



National Agreements

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Michael Pleasant, and
Ed Kommers

Tuesday, March 4th
11:30a.m. – 12:30p.m.

Please let us know what you thought of this session



SEMINAR HANDOUTS SPONSORED BY:



MCAA²⁵

National Agreements



Steve Hinshaw



Michael Pleasant



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National Agreements

National Service and Maintenance
Agreement (NSMA) for MCAA & MSCA



National Construction Agreement -
NCA/General Presidents Agreement (NCA)



National Minimum Standard Agreement
for Commercial Pipe Fabrication Shop (PFA)



National Maintenance Agreement (NMA)



The National Service & Maintenance Agreement

Benefits & Impact for Contractors
and Labor

Introduction

- The NSMA is a collective bargaining agreement between MCAA and UA.
- The focus of the agreement is to keep existing mechanical, refrigeration and plumbing systems within occupied facilities operating in an efficient manor
- Scope of work includes inspection, service, maintenance, start-up, equipment replacement and more.

Key Benefits

- Ensures a uniform set of rules for service and maintenance contractors.
- No-strike, no-lockout clause minimizes work disruptions.
- Schedule A – defines local conditions

Key Statistics

- 1,182 Signatory Contractors
 - 795 MCAA members
 - Min 12,000 hrs – 300k max
 - 387 'Sig Only' Contractors
 - Min 8,000 hrs – no max

Schedule A

- Contractors & UA locals can negotiate special work rules along with wages
- 62 Schedule A's across the country
 - Download from msca.org
- Oversight committee should meet on a regular basis

Conclusion

- This agreement is giving contractors and labor the tools to be competitive and get more market share
- Current agreement expires July 31, 2027

National Minimum Standard Agreement for a Commercial Pipe Fabrication Shop



Steve Hinshaw

PFI Labor Chairman
Director of Business Development
Operations Manager, P1 Construction LLC

Bargaining Parties



National Minimum Standard Agreement for a Commercial Pipe Fabrication Shop

Meetings between UA and Fabricating Erectors began in 1942

Original Agreement – 1944

Current Agreement – 1956

Last Revised March 2015

557 Signatory Contractors

650 Fab Shops



Pipe Fabrication Institute

- Contractor Bargaining Group and Partner
- 100% Signatory UA Contractor base
- Established June 1913
- Establish and promote industry standards
- Develop engineering and technical standards:
 - Welding & Fabrication
 - Engineering & Fabrication
 - Cleaning, painting, shipping
 - QC, NDE, NDT



Common Provisions

- Purpose
- Scope of Work
- Management Rights
- Union Security
- Hiring of Personnel
- Union Representation
- Grievance & Arbitration
- Savings & Gender Clause
- Standard for Excellence
- Stand Alone Agreement
- **No Strike – No Lockout**



Wages & Working Conditions

- BT wages and fringes paid in accordance with the local Construction Agreement
- Metal trades wages & fringes bargained between Employer and Local Union
- Items not covered by Agreement can be established on “shop by shop basis”
- Allowed through a Local Shop Agreement



Overtime, Shifts & Shift Pay

- Based on Standard 5 – 8 schedule M – F
- Allows 4 – 10 schedule M-F (common)
- Allows both 5 - 8s & 4 – 10s simultaneously
- Allows 2 shifts on 4 – 10s (5% premium)
- Allows 3, 8 hour shifts
- Allows rotating 4 -10s with A & B shifts
- Overtime & Saturdays = time and one half
- Sundays & Holidays set by Local Shop Agreement



Fringe Benefits

- Employer agrees to be bound by applicable Local and National Trust Fund provisions
- International Training Fund (ITF) - \$.05
- United Association Labor Management Cooperation Fund (UALMC) - \$.05



Agreement For Use of UA Union Label

- “Yellow Label” is trademarked property of UA
- Can not be replicated, altered, sold, etc.
- Must be affixed to each fabricated item/spool
- Issued by the UA through the Local Union
- Contractor must be signed to the Minimum Standards Agreement



Application Process

- Written request to UA General President
- Area UA International Representative assigned to tour shop
- Sign National Standards Agreement and Label Agreement
- Complete contractor survey
- Pay Industry Fund and Productivity Fund fees
- UA International Representative completes paperwork and recommendation letter



Mandatory Reporting of Hours

- By trade classification (BTJ, BTA, MT)

- By type of work

Industrial

Process

Comfort heating/cooling & plumbing

Miscellaneous fabrication

Field installation

Online report due monthly



Work Covered

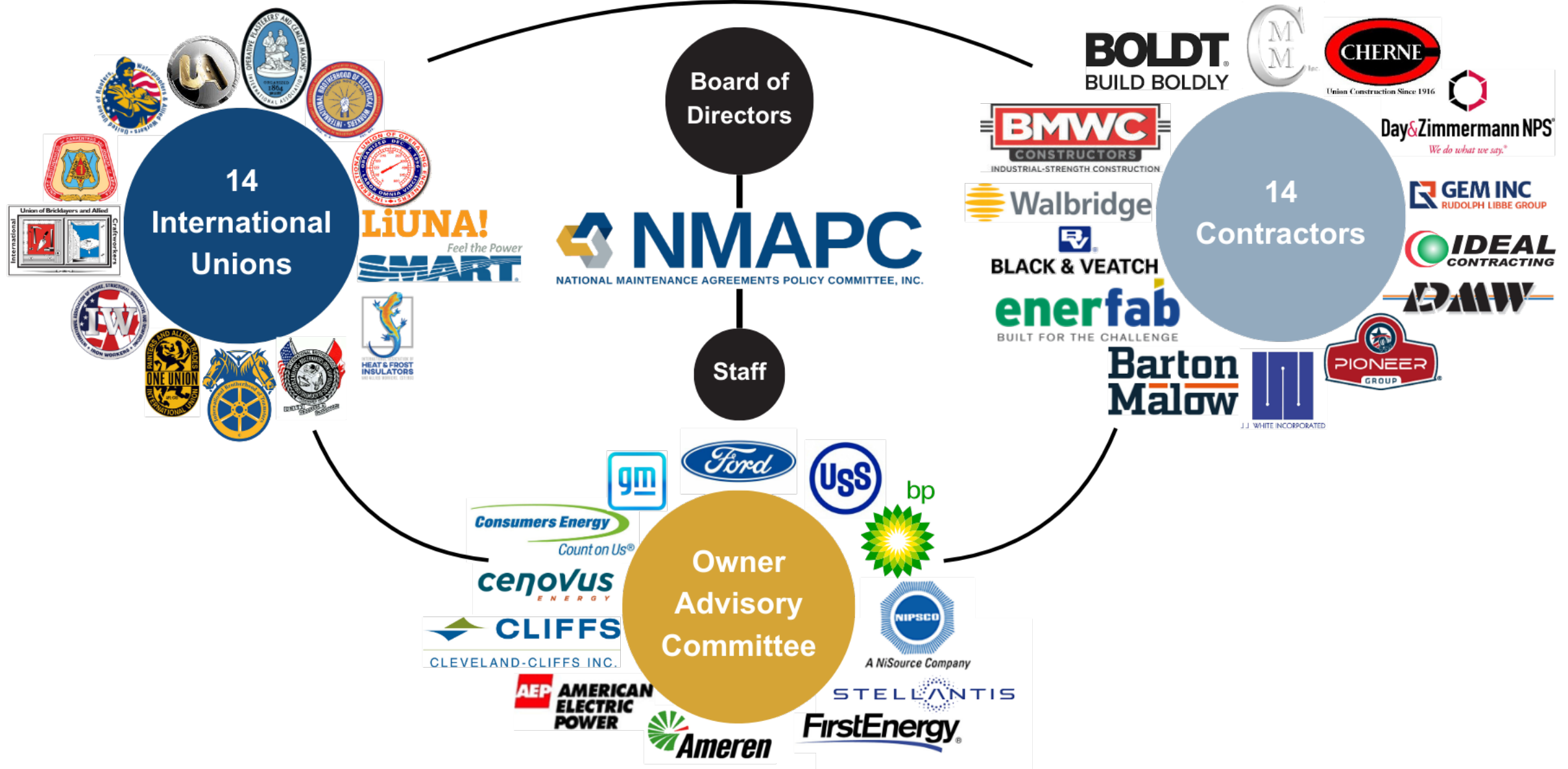
- All worked performed in the shop is covered under the National Minimum Standards Agreement
- All fabricated items must bear the Yellow Label.





NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

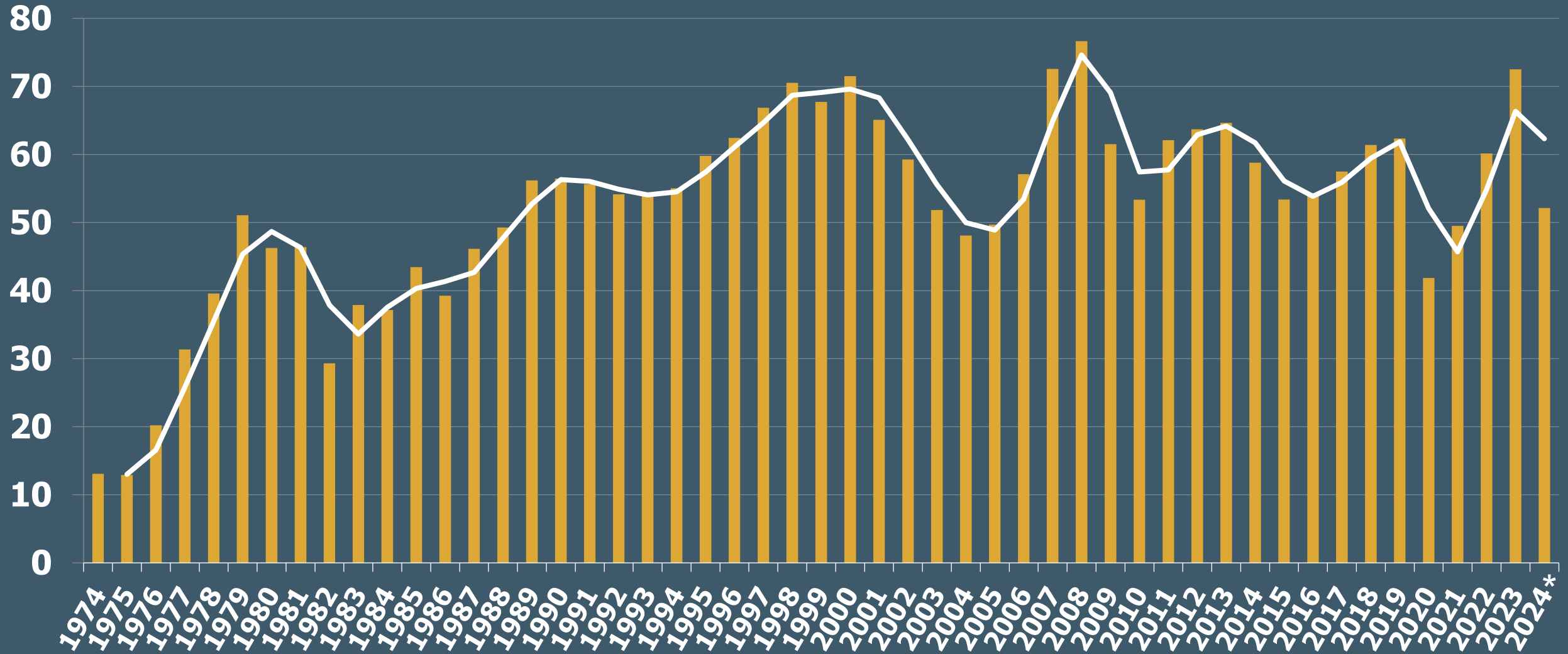
NMAPC Structure



NMA Usage Based on Work Hours

1974-2024

*2024 Hours are Preliminary



National Maintenance Agreements 2024 So Far ...

*2024 Hours are
Preliminary



- **52+*** million work hours
- **800+** clients and **1,600+** plants/facilities serviced throughout the United States
- **1,800+** signatory contractors
- **6,000+** site extension requests; i.e. projects
- **1** job site disruption

United Association

All Time

Figuring 1,500 hours for a year worked =
343,581 UA Member years worked since 1973

50

States

4,062

Facilities

990

Contractors

37,347

Projects (SERs)

512,370,952

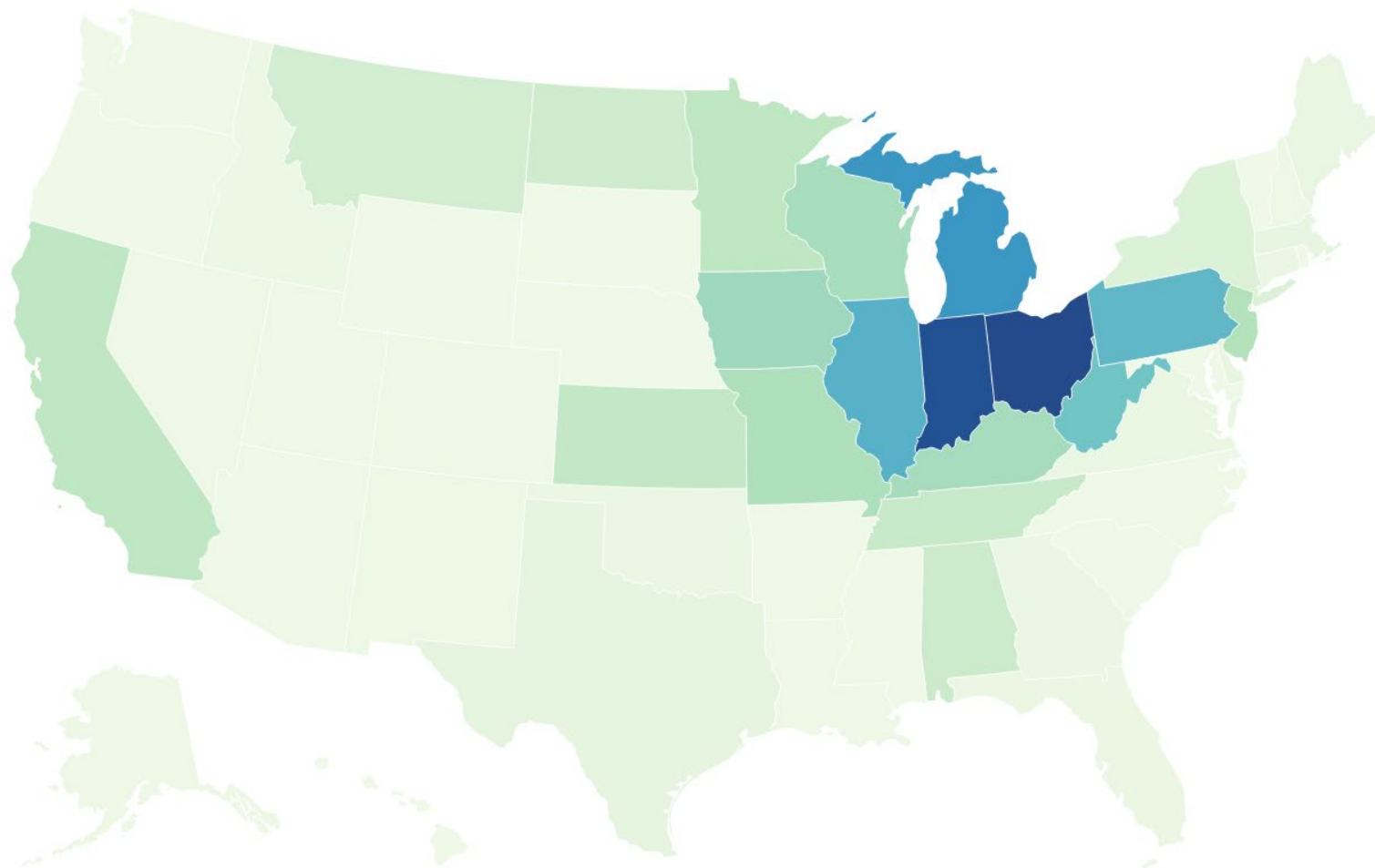
Work Hours

Ohio	32,020,378.78
Indiana	30,926,969.16
Michigan	18,860,136.83
Illinois	14,509,376.20
Pennsylvania	13,403,212.01
West Virginia	11,230,932.53
Iowa	7,404,632.97
Kentucky	6,690,358.93
Wisconsin	6,551,189.13
Missouri	5,965,789.72
New Jersey	5,505,481.86
Minnesota	4,496,776.88
California	4,427,764.72
Kansas	4,046,376.45
Tennessee	3,667,981.25
Alabama	3,366,926.99
North Dakota	3,073,072.00
Montana	2,639,442.20
New York	1,834,280.75
Texas	953,406.60
Massachusetts	822,636.55
Delaware	776,875.26
Maine	667,414.01
Virginia	589,644.50
Georgia	480,527.30



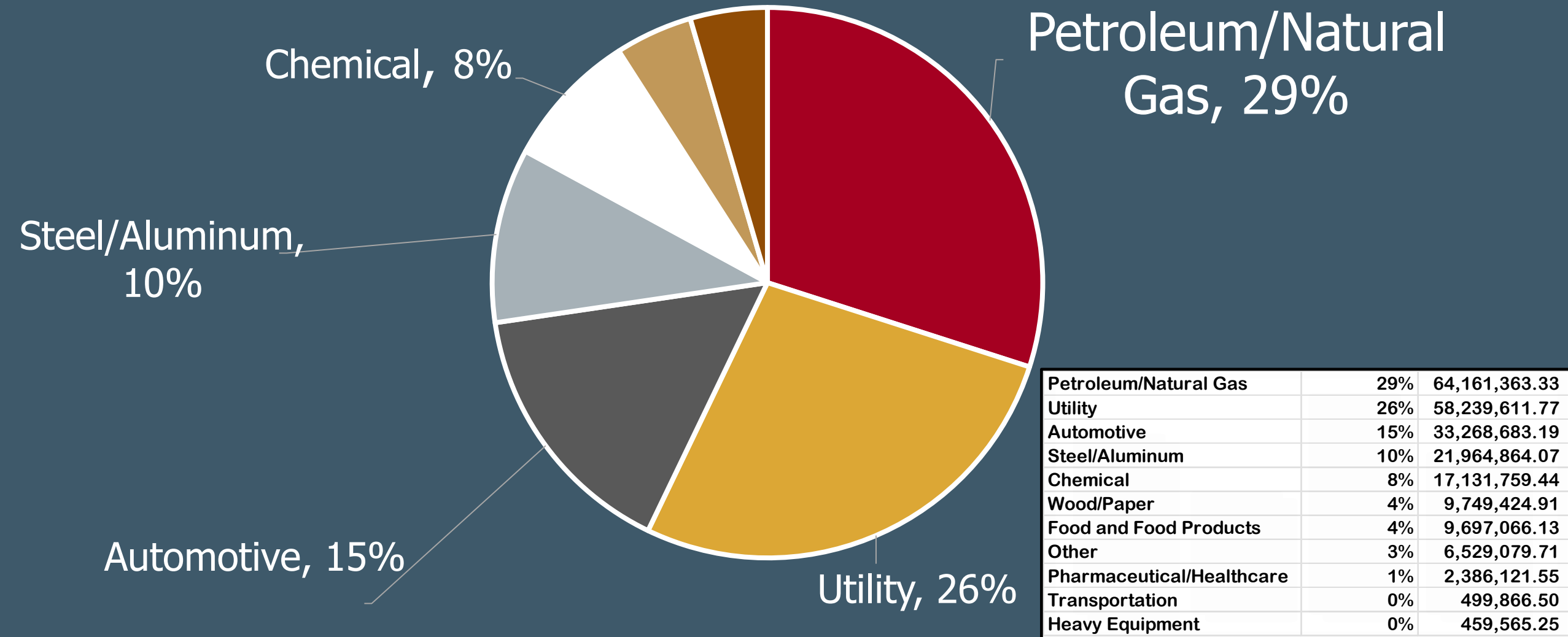
Connecticut	478,970.75
Oklahoma	466,528.30
Florida	417,474.45
Idaho	363,724.75
New Mexico	299,862.00
New Hampshire	249,234.00
Colorado	227,822.25
DC	181,029.50
Nevada	177,450.20
Alaska	177,143.75
Utah	130,629.05
Louisiana	126,478.35
Arizona	125,041.50
Maryland	120,689.00
Washington	107,102.00
North Carolina	97,392.50
Arkansas	66,963.50
Mississippi	61,758.00
South Carolina	56,121.50
Wyoming	55,932.75
Nebraska	49,242.25
South Dakota	42,016.75
Hawaii	17,901.00
Rhode Island	17,832.20
Oregon	14,989.00
Vermont	117.50

UA NMA Hours - 2002-2023



Created with Datawrapper

All Time NMA UA Work Hours by Industry



Modes of NMA Utilization

- **Yellow Card Site**
- **Yellow Card Project**
- **Traditional NMA**

Thank You!

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