



## National Service & Maintenance Agreement Wage Sheet

Effective December 14, 2024 - September 30, 2025

\* All wages and contributions listed below are on a per hour worked basis\*

### HVAC Apprentices Only

	Step Level 10 (90%)	Step Level 9 (85%)	Step Level 8 (80%)	Step Level 7 (75%)	Step Level 6 (70%)	Step Level 5 (65%)	Step Level 4 (60%)	Step Level 3 (55%)	Step Level 2 (50%)	Step Level 1 (45%)
Base Wage Rate	<b>\$51.30</b>	<b>\$48.48</b>	<b>\$45.60</b>	<b>\$42.75</b>	<b>\$39.90</b>	<b>\$37.05</b>	<b>\$34.20</b>	<b>\$31.35</b>	<b>\$28.50</b>	<b>\$25.65</b>
Organizing Fund (Deduct)	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]	[\$0.20]
Market Recovery Fund (Deduct)	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]	[\$0.80]
UA Political Education Fund (Deduct)	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]	[\$0.05]
Union Action Fund (Deduct)	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]	[\$0.15]
Working Assessment 4.9% (Gross)	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]	[4.9%]
<b>TOTAL DEDUCTIONS</b>	<b>\$1.20</b>	<b>\$1.20</b>	<b>\$1.20</b>	<b>\$1.20</b>	<b>\$1.20</b>	<b>\$1.20</b>	<b>\$1.20</b>	<b>\$1.20</b>	<b>\$1.20</b>	<b>\$1.20</b>
Pension & Retirement	\$12.05	\$12.05	\$12.05	\$12.05	\$12.05	\$12.05	\$12.05	\$12.05	\$12.05	\$12.05
National Pension	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48
Health & Welfare	\$11.57	\$11.57	\$11.57	\$11.57	\$11.57	\$11.57	\$11.57	\$11.57	\$11.57	\$11.57
Health & Welfare Drug Testing	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06	\$0.06
Apprentice/Journeyman Training	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10	\$2.10
UA National Training	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Contract Administration Fund	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55	\$0.55
UCIC	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
<b>TOTAL FRINGES</b>	<b>\$26.93</b>	<b>\$26.93</b>	<b>\$26.93</b>	<b>\$26.93</b>	<b>\$26.93</b>	<b>\$26.93</b>	<b>\$26.93</b>	<b>\$26.93</b>	<b>\$26.93</b>	<b>\$26.93</b>
<b>TOTAL WAGES AND FRINGES</b>	<b>\$78.23</b>	<b>\$75.41</b>	<b>\$72.53</b>	<b>\$69.68</b>	<b>\$66.83</b>	<b>\$63.98</b>	<b>\$61.13</b>	<b>\$58.28</b>	<b>\$55.43</b>	<b>\$52.58</b>

Per the NSMA, there is an additional \$0.09 per hour, not listed above, that needs to be remitted on behalf of all hours worked directly to the Mechanical Service Contractors Association (MSCA).

Contact Teresa Pezzi for more information at 301.990.2210