes the counties of Orange, Putnam, Westchester, Sullivan, Ulster, Dutchess, Rockland, Albany, Rensselaer, Schenectady, Saratoga and Warren.

New York (2)

Counties- Orange, Putnam, Westchester, Sullivan, Ulster, Dutchess and Rockland.

New York (3)

Counties- Albany, Rensselaer, Schenectady, Saratoga and Warren.

Virginia (1)

Excludes the counties of Fairfax, Arlington, Prince William, Loudon, Fredrick, Clarke, Stafford, Spotsylvania & City of Alexandria.

Virginia (2)

Counties- Fairfax, Arlington, Prince William, Loudon, Fredrick, Clarke, Stafford, Spotsylvania & City of Alexandria.

Nevada (1)

Excludes the counties of Clark, Nye & Lincoln.

Nevada (2)

Counties- Clark, Nye & Lincoln.

Addendum F — All Funds Chart

Effective April 1, 2025–December 31, 2025

Journeyman Package	Wage	Supplemental Pension (SIS)	Building Trades Pension	Building Trades Health & Welfare RESA	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum D	See Addendum D	\$7.40 per hour worked	\$12.40 per hour worked	\$0.54 per hour worked	\$0.25 per hour worked
Journeyman Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment	PAC Fund	
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	5% Gross Wage	Member Choice	
Apprentice Package Class 1 & 2	Wage	Supplemental Pension (SIS)	Building Trades Pension	Level 2 Health & Welfare	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum E	See Addendum E	N/A	\$9.03 per hour worked	\$0.54 per hour worked	\$0.25 per hour worked
Apprentice Class 1 & 2 Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment	PAC Fund	
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	2 1/2% Gross Wage	Member Choice	
Apprentice Package Class 3 - 10	Wage	Supplemental Pension (SIS)	Building Trades Pension	Building Trades Health & Welfare RESA	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum E	See Addendum E	\$7.40 per hour worked	\$12.40 per hour worked	\$0.54 per hour worked	\$0.25 per hour worked
Apprentice Class 3 - 10 Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment Class 3-4	LU 669 Work Assessment Class 5-10	PAC Fund
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	2 1/2% Gross Wage	5% Gross Wage	Member Choice
Residential Package Tradesmen & Helpers 1st -4th Year	Wage	Supplemental Pension (SIS)	Metal Trades Pension	Metal Trades Health & Welfare	Education (UA ITF only)	Industry Promotion Fund
	See Addendum G	*\$0.50 per hour worked	\$0.65 per hour worked	\$5.40 per hour worked	\$0.10 per hour worked	\$0.25 per hour worked
Residential Employee Deductions	Industry Advancement Fund Tradesmen Only	LU 669 Work Assessment All Residential	PAC Fund	*Residential SIS Fund - Probationary 1st Year Helpers \$0.00 per hour worked *Residential SIS Fund – Effective April 1, 2025 District 40 only - 2nd Year Helper thru Tradesman \$1.50 per hour worked		
	See Addendum I	2 1/2% Gross Wage	Member Choice			

Addendum F — All Funds Chart

Effective January 1, 2026–December 31, 2026

Journeyman Package	Wage	Supplemental Pension (SIS)	Building Trades Pension	Building Trades Health & Welfare RESA	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum D	See Addendum D	\$7.45 per hour worked	\$13.60 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Journeyman Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment	PAC Fund	
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	5% Gross Wage	Member Choice	
Apprentice Package Class 1 & 2	Wage	Supplemental Pension (SIS)	Building Trades Pension	Level 2 Health & Welfare	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum E	See Addendum E	N/A	\$9.64 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Apprentice Class 1 & 2 Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment	PAC Fund	
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	2 1/2% Gross Wage	Member Choice	
Apprentice Package Class 3 - 10	Wage	Supplemental Pension (SIS)	Building Trades Pension	Building Trades Health & Welfare RESA	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum E	See Addendum E	\$7.45 per hour worked	\$13.60 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Apprentice Class 3 - 10 Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment Class 3-4	LU 669 Work Assessment Class 5-10	PAC Fund
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	2 1/2% Gross Wage	5% Gross Wage	Member Choice
Residential Package Tradesmen & Helpers 1st -4th Year	Wage	Supplemental Pension (SIS)	Metal Trades Pension	Metal Trades Health & Welfare	Education (UA ITF only)	Industry Promotion Fund
	See Addendum G	*\$0.60 per hour worked	\$0.70 per hour worked	\$5.75 per hour worked	\$0.10 per hour worked	\$0.30 per hour worked
Residential Employee Deductions	Industry Advancement Fund Tradesmen Only	LU 669 Work Assessment All Residential	PAC Fund	*Residential SIS Fund - Probationary 1st Year Helpers \$0.00 per hour worked *Residential SIS Fund – Effective April 1, 2025 District 40 only - 2nd Year Helper thru Tradesman \$1.50 per hour worked		
	See Addendum I	2 1/2% Gross Wage	Member Choice			

Addendum F — All Funds Chart

Effective January 1, 2027–December 31, 2027

Journeyman Package	Wage	Supplemental Pension (SIS)	Building Trades Pension	Building Trades Health & Welfare RESA	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum D	See Addendum D	\$7.50 per hour worked	\$14.55 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Journeyman Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment	PAC Fund	
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	5% Gross Wage	Member Choice	
Apprentice Package Class 1 & 2	Wage	Supplemental Pension (SIS)	Building Trades Pension	Level 2 Health & Welfare	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum E	See Addendum E	N/A	\$10.64 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Apprentice Class 1 & 2 Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment	PAC Fund	
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	2 1/2% Gross Wage	Member Choice	
Apprentice Package Class 3 - 10	Wage	Supplemental Pension (SIS)	Building Trades Pension	Building Trades Health & Welfare RESA	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum E	See Addendum E	\$7.50 per hour worked	\$14.55 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Apprentice Class 3 - 10 Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment Class 3-4	LU 669 Work Assessment Class 5-10	PAC Fund
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	2 1/2% Gross Wage	5% Gross Wage	Member Choice
Residential Package Tradesmen & Helpers 1st -4th Year	Wage	Supplemental Pension (SIS)	Metal Trades Pension	Metal Trades Health & Welfare	Education (UA ITF only)	Industry Promotion Fund
	See Addendum G	*\$0.70 per hour worked	\$0.75 per hour worked	\$6.10 per hour worked	\$0.10 per hour worked	\$0.30 per hour worked
Residential Employee Deductions	Industry Advancement Fund Tradesmen Only	LU 669 Work Assessment All Residential	PAC Fund	*Residential SIS Fund - Probationary 1st Year Helpers \$0.00 per hour worked *Residential SIS Fund – Effective April 1, 2025 District 40 only - 2nd Year Helper thru Tradesman \$1.50 per hour worked		
	See Addendum I	2 1/2% Gross Wage	Member Choice			

Addendum F — All Funds Chart

Effective January 1, 2028–December 31, 2028

Journeyman Package	Wage	Supplemental Pension (SIS)	Building Trades Pension	Building Trades Health & Welfare RESA	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum D	See Addendum D	\$7.55 per hour worked	\$15.50 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Journeyman Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment	PAC Fund	
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	5% Gross Wage	Member Choice	
Apprentice Package Class 1 & 2	Wage	Supplemental Pension (SIS)	Building Trades Pension	Level 2 Health & Welfare	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum E	See Addendum E	N/A	\$11.64 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Apprentice Class 1 & 2 Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment	PAC Fund	
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	2 1/2% Gross Wage	Member Choice	
Apprentice Package Class 3 - 10	Wage	Supplemental Pension (SIS)	Building Trades Pension	Building Trades Health & Welfare RESA	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum E	See Addendum E	\$7.55 per hour worked	\$15.50 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Apprentice Class 3 - 10 Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment Class 3-4	LU 669 Work Assessment Class 5-10	PAC Fund
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	2 1/2% Gross Wage	5% Gross Wage	Member Choice
Residential Package Tradesmen & Helpers 1st -4th Year	Wage	Supplemental Pension (SIS)	Metal Trades Pension	Metal Trades Health & Welfare	Education (UA ITF only)	Industry Promotion Fund
	See Addendum G	*\$0.80 per hour worked	\$0.80 per hour worked	\$6.45 per hour worked	\$0.10 per hour worked	\$0.30 per hour worked
Residential Employee Deductions	Industry Advancement Fund Tradesmen Only	LU 669 Work Assessment All Residential	PAC Fund	*Residential SIS Fund - Probationary 1st Year Helpers \$0.00 per hour worked *Residential SIS Fund – Effective April 1, 2025 District 40 only - 2nd Year Helper thru Tradesman \$1.50 per hour worked		
	See Addendum I	2 1/2% Gross Wage	Member Choice			

Addendum F — All Funds Chart

Effective January 1, 2029–December 31, 2029

Journeyman Package	Wage	Supplemental Pension (SIS)	Building Trades Pension	Building Trades Health & Welfare RESA	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum D	See Addendum D	\$7.60 per hour worked	\$16.45 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Journeyman Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment	PAC Fund	
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	5% Gross Wage	Member Choice	
Apprentice Package Class 1 & 2	Wage	Supplemental Pension (SIS)	Building Trades Pension	Level 2 Health & Welfare	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum E	See Addendum E	N/A	\$12.64 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Apprentice Class 1 & 2 Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment	PAC Fund	
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	2 1/2% Gross Wage	Member Choice	
Apprentice Package Class 3 - 10	Wage	Supplemental Pension (SIS)	Building Trades Pension	Building Trades Health & Welfare RESA	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum E	See Addendum E	\$7.60 per hour worked	\$16.45 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Apprentice Class 3 - 10 Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment Class 3-4	LU 669 Work Assessment Class 5-10	PAC Fund
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	2 1/2% Gross Wage	5% Gross Wage	Member Choice
Residential Package Tradesmen & Helpers 1st -4th Year	Wage	Supplemental Pension (SIS)	Metal Trades Pension	Metal Trades Health & Welfare	Education (UA ITF only)	Industry Promotion Fund
	See Addendum G	*\$0.90 per hour worked	\$0.85 per hour worked	\$6.80 per hour worked	\$0.10 per hour worked	\$0.30 per hour worked
Residential Employee Deductions	Industry Advancement Fund Tradesmen Only	LU 669 Work Assessment All Residential	PAC Fund	*Residential SIS Fund - Probationary 1st Year Helpers \$0.00 per hour worked *Residential SIS Fund – Effective April 1, 2025 District 40 only - 2nd Year Helper thru Tradesman \$1.50 per hour worked		
	See Addendum I	2 1/2% Gross Wage	Member Choice			

Addendum F — All Funds Chart

Effective January 1, 2030–March 31, 2030

Journeyman Package	Wage	Supplemental Pension (SIS)	Building Trades Pension	Building Trades Health & Welfare RESA	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum D	See Addendum D	\$7.65 per hour worked	\$17.40 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Journeyman Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment	PAC Fund	
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	5% Gross Wage	Member Choice	
Apprentice Package Class 1 & 2	Wage	Supplemental Pension (SIS)	Building Trades Pension	Level 2 Health & Welfare	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum E	See Addendum E	N/A	\$13.64 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Apprentice Class 1 & 2 Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment	PAC Fund	
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	2 1/2% Gross Wage	Member Choice	
Apprentice Package Class 3 - 10	Wage	Supplemental Pension (SIS)	Building Trades Pension	Building Trades Health & Welfare RESA	Education (LU 669 & UA ITF)	Industry Promotion Fund
	See Addendum E	See Addendum E	\$7.65 per hour worked	\$17.40 per hour worked	\$0.59 per hour worked	\$0.30 per hour worked
Apprentice Class 3 - 10 Employee Deductions	Industry Advancement Fund	Extended Benefit Fund	UA Organizing Fund	LU 669 Work Assessment Class 3-4	LU 669 Work Assessment Class 5-10	PAC Fund
	See Addendum I	\$0.25 per hour worked	\$0.10 per hour worked	2 1/2% Gross Wage	5% Gross Wage	Member Choice
Residential Package Tradesmen & Helpers 1st -4th Year	Wage	Supplemental Pension (SIS)	Metal Trades Pension	Metal Trades Health & Welfare	Education (UA ITF only)	Industry Promotion Fund
	See Addendum G	*\$1.00 per hour worked	\$0.90 per hour worked	\$7.15 per hour worked	\$0.10 per hour worked	\$0.30 per hour worked
Residential Employee Deductions	Industry Advancement Fund Tradesmen Only	LU 669 Work Assessment All Residential	PAC Fund	*Residential SIS Fund - Probationary 1st Year Helpers \$0.00 per hour worked *Residential SIS Fund – Effective April 1, 2025 District 40 only - 2nd Year Helper thru Tradesman \$1.50 per hour worked		
	See Addendum I	2 1/2% Gross Wage	Member Choice			

Addendum G Residential Chart

State	Negotiated Wage 4/1/2025	Residential Journeyman 75%	Residential Helpers 1st yr 35%	Residential Helpers 2nd yr 43%	Residential Helpers 3rd yr 50%	Residential Helpers 4th yr 60%
Alabama	\$33.58	\$25.18	\$11.75	\$14.44	\$16.79	\$20.15
Alaska	\$64.02	\$48.01	\$22.41	\$27.53	\$32.01	\$38.41
Arizona	\$46.14	\$34.61	\$16.15	\$19.84	\$23.07	\$27.69
Arkansas	\$32.55	\$24.41	\$11.39	\$14.00	\$16.28	\$19.53
California (1)	\$52.39	\$39.29	\$18.34	\$22.53	\$26.20	\$31.43
California (2)	\$54.88	\$41.16	\$19.21	\$23.60	\$27.44	\$32.93
California (3)	\$53.54	\$40.15	\$18.74	\$23.02	\$26.77	\$32.12
California (4)	\$54.39	\$40.80	\$19.04	\$23.39	\$27.20	\$32.64
Colorado	\$51.20	\$38.40	\$17.92	\$22.02	\$25.60	\$30.72
Connecticut	\$60.96	\$45.72	\$21.34	\$26.21	\$30.48	\$36.58
Delaware	\$49.59	\$37.19	\$17.36	\$21.32	\$24.80	\$29.76
D. C.	\$47.62	\$35.72	\$16.67	\$20.48	\$23.81	\$28.57
Georgia	\$38.88	\$29.16	\$13.61	\$16.72	\$19.44	\$23.33
Idaho (D 21)	\$45.35	\$34.01	\$15.87	\$19.50	\$22.67	\$27.21
Idaho (D 40)	\$45.73	\$34.30	\$16.00	\$19.66	\$22.86	\$27.44
Illinois	\$57.02	\$42.77	\$19.96	\$24.52	\$28.51	\$34.21
Indiana	\$52.46	\$39.34	\$18.36	\$22.56	\$26.23	\$31.47
Iowa	\$48.42	\$36.31	\$16.95	\$20.82	\$24.21	\$29.05
Kansas	\$45.81	\$34.36	\$16.04	\$19.70	\$22.91	\$27.49
Kentucky	\$46.74	\$35.06	\$16.36	\$20.10	\$23.37	\$28.05
Louisiana	\$36.26	\$27.20	\$12.69	\$15.59	\$18.13	\$21.76
Maine	\$39.42	\$29.56	\$13.80	\$16.95	\$19.71	\$23.65
Maryland	\$47.62	\$35.72	\$16.67	\$20.48	\$23.81	\$28.57
Massachusetts	\$56.18	\$42.13	\$19.66	\$24.16	\$28.09	\$33.71
Michigan	\$48.14	\$36.11	\$16.85	\$20.70	\$24.07	\$28.89
Minnesota	\$49.95	\$37.46	\$17.48	\$21.48	\$24.98	\$29.97
Mississippi	\$33.28	\$24.96	\$11.65	\$14.31	\$16.64	\$19.97
Missouri	\$48.54	\$36.40	\$16.99	\$20.87	\$24.27	\$29.12
Montana	\$45.98	\$34.48	\$16.09	\$19.77	\$22.99	\$27.59
Nebraska	\$48.15	\$36.11	\$16.85	\$20.71	\$24.08	\$28.89
Nevada (1)	\$57.67	\$43.25	\$20.19	\$24.80	\$28.84	\$34.60
Nevada (2)	\$59.08	\$44.31	\$20.68	\$25.40	\$29.54	\$35.45
New Hampshire	\$41.29	\$30.96	\$14.45	\$17.75	\$20.64	\$24.77
New Jersey	\$67.87	\$50.90	\$23.75	\$29.18	\$33.93	\$40.72
New Mexico	\$41.48	\$31.11	\$14.52	\$17.84	\$20.74	\$24.89

New York (1)	\$47.58	\$35.69	\$16.65	\$20.46	\$23.79	\$28.55
New York (2)	\$61.39	\$46.04	\$21.49	\$26.40	\$30.70	\$36.83
New York (3)	\$48.60	\$36.45	\$17.01	\$20.90	\$24.30	\$29.16
North Carolina	\$33.48	\$25.11	\$11.72	\$14.40	\$16.74	\$20.09
North Dakota	\$44.73	\$33.55	\$15.65	\$19.23	\$22.36	\$26.84
Ohio	\$50.90	\$38.18	\$17.82	\$21.89	\$25.45	\$30.54
Oklahoma	\$42.73	\$32.05	\$14.96	\$18.37	\$21.37	\$25.64
Oregon (D 1)	\$53.00	\$39.75	\$18.55	\$22.79	\$26.50	\$31.80
Oregon (D 21)	\$45.84	\$34.38	\$16.04	\$19.71	\$22.92	\$27.51
Pennsylvania	\$52.47	\$39.36	\$18.37	\$22.56	\$26.24	\$31.48
Rhode Island	\$60.96	\$45.72	\$21.34	\$26.21	\$30.48	\$36.58
South Carolina	\$32.16	\$24.12	\$11.25	\$13.83	\$16.08	\$19.29
South Dakota	\$41.91	\$31.44	\$14.67	\$18.02	\$20.96	\$25.15
Tennessee	\$36.30	\$27.22	\$12.70	\$15.61	\$18.15	\$21.78
Texas	\$40.05	\$30.04	\$14.02	\$17.22	\$20.02	\$24.03
Utah	\$45.56	\$34.17	\$15.95	\$19.59	\$22.78	\$27.34
Vermont	\$38.37	\$28.78	\$13.43	\$16.50	\$19.19	\$23.02
Virginia (1)	\$36.39	\$27.29	\$12.74	\$15.65	\$18.19	\$21.83
Virginia (2)	\$47.62	\$35.72	\$16.67	\$20.48	\$23.81	\$28.57
Washington (D 1)	\$53.00	\$39.75	\$18.55	\$22.79	\$26.50	\$31.80
Washington (D 21)	\$46.76	\$35.07	\$16.37	\$20.11	\$23.38	\$28.06
West Virginia	\$47.42	\$35.57	\$16.60	\$20.39	\$23.71	\$28.45
Wisconsin	\$56.58	\$42.43	\$19.80	\$24.33	\$28.29	\$33.95
Wyoming	\$44.88	\$33.66	\$15.71	\$19.30	\$22.44	\$26.93

California (1)

Counties- Calaveras, Fresno, Kings, Madera, Mariposa, Merced, Monterey, San Benito, San Joaquin, San Luis Obispo, Santa Barbara, Santa Cruz, Stanislaus, Tulare, Tuolumne, and portion of Kern County WEST of Highway 14.

California (2)

Counties- Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glen, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo and Yuba.

California (3)

Counties- San Bernardino, Riverside, Orange, Imperial, Inyo, Los Angeles, Mono, Ventura, and portion of Kern County EAST of Highway 14.

California (4)

Counties- San Diego County.

New York (1)

Excludes the counties of Orange, Putnam, Westchester, Sullivan, Ulster, Dutchess, Rockland, Albany, Rensselaer, Schenectady, Saratoga and Warren.

New York (2)

Counties- Orange, Putnam, Westchester, Sullivan, Ulster, Dutchess and Rockland.

New York (3)

Counties- Albany, Rensselaer, Schenectady, Saratoga and Warren.

Virginia (1)

Excludes the counties of Fairfax, Arlington, Prince William, Loudon, Fredrick, Clarke, Stafford, Spotsylvania & City of Alexandria.

Virginia (2)

Counties- Fairfax, Arlington, Prince William, Loudon, Fredrick, Clarke, Stafford, Spotsylvania & City of Alexandria.

Nevada (1)

Excludes the counties of Clark, Nye & Lincoln.

Nevada (2)

Counties- Clark, Nye & Lincoln.

Addendum G Residential Chart

State	Negotiated Wage 4/1/2026	Residential Journeyman 75%	Residential Helpers 1st yr 35%	Residential Helpers 2nd yr 43%	Residential Helpers 3rd yr 50%	Residential Helpers 4th yr 60%
Alabama	\$35.44	\$26.58	\$12.40	\$15.24	\$17.72	\$21.26
Alaska	\$67.78	\$50.84	\$23.72	\$29.15	\$33.89	\$40.67
Arizona	\$48.81	\$36.60	\$17.08	\$20.99	\$24.40	\$29.28
Arkansas	\$34.44	\$25.83	\$12.05	\$14.81	\$17.22	\$20.66
California (1)	\$55.42	\$41.57	\$19.40	\$23.83	\$27.71	\$33.25
California (2)	\$58.05	\$43.54	\$20.32	\$24.96	\$29.02	\$34.83
California (3)	\$56.63	\$42.47	\$19.82	\$24.35	\$28.32	\$33.98
California (4)	\$57.50	\$43.12	\$20.12	\$24.72	\$28.75	\$34.50
Colorado	\$54.13	\$40.60	\$18.95	\$23.28	\$27.07	\$32.48
Connecticut	\$64.48	\$48.36	\$22.57	\$27.72	\$32.24	\$38.69
Delaware	\$52.52	\$39.39	\$18.38	\$22.58	\$26.26	\$31.51
D. C.	\$50.31	\$37.74	\$17.61	\$21.64	\$25.16	\$30.19
Georgia	\$41.02	\$30.76	\$14.36	\$17.64	\$20.51	\$24.61
Idaho (D 21)	\$47.98	\$35.98	\$16.79	\$20.63	\$23.99	\$28.79
Idaho (D 40)	\$48.38	\$36.28	\$16.93	\$20.80	\$24.19	\$29.03
Illinois	\$60.19	\$45.14	\$21.07	\$25.88	\$30.10	\$36.12
Indiana	\$55.40	\$41.55	\$19.39	\$23.82	\$27.70	\$33.24
Iowa	\$51.15	\$38.36	\$17.90	\$21.99	\$25.58	\$30.69
Kansas	\$48.38	\$36.28	\$16.93	\$20.80	\$24.19	\$29.03
Kentucky	\$49.36	\$37.02	\$17.28	\$21.23	\$24.68	\$29.62
Louisiana	\$38.21	\$28.66	\$13.38	\$16.43	\$19.11	\$22.93
Maine	\$41.71	\$31.28	\$14.60	\$17.94	\$20.86	\$25.03
Maryland	\$50.31	\$37.74	\$17.61	\$21.64	\$25.16	\$30.19
Massachusetts	\$59.47	\$44.60	\$20.81	\$25.57	\$29.73	\$35.68
Michigan	\$50.84	\$38.13	\$17.79	\$21.86	\$25.42	\$30.50
Minnesota	\$52.73	\$39.54	\$18.45	\$22.67	\$26.36	\$31.64
Mississippi	\$35.16	\$26.37	\$12.31	\$15.12	\$17.58	\$21.10
Missouri	\$51.33	\$38.49	\$17.96	\$22.07	\$25.66	\$30.80
Montana	\$48.59	\$36.44	\$17.01	\$20.89	\$24.29	\$29.15
Nebraska	\$50.87	\$38.15	\$17.81	\$21.87	\$25.44	\$30.52
Nevada (1)	\$61.01	\$45.76	\$21.35	\$26.24	\$30.51	\$36.61
Nevada (2)	\$62.49	\$46.87	\$21.87	\$26.87	\$31.25	\$37.50
New Hampshire	\$43.67	\$32.76	\$15.29	\$18.78	\$21.84	\$26.20
New Jersey	\$71.82	\$53.87	\$25.14	\$30.88	\$35.91	\$43.09
New Mexico	\$43.85	\$32.89	\$15.35	\$18.85	\$21.92	\$26.31

New York (1)	\$50.43	\$37.82	\$17.65	\$21.68	\$25.21	\$30.26
New York (2)	\$64.97	\$48.73	\$22.74	\$27.94	\$32.49	\$38.98
New York (3)	\$51.50	\$38.62	\$18.02	\$22.14	\$25.75	\$30.90
North Carolina	\$35.32	\$26.49	\$12.36	\$15.19	\$17.66	\$21.19
North Dakota	\$47.14	\$35.35	\$16.50	\$20.27	\$23.57	\$28.28
Ohio	\$53.84	\$40.38	\$18.84	\$23.15	\$26.92	\$32.31
Oklahoma	\$45.06	\$33.80	\$15.77	\$19.38	\$22.53	\$27.04
Oregon (D 1)	\$56.09	\$42.07	\$19.63	\$24.12	\$28.05	\$33.66
Oregon (D 21)	\$48.55	\$36.41	\$16.99	\$20.88	\$24.28	\$29.13
Pennsylvania	\$55.54	\$41.65	\$19.44	\$23.88	\$27.77	\$33.32
Rhode Island	\$64.48	\$48.36	\$22.57	\$27.72	\$32.24	\$38.69
South Carolina	\$33.98	\$25.49	\$11.89	\$14.61	\$16.99	\$20.39
South Dakota	\$44.16	\$33.12	\$15.46	\$18.99	\$22.08	\$26.50
Tennessee	\$38.25	\$28.69	\$13.39	\$16.45	\$19.12	\$22.95
Texas	\$42.29	\$31.72	\$14.80	\$18.18	\$21.14	\$25.37
Utah	\$48.11	\$36.08	\$16.84	\$20.69	\$24.05	\$28.86
Vermont	\$40.58	\$30.44	\$14.20	\$17.45	\$20.29	\$24.35
Virginia (1)	\$38.42	\$28.81	\$13.45	\$16.52	\$19.21	\$23.05
Virginia (2)	\$50.31	\$37.74	\$17.61	\$21.64	\$25.16	\$30.19
Washington (D 1)	\$56.09	\$42.07	\$19.63	\$24.12	\$28.05	\$33.66
Washington (D 21)	\$49.52	\$37.14	\$17.33	\$21.29	\$24.76	\$29.71
West Virginia	\$50.14	\$37.61	\$17.55	\$21.56	\$25.07	\$30.09
Wisconsin	\$59.78	\$44.84	\$20.92	\$25.71	\$29.89	\$35.87
Wyoming	\$47.46	\$35.60	\$16.61	\$20.41	\$23.73	\$28.48

California (1)

Counties- Calaveras, Fresno, Kings, Madera, Mariposa, Merced, Monterey, San Benito, San Joaquin, San Luis Obispo, Santa Barbara, Santa Cruz, Stanislaus, Tulare, Tuolumne, and portion of Kern County WEST of Highway 14.

California (2)

Counties- Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glen, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo and Yuba.

California (3)

Counties- San Bernardino, Riverside, Orange, Imperial, Inyo, Los Angeles, Mono, Ventura, and portion of Kern County EAST of Highway 14.

California (4)

Counties- San Diego County.

New York (1)

Excludes the counties of Orange, Putnam, Westchester, Sullivan, Ulster, Dutchess, Rockland, Albany, Rensselaer, Schenectady, Saratoga and Warren.

New York (2)

Counties- Orange, Putnam, Westchester, Sullivan, Ulster, Dutchess and Rockland.

New York (3)

Counties- Albany, Rensselaer, Schenectady, Saratoga and Warren.

Virginia (1)

Excludes the counties of Fairfax, Arlington, Prince William, Loudon, Fredrick, Clarke, Stafford, Spotsylvania & City of Alexandria.

Virginia (2)

Counties- Fairfax, Arlington, Prince William, Loudon, Fredrick, Clarke, Stafford, Spotsylvania & City of Alexandria.

Nevada (1)

Excludes the counties of Clark, Nye & Lincoln.

Nevada (2)

Counties- Clark, Nye & Lincoln.

Addendum G Residential Chart

State	Negotiated Wage 4/1/2027	Residential Journeyman 75%	Residential Helpers 1st yr 35%	Residential Helpers 2nd yr 43%	Residential Helpers 3rd yr 50%	Residential Helpers 4th yr 60%
Alabama	\$37.31	\$27.98	\$13.06	\$16.04	\$18.65	\$22.38
Alaska	\$71.56	\$53.67	\$25.05	\$30.77	\$35.78	\$42.94
Arizona	\$51.48	\$38.61	\$18.02	\$22.13	\$25.74	\$30.89
Arkansas	\$36.33	\$27.24	\$12.71	\$15.62	\$18.16	\$21.80
California (1)	\$58.46	\$43.85	\$20.46	\$25.14	\$29.23	\$35.08
California (2)	\$61.22	\$45.91	\$21.43	\$26.32	\$30.61	\$36.73
California (3)	\$59.73	\$44.80	\$20.91	\$25.69	\$29.87	\$35.84
California (4)	\$60.61	\$45.45	\$21.21	\$26.06	\$30.30	\$36.36
Colorado	\$57.07	\$42.80	\$19.97	\$24.54	\$28.53	\$34.24
Connecticut	\$67.99	\$51.00	\$23.80	\$29.24	\$34.00	\$40.80
Delaware	\$55.45	\$41.59	\$19.41	\$23.84	\$27.72	\$33.27
D. C.	\$53.01	\$39.76	\$18.55	\$22.80	\$26.51	\$31.81
Georgia	\$43.17	\$32.37	\$15.11	\$18.56	\$21.58	\$25.90
Idaho (D 21)	\$50.62	\$37.96	\$17.72	\$21.76	\$25.31	\$30.37
Idaho (D 40)	\$51.04	\$38.28	\$17.86	\$21.95	\$25.52	\$30.62
Illinois	\$63.37	\$47.53	\$22.18	\$27.25	\$31.69	\$38.02
Indiana	\$58.36	\$43.77	\$20.42	\$25.09	\$29.18	\$35.01
Iowa	\$53.89	\$40.42	\$18.86	\$23.17	\$26.95	\$32.33
Kansas	\$50.95	\$38.21	\$17.83	\$21.91	\$25.47	\$30.57
Kentucky	\$51.99	\$38.99	\$18.20	\$22.36	\$25.99	\$31.19
Louisiana	\$40.17	\$30.13	\$14.06	\$17.27	\$20.09	\$24.10
Maine	\$44.01	\$33.01	\$15.40	\$18.92	\$22.01	\$26.41
Maryland	\$53.01	\$39.76	\$18.55	\$22.80	\$26.51	\$31.81
Massachusetts	\$62.76	\$47.07	\$21.97	\$26.99	\$31.38	\$37.66
Michigan	\$53.54	\$40.15	\$18.74	\$23.02	\$26.77	\$32.12
Minnesota	\$55.51	\$41.63	\$19.43	\$23.87	\$27.75	\$33.30
Mississippi	\$37.05	\$27.79	\$12.97	\$15.93	\$18.52	\$22.23
Missouri	\$54.12	\$40.59	\$18.94	\$23.27	\$27.06	\$32.47
Montana	\$51.20	\$38.40	\$17.92	\$22.02	\$25.60	\$30.72
Nebraska	\$53.60	\$40.20	\$18.76	\$23.05	\$26.80	\$32.16
Nevada (1)	\$64.36	\$48.27	\$22.53	\$27.68	\$32.18	\$38.62
Nevada (2)	\$65.92	\$49.44	\$23.07	\$28.35	\$32.96	\$39.55
New Hampshire	\$46.07	\$34.55	\$16.12	\$19.81	\$23.03	\$27.64
New Jersey	\$75.79	\$56.84	\$26.53	\$32.59	\$37.89	\$45.47
New Mexico	\$46.22	\$34.67	\$16.18	\$19.88	\$23.11	\$27.73

New York (1)	\$53.28	\$39.96	\$18.65	\$22.91	\$26.64	\$31.97
New York (2)	\$68.56	\$51.42	\$24.00	\$29.48	\$34.28	\$41.14
New York (3)	\$54.40	\$40.80	\$19.04	\$23.39	\$27.20	\$32.64
North Carolina	\$37.15	\$27.86	\$13.00	\$15.98	\$18.58	\$22.29
North Dakota	\$49.55	\$37.16	\$17.34	\$21.31	\$24.77	\$29.73
Ohio	\$56.79	\$42.59	\$19.88	\$24.42	\$28.40	\$34.07
Oklahoma	\$47.40	\$35.55	\$16.59	\$20.38	\$23.70	\$28.44
Oregon (D 1)	\$59.19	\$44.39	\$20.72	\$25.45	\$29.60	\$35.52
Oregon (D 21)	\$51.27	\$38.45	\$17.94	\$22.05	\$25.63	\$30.76
Pennsylvania	\$58.61	\$43.96	\$20.51	\$25.20	\$29.31	\$35.17
Rhode Island	\$67.99	\$51.00	\$23.80	\$29.24	\$34.00	\$40.80
South Carolina	\$35.81	\$26.86	\$12.53	\$15.40	\$17.90	\$21.49
South Dakota	\$46.41	\$34.81	\$16.24	\$19.96	\$23.21	\$27.85
Tennessee	\$40.21	\$30.15	\$14.07	\$17.29	\$20.10	\$24.12
Texas	\$44.54	\$33.40	\$15.59	\$19.15	\$22.27	\$26.72
Utah	\$50.66	\$37.99	\$17.73	\$21.78	\$25.33	\$30.39
Vermont	\$42.79	\$32.10	\$14.98	\$18.40	\$21.40	\$25.68
Virginia (1)	\$40.45	\$30.34	\$14.16	\$17.40	\$20.23	\$24.27
Virginia (2)	\$53.01	\$39.76	\$18.55	\$22.80	\$26.51	\$31.81
Washington (D 1)	\$59.19	\$44.39	\$20.72	\$25.45	\$29.60	\$35.52
Washington (D 21)	\$52.29	\$39.22	\$18.30	\$22.48	\$26.14	\$31.37
West Virginia	\$52.87	\$39.65	\$18.50	\$22.73	\$26.44	\$31.72
Wisconsin	\$63.00	\$47.25	\$22.05	\$27.09	\$31.50	\$37.80
Wyoming	\$50.05	\$37.54	\$17.52	\$21.52	\$25.03	\$30.03

California (1)

Counties- Calaveras, Fresno, Kings, Madera, Mariposa, Merced, Monterey, San Benito, San Joaquin, San Luis Obispo, Santa Barbara, Santa Cruz, Stanislaus, Tulare, Tuolumne, and portion of Kern County WEST of Highway 14.

California (2)

Counties- Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glen, Humboldt, Lake, Lassen, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo and Yuba.

California (3)

Counties- San Bernardino, Riverside, Orange, Imperial, Inyo, Los Angeles, Mono, Ventura, and portion of Kern County EAST of Highway 14.

California (4)

Counties- San Diego County.

New York (1)

Excludes the counties of Orange, Putnam, Westchester, Sullivan, Ulster, Dutchess, Rockland, Albany, Rensselaer, Schenectady, Saratoga and Warren.

New York (2)

Counties- Orange, Putnam, Westchester, Sullivan, Ulster, Dutchess and Rockland.

New York (3)

Counties- Albany, Rensselaer, Schenectady, Saratoga and Warren.

Virginia (1)

Excludes the counties of Fairfax, Arlington, Prince William, Loudon, Fredrick, Clarke, Stafford, Spotsylvania & City of Alexandria.

Virginia (2)

Counties- Fairfax, Arlington, Prince William, Loudon, Fredrick, Clarke, Stafford, Spotsylvania & City of Alexandria.

Nevada (1)

Excludes the counties of Clark, Nye & Lincoln.

Nevada (2)

Counties- Clark, Nye & Lincoln.

Addendum H Travel Pay Chart

EFFECTIVE DATE:	1-Apr-25	1-Apr-26	1-Apr-27	1-Apr-28	1-Apr-29
Residence to Job Site	EXPENSES per day	EXPENSES per day	EXPENSES per day	EXPENSES per day	EXPENSES per day
0 - 60 miles	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
60 - 80 miles	\$28.00	\$30.00	\$32.00	\$34.00	\$36.00
80 - 100 miles	\$37.00	\$39.00	\$41.00	\$43.00	\$45.00
	SUBSISTENCE per day	SUBSISTENCE per day	SUBSISTENCE per day	SUBSISTENCE per day	SUBSISTENCE per day
Over 100 miles	\$140.00	\$150.00	\$155.00	\$160.00	\$165.00
Mileage (Over 100 miles)	Per IRS Standard Mileage Rate in Effect				

Addendum I

State/District	Industry Advancement Fund	NOTE: Industry Advancement for Apprentices
ALABAMA	\$0.50	Class 5-10
ALASKA	\$0.25	Class 5-10
ARIZONA	\$1.00	Class 5-10
ARKANSAS	\$0.50	Class 5-10
CALIFORNIA (1) – District 27	\$1.00	Class 5-10
CALIFORNIA (2) – District 2	\$2.00	Class 5-10
CALIFORNIA (3) – District 22	\$0.50	Class 5-10
CALIFORNIA (4) – District 22	\$0.50	Class 5-10
COLORADO	\$1.00	Class 5-10
CONNECTICUT	\$1.00	Class 1-10
DELAWARE	\$0.60	Class 5-10
District of Columbia	\$0.60	Class 5-10
GEORGIA	\$0.50	Class 5-10
IDAHO – District 21	\$0.75	Class 5-10
IDAHO – District 40	\$1.00	Class 1-10
ILLINOIS	\$0.50	Class 5-10
INDIANA	\$1.00	Class 5-10
IOWA	\$0.50	Class 5-10
KANSAS	\$0.50	Class 5-10
KENTUCKY	\$1.00	Class 5-10
LOUISIANA	\$0.50	Class 5-10
MAINE	\$1.03	Class 1-10
MARYLAND	\$0.60	Class 5-10
MASSACHUSETTS	\$1.03	Class 1-10
MICHIGAN	\$0.65	Class 5-10
MINNESOTA	\$0.25	Class 5-10
MISSISSIPPI	\$0.50	Class 5-10
MISSOURI	\$0.50	Class 5-10
MONTANA	\$0.75	Class 5-10
NEBRASKA	\$1.00	Class 5-10

NEVADA (1) – District 2	\$2.00	Class 5-10
NEVADA (2) – District 25	\$1.00	Class 5-10
NEW HAMPSHIRE	\$1.03	Class 1-10
NEW JERSEY	\$1.00	Class 5-10
NEW MEXICO	\$1.00	Class 5-10
NEW YORK (1) – District 34	\$1.00	Class 5-10
NEW YORK (1) – District 19	\$0.35	Class 1-10
NEW YORK (2) – District 19	\$0.35	Class 1-10
NEW YORK (3) – District 19	\$0.35	Class 1-10
NORTH CAROLINA	\$1.00	Class 5-10
NORTH DAKOTA	\$0.75	Class 1-10
OHIO	\$1.00	Class 5-10
OKLAHOMA	\$0.50	Class 5-10
OREGON – District 1	\$0.50	Class 5-10
OREGON – District 21	\$0.75	Class 5-10
PENNSYLVANIA	\$1.00	Class 5-10
RHODE ISLAND	\$1.00	Class 1-10
SOUTH CAROLINA	\$0.50	Class 5-10
SOUTH DAKOTA	\$0.75	Class 1-10
TENNESSEE	\$1.00	Class 5-10
TEXAS – District 5	\$0.25	Class 5-10
TEXAS – District 26	\$0.95	Class 5-10
UTAH	\$1.00	Class 1-10
VERMONT	\$1.03	Class 1-10
VIRGINIA (1)	\$0.60	Class 5-10
VIRGINIA (2)	\$0.60	Class 5-10
WASHINGTON – District 1	\$0.50	Class 5-10
WASHINGTON – District 21	\$0.75	Class 5-10
WEST VIRGINIA	\$0.50	Class 5-10
WISCONSIN	\$0.50	Class 5-10
WYOMING	\$1.00	Class 5-10

ADDENDUM J

SICK LEAVE UNDER STATE AND LOCAL LAW

The following is an addendum to the national Collective Bargaining Agreement between the National Fire Sprinkler Association (NFSA) and Road Sprinkler Fitters Local Union 669, U.A., AFL-CIO (Local 669):

Where a state or local jurisdiction has enacted law to require paid sick leave benefits or enacts such a law during the term of this agreement, the parties hereto agree to waive such benefits to the extent permitted by applicable law. The parties agree that the benefits available to bargaining unit employees under the current agreement are sufficient for the employees without including paid sick leave.

The parties further agree to execute appropriate waiver forms to comply with the waiver requirements of state and/or local laws.

AGREEMENT

THIS AGREEMENT made this _____ day of _____, 20____, by and between the Road Sprinkler Fitters Local Union 669 (hereinafter called "Union" and _____ (hereinafter called "Employer").

* * * * *

WHEREAS, the said Employer is desirous of hiring and employing Journeymen Sprinkler Fitters and Apprentices; and

WHEREAS, the Union has competent and skilled Journeymen and Apprentice Sprinkler Fitters;

NOW, THEREFORE, it is mutually agreed as follows:

(1) That the Employer and the Union mutually agree to be bound by the terms and conditions of the Agreement between National Fire Sprinkler Association, Inc. and the Road Sprinkler Fitters and Apprentices Local Union 669, dated and effective April 1, 2025, and all addendums and supplements thereto, copy of which is attached hereto and made a part hereof, the same as if the Employer and the Union were parties thereto; and the Employer and the Union herewith adopt said Agreement as and for their contract of employment and that all the Journeymen Sprinkler Fitters and their Apprentices hired by the Employer are to be employed according to the terms and conditions of employment contained in said Agreement.

(2) The Employer and Union do further agree to be bound by the Declarations and Trust establishing the National Automatic Sprinkler Industry Welfare Fund, as restated April 27, 2005 and separate Local Union 669 Education Fund as restated on April 28, 2005, and separate National Automatic Sprinkler Industry Pension Fund, as restated April 27, 2005, and the Sprinkler Industry Supplemental Pension Fund as restated April 21, 2005, and the Employer agrees to be bound thereby and by all amendments made there-to the same as if the Employer and the Union were parties to said Declaration of Trust.

(3) The Employer further agrees to make the necessary financial contributions to the National Automatic Sprinkler Industry Welfare Fund and Local Union Education Fund and National Automatic Sprinkler Industry Pension Fund and Sprinkler Industry Supplemental Pension Fund as required by the Collective Bargaining Agreement effective April 1, 2025, and the said Declarations of Trust. The Employer hereby authorizes the parties to name Trustees and successor Trustees to administer the National Automatic Sprinkler Industry Welfare Trust Fund and the Local Union 669 Education Trust Fund and National Automatic Sprinkler Pension Trust Fund, and hereby ratifies and accepts such Trustees and the terms and conditions of the Trust as if fully made by the Employer and the Union together.

FOR THE EMPLOYER:

FOR THE UNION:

Name of Firm

Road Sprinkler Fitters
Local Union 669

By _____
Sign Here

By _____

Print Here

Business Manager
7050 Oakland Mills Road #200
Columbia, MD 21046
PHONE: (410) 381-4300
FAX: (301) 621-8045

Title

Address

City, State & Zip

Telephone (include area code)

Fax Number (include area code)

Email