

MECHANICAL EQUIPMENT SERVICE
OPERATIONS AND RESIDENTIAL AGREEMENT

Between

MINNEAPOLIS PIPEFITTERS LOCAL 539
MINNESOTA MECHANICAL CONTRACTORS ASSOCIATION

Updated for the Mechanical Equipment Service Maintenance, Residential Agreement for
Minneapolis Pipefitters Local 539 and Minnesota Mechanical Contractors Association

1. This Agreement, entered into this first day of May, 2022, by and between the Minnesota Mechanical Contractors Association, hereinafter called the “MMCA,” and in behalf of its representative members who qualify and become signatory to this Agreement, and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, AFL-CIO, Locals 539 hereinafter called the “Union.”
 - a) WHEREAS, the Employer is a contractor engaged in activities within the scope of work defined by the Agreement;
 - b) WHEREAS, the Employer has employed, now employs, and will employ employees represented by the Union for the performance of such work;
 - c) WHEREAS, the parties desire to provide for the training of employees represented by the Union in the mechanical equipment service and maintenance field and to establish stable and harmonious labor relations to the end that essential service and maintenance functions will be performed without interruption for the industry and the public.
 - d) NOW, THEREFORE, the parties and the Union, in consideration of the promises and covenants set forth in this Agreement, agree as follows:

ARTICLE I – Recognition

2. The Employer and the MMCA recognize the Union as the sole and exclusive bargaining representatives for all Building Trades Service Journeymen, and Apprentices, all Residential and Operations Journeymen, Residential and Operations Trainees and MES Tradesmen, as applicable, in the employ of the Employer in respect to wages, hours, and other terms and conditions of employment, on any work in the mechanical equipment service and maintenance industry described in this agreement. The Union recognizes the MMCA as the exclusive bargaining agent for all companies signatory to this Agreement.

ARTICLE II – Union Security

3. All members of the Union now in the employ of the Employer shall remain members in good standing in the Union during the term of this Agreement. Employees in all classifications covered by this Agreement and hereinafter employed by the Employer shall become members of the Union on the earliest date provided by applicable federal law after their employment, or the date of signing of the contract by the Employer, whichever is later. This article shall be effective to the extent permitted by applicable state and federal laws.
4. Where it is required under local agreement provisions that a shop steward be appointed from the Employer's workforce, the Employer shall be notified in writing by the local Union business manager of the appointment. Stewards shall be qualified workmen performing work of their craft and shall exercise no supervisory function. There shall be no nonworking shop stewards. Provisions of this paragraph and union rules affecting stewards shall be applied only to those stewards of whose appointment the Employer has received written notification from the local union business manager.

ARTICLE III – Union Representation and Access to Jobs

5. Authorized representatives of the Union shall have access to the work where employees covered by this Agreement are employed, providing they do not unnecessarily interfere with the Employer's employees, customers' employees, or cause them to neglect their work, and further provided such Union representative complies with customer rules.

ARTICLE IV – Geographical Territory and Trade Jurisdiction

6. All questions relating to the geographical territory and trade jurisdiction of a local union or local Union, or questions relating to open territory shall be decided by the Union.

ARTICLE V – Scope of Work: Mechanical Service and Operations

7. This Agreement shall apply to and cover all work described below performed by the Employer:
 - a) Mechanical service and maintenance work is the work normally performed by outside contractors, either by contracts or an emergency call basis, who are equipped to handle all work relating to evacuation, charging, start-up, inspection, operating, maintenance, and service calls necessary to keep all mechanical systems and controls of a refrigeration, air conditioning, heating and/or

ventilation, boilers, pumps, mechanical equipment, piping systems, and building automation systems or any other newly installed, remodeled, revamped, or redesigned mechanical and piping system in operational order in a currently operating building. Service and maintenance shall include, but not be limited to, all the maintaining, cleaning, adjusting, repairing, overhauling, modifying, renovating, starting, and balancing of any system or component part thereof, regardless of size or location, including all other service and maintenance work assigned to the Employer by the customer. Temporary installed systems are to be considered service work.

- b) "Residential" shall be defined as applying to work on any single family dwelling or multiple family housing unit where each individual family resident is individually conditioned by a separate and independent unit or system.
 - c) Mechanical maintenance includes operating and maintaining all heating and ventilating equipment, motors, combustion engines, pumps, air compressors, refrigeration machines, fans, and other mechanical and electrical and plumbing devices, including all instrumentation and appurtenances attached thereto.
8. For the purpose of instruction and training, non-bargaining unit employees of the Employer or the Employer's vendors or contractors may perform work of a technical nature related to testing, monitoring and diagnosing problems.

ARTICLE VI – Subcontracting

9. In order to secure work for employees working for the Employer under this Agreement, and in order to protect wages and working conditions of such employees, the Employer shall make every reasonable effort to overhaul all machinery and equipment with employees covered by this Agreement; however, the Employer reserves the right to subcontract any or all work referred to herein, after reasonable documented effort has been made to perform the work with employees covered by this Agreement.
10. The Union and the Employer understand that the customer may, at his discretion, choose to perform or directly subcontract for any part or parts of the work herein described. The Employer's obligation under this Agreement refers only to work that the Employer has contracted to perform.

ARTICLE VII – Management Rights

11. The management of the Employer's business, including, but not limited to, the direction of the working force, the right to hire, to plan, direct, control, and schedule all operations (including scheduling the workforce), the right to establish, eliminate, change, or introduce new or improved methods, machinery, quality standards, or

facilities, is the sole and exclusive prerogative and responsibility of the Employer. All rights not specifically nullified by this Agreement are retained by the Employer.

12. The Employer is vested with the right to relieve employees from duty because of lack of work or other legitimate reasons, to promote, suspend, demote, transfer, discipline, or discharge for cause in line with this Agreement.

ARTICLE VIII – Classification of Employees

13. Building Trades Service Journeymen must be skilled craftsmen in their trade, and have a minimum of five years actual, practical working experience as a serviceman in the plumbing and pipefitting and/or mechanical equipment service and maintenance industry. They will be required to possess the appropriate city and/or state competency cards. They shall be allowed to perform all of the work covered under this Agreement, including, but not limited to, all the scope of work set forth for Service Apprentices.
14. Building Trades Service Apprentices shall be governed by their Joint Apprenticeship Committee, except that they shall, after their first year of apprenticeship, be allowed to perform all work, limited only by their capabilities, defined as being work in the mechanical equipment service and maintenance field, and they shall be under the direction of a qualified Journeyman.
15. Building Trades Service Journeymen and Apprentices wages, fringe benefits hours or work and working conditions shall be governed by the master working agreement between the MMCA and the Union.
16. Contractors signatory to this Agreement who are in competition with non union shops for periodic routine service maintenance and operations contracts may request interns upon mutual agreement of both Union and MMCA.
17. Classifications of employees covered by this Agreement must be qualified to perform, and shall be allowed to perform, all preventive maintenance and inspections regardless of size or location of the mechanical equipment being inspected or maintained, where this work is done as a periodic routine preventive service, operation, inspection, and maintenance procedure by the Employer, such as:
 - a) Filter changing and maintenance thereof
 - b) Oil and greasing
 - c) Belt adjusting or replacement
 - d) Cleaning of cooling towers, coils, evaporator and condenser tubes and water treatment
 - e) General housekeeping
 - f) Delivery and truck driving of parts or equipment
 - g) Systems operations under contract with customer

- h) In an area where a problem exists with non-union competition, the assignment of Interns' duties may be adjusted to meet local conditions upon mutual agreement of the respective signatories.
- i) Routine inspection and preventive maintenance of:
 - solar energy equipment
 - HVAC power electronics control devices
 - building controls
- j) Installation, service, repair, maintenance, and replacement of all residential equipment and appliances.

ARTICLE IX – Wages, Benefits, and Hours of Work

18. Building Trades Service Journeymen and Apprentices rate of pay as specified in the master working agreement for journeymen.

19. All classifications and wages and Benefits will be established in Appendix "A."

Determination of an employee's appropriate classification will be made jointly by the union representative and the Employer. Classification is determined by review of the applicant's previous training, education, and experience.

A special classification will be developed if a contractor performs general building maintenance such as cleaning and fixing

20. Continued Education for Residential: The union will reimburse the Employer for up to twenty-four hours of one-half the wages (does not include fringe benefits) of related continuing education each year for the period of May 1 to April 30 per residential employee. A maximum of five hundred dollars (\$500) per employee per year.

21. The recognized holidays within the terms of this Agreement shall be as provided for in the master working agreement at the location wherein the employee is working at the time such holidays occur.

22. No employee shall receive any change in union classification or any reduction in basic wage rate or fringes in their present employment as a result of this Agreement.

23. If on-call time is required by the Employer, the terms for on-call time will be agreed to by the Employer and the employee and approved by the local union business manager.

24. Residential new construction for Residential and Operations Journeymen, Residential and Operation Trainees, and MES Tradesmen:

- a) The work week shall consist of a 40-hour week divided into 5 work days of 8 hours each, running consecutively from Monday to Friday. The work week shall consist of 8 hours, exclusive of the lunch period, starting at 7:00 a.m. and ending at 4:30 p.m. However, the regular hours may be adjusted for inclement weather conditions by mutual consent of the parties to this Agreement. Any other hour changes must be discussed with and approved by the Business Manager. Notification will be given to MMCA by the Union.
 - b) All work performed outside the regular working hours during the regular work week and on Saturday shall be compensated for at 1½ times the basic hour residential wage rate.
 - c) All work in excess of eight (8) hours on Saturday, all work performed on Sundays and holidays shall be compensated for at 2 times the basic hourly residential wage rate.
25. Residential Service only: Regularly scheduled workday is up to a maximum of eight (8) hours per day, 7:00 a.m. - 7:00 p.m., Monday – Friday. Work in excess of forty (40) hours and the first eight (8) hours on Saturdays will be paid at time-and-one-half per hour (T ½). Work on Holidays, Sundays and in excess of eight (8) hours on Saturday will be paid at double-time (DT). The workday excludes ½ hour for unpaid lunch.
26. Mechanical operations of buildings for Employees:
- a) The regular eight hour work day must be scheduled during any consecutive eight hour period, Monday through Sunday, with adjustment for lunch and/or shift overlap, if required. The exception will be for specific projects that require a ten hour day, four day per week manning schedules.
- All shifts will consist of eight consecutive hours, unless adjusted in each of five days or ten consecutive hours in each of four days, Monday through Sunday.
- All work in excess of 40 hours in any week shall be at a rate not to exceed time-and-one-half the employee's regular hourly rate of pay. Overtime payments on fringe benefits will be made on an hours-worked basis.
- b) All time worked before and after the regularly established shift hours in any twenty-four hour period, Monday through Saturday, inclusive, shall be at a rate not to exceed time-and-one-half in the employee's regular shift rate of pay. Time worked on Sundays and holidays shall be paid at a rate not to exceed double the employee's regular shift rate of pay.
 - c) Mechanical maintenance: For any unusual shift requirements for a particular location, the Union and Employer will meet and make the necessary adjustments to ensure the Employer's competitiveness.

- d) All time worked before and after the established work day of eight (8) hours, Monday through Saturday, and all non-scheduled emergency work performed on Sundays shall be paid at a rate not to exceed time-and-one-half. All scheduled time worked on Sunday and all work on holidays shall be paid for in accordance with the master working agreement.
27. All shift work for Building Trades Service Journeymen and Apprentices are specified in the master agreement.

ARTICLE X – Hiring and Use of Employees

28. The Union, upon such request, agree to furnish at all times to the Employer duly qualified Building Trades Service Journeymen, change to listed classification and Building Trades Service Apprentices, including employees with special skills, where applicable, in a sufficient number as determined by the Employer to properly execute all work covered by this Agreement.
29. If neither of the Union is able to supply competent and skilled employees satisfactory to the Employer within forty-eight hours, the Employer may hire such persons wherever available, subject to provisions of paragraph 16, and train such persons to perform the work required. It is understood that consideration for such employment and training shall be given to employees with previous experience in the pipefitting industry and/or the mechanical equipment service and maintenance industry.
30. Cooperation in recruiting – Whenever the Employer requires qualified interns covered by this Agreement, he shall notify the Union office, either in writing or by telephone, stating the qualifications and timing required of the employee.
31. The Employer retains the right to reject any job applicant referred by the Union, subject to the nondiscrimination provisions of this Agreement. The Union has the right to request, in writing, the specific reason for refusal to hire a job applicant, through the use of a standard form of rejection slip which has been approved by the Association legal counsel.
32. There shall be no discrimination in the selection, referral, or employment of individuals because of race, sex, creed, color, age, or national origin in accordance with existing law.
33. For Interns, the first one hundred eighty (180) calendar days of employment for a new employee shall be a probationary period. Interns must receive a referral from the Union office within 30 calendar days of employment.
34. In agreeing to pay to fringe benefit funds for employees established in the master working agreements, the Employer hereby adopts and agrees to be bound by the

written terms of such legally established trust agreements specifying the detailed basis on which payments are to be made into, and benefits paid out of, such trust funds. The Employer authorizes the parties to such trust agreement to appoint Trustees and successor Trustees to administer the trust funds and hereby ratifies and accepts the Trustees so appointed as if may be the Employer.

35. Residential and mechanical equipment classifications fringe benefits: Any increase to any of the fringe benefit funds as required by the Trust will correspond to a decrease of like amount in the base wage or vacation fund. Overtime payments on fringe benefits will be made on an hours-worked basis.
36. The Employer may, at his discretion, for residential or mechanical maintenance work covered under the scope of this Agreement, assign the first two employees from the Employer's regular workforce to work on each job within the territorial jurisdiction of another local union. The next two employees shall be from the local union jurisdiction, with one employee at a time being assigned, as needed. Thereafter, additional employees shall be hired on an alternating basis from the Employer's regular workforce and the local union jurisdiction, to a maximum of five from the Employer's regular workforce, unless a larger number is agreed to in writing between the Employer and the local union where the job is being done.

ARTICLE XI – Travel and Subsistence

37. Employees referred to jobs shall report to a location designated by the Employer. When requested to stay away from home overnight, the employees shall be reimbursed for meals and lodging at reasonable rates which, when not previously established, will be substantiated by receipts.
38. All travel time in excess of reasonable commuting time, before and after an employee's normal work hours, shall be paid for at straight time, and such travel shall not be considered hours worked and the pay therefore shall not be considered as pay for hours worked.

ARTICLE XII – Uniforms

39. When special uniforms are required by the Employer, the Employer shall supply such uniforms.
40. The employee shall keep themselves, their equipment, and his company-owned vehicle in a neat, clean, and safe condition within their control

ARTICLE XIII – No Strike, No Lockout

41. Neither the Union nor any of the employees covered by this Agreement will collectively, concertedly, or individually, induce, engage, or participate, directly or indirectly, in any strike, picketing, slowdown, stoppage, or other curtailment or interference with the Employer's operations, or interference with the flow of materials or persons in or out of places where every effort through its international and local officers and representatives to end any unauthorized interruption of work. The Employer will not lockout any of the employees covered by this Agreement. The parties agree that, in the manner set forth in the master working agreement, they will submit to arbitration of all grievances and disputes that may arise between them and any misunderstandings to the meaning or intent of all or any part of this Agreement, provided however, the Employer shall not be required to resort to the grievance and arbitration procedures prior to resorting to other remedies in the event of violation of this Article. In the event of a lockout, or a strike, slowdown, work stoppage, or other curtailment or interference with the Employer's operations the parties agree that any claims for relief, including damages, are to be immediately submitted according to the master working agreement.
42. In the event of termination of the master working agreement, and a subsequent work stoppage, the employer and his employees working under the master working agreement shall recognize this work stoppage, except in the performance of service and maintenance operations covered by this Agreement. All employers working employees under conditions of this paragraph shall be bound to the terms of the master working agreement to the extent it is incorporated into this agreement on a day by day basis that was in effect just prior to the work stoppage and all employees so worked are to be bound by wages and fringes of the newly negotiated agreement retroactive to its effective date. The effective date is the date on which the parties in the local negotiations adopt the master working agreement. Notwithstanding the expiration date in this agreement and the master agreement, the no-strike-no-lockout will continue in full force and effect until a new agreement is completed.
43. An employer found using a list employee classification on work outside the scope of the classification will be required to pay the difference between the Appendix "A" rate and the Building Trades rate for that classification of worker. In addition, if the Joint Union/MMCA Labor Relations Board finds that the conduct was intentional, \$10 per hour will be assessed the Employer. (The \$10 per hour will go to the respective JACs.)

ARTICLE XIV – Savings Clause

44. If any article or provision of this Agreement shall be declared invalid, inoperative, or unenforceable by any competent authority of executive, legislative, judicial, or administrative branch of the federal or any state government, the Employer, MMCA, 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 invalidity, and which will be in accord with the intent and purpose of the article or provision in question.

45. 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 circumstances other than those to which it has been held invalid, inoperative, or unenforceable shall not be affected thereby.

ARTICLE XV – Duration and Termination

46. This amended Agreement shall be in full force and effect for a period commencing May 1, 2022 through April 30, 2025, and from year to year thereafter. This amended Agreement may, however, be terminated by either the Union or a signatory Employer by giving to the other notice of termination in writing no fewer than sixty (60) days prior to expiration, with such termination to be effective April 30, 2025.
47. Each signatory Employer who has not terminated this Agreement pursuant to paragraph 46 above, agrees to be bound to any amendments, modifications, changes, extensions, or renewals of or to this Agreement negotiated or agreed to by the Union and the MMCA.
48. There shall be established a Joint Union/MMCA Labor Relations Committee with four Union representatives and four Employer representatives for the purpose of explaining the meaning and intent of this Agreement. This Committee shall stand during the life of this Agreement. The president of the designated MMCA or the Union respectively may, at their discretion, appoint, substitute, or terminate the appointment of their respective organization's representatives on the Joint UA/MMCA Labor Relations Committee.
49. Alcohol and Drug Policy
 - a. Section 1. The Union acknowledges the right of signatory employers to establish a drug and alcohol testing policy for its employees. If a signatory employer elects to establish such a policy, that policy must be in writing and comply with applicable federal and state law. Such a policy will solely be the responsibility of the employer to administer, the Union will have no responsibility in the administration of the drug testing policy, and each signatory employer acknowledges that the Union will not be held liable for any errors or omission with respect to the administration of that drug and alcohol testing policy. No employee shall be required to sign any waiver limiting liability of an employer, owner/client, testing lab, or any person involved in the chains of custody of the specimen, nor any consent abrogating any provision of this agreement.

- b. Section 2. In all situations where a signatory employer is required to agree to a testing program in order to qualify as a bidder on a project, testing may be required, but only if performed in accordance with applicable state and federal law.
 - c. Section 3. The employer shall pay the cost of any drug and alcohol test. All applicants shall be given a conditional offer of employment and shall be compensated for time testing, as well as current employees, at the applicable wage and fringe benefit rate. Should the initial test result in a non-negative test, and an employee loses wages as a result of the non-negative test, the employer shall pay the employee for lost time at the applicable wage and fringe benefit rate if the conformity test is negative.
50. Company-owned vehicles will be operated and maintained according to Employer company vehicle policies.
51. In the event the Employer is bidding or negotiating a job, project, sales or service agreement, or has bona fide reason to believe the Employer is bidding or negotiating a job that may not be performed by Employer and Union parties hereto, then upon advising MMCA and the Union, this Agreement may be mutually modified on a job to job basis to allow Employers to become more competitive.
52. The Union will rebate five-hundred dollars (\$500.00) per heating and/or cooling equipment units replaced on single and two family residential dwellings for each residential journeyman and apprentice employed under this agreement. The maximum rebate per year per individual will be ten (10) units for a total rebate of \$5000.00. There will be no maximum per employer. This is a Local Union policy which can be modified or discontinued if the Local Union lacks the financial resources dedicated to this program.

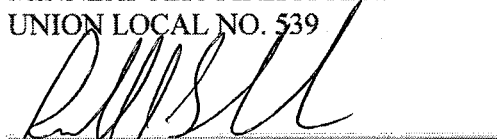
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their proper and duly authorized officers and representatives, effective as of the date herein set forth.

MINNESOTA MECHANICAL
CONTRACTORS ASSOCIATION


Matthew Marquis
Assistant Vice President

7/1/22
Date

MINNEAPOLIS PIPEFITTERS
UNION LOCAL NO. 539


Russ Scherber
Business Manager

07/01/22
Date

Local 539 Residential Wages

Rates Effective 5/1/2022

Effective May 1, 2023, hourly wages and benefits will increase \$3.10

Effective May 1, 2024, hourly wages and benefits will increase \$3.20

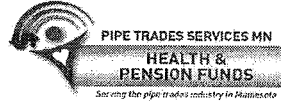
Intern

| | |
|-----------------------|----------------|
| Base | \$20.75 |
| Health & Welfare | \$1.85 |
| Working Fee | \$0.25 |
| Total Package* | \$22.85 |

*If Employer provides Health Insurance, total package is \$21.00 with \$1.85 Working Fee

*Employer agrees to pay the current helper/intern premium for health and welfare coverage pursuant to the Minnesota Pipe Trades Services Health and Welfare (currently \$1.85 per hour).

Pipe Trades Services MN



DATE: May 1, 2022

TO: All Contributing Employers – Metro Area

RE: Minneapolis Pipefitters Local #539 Fringe Benefit changes effective May 1, 2022 for Residential Pipefitters

| Fund | Trade Code | 60% | | 70%/80%/90% | |
|---------------------------|----------------|-----------------|-----------------|-----------------------|-------------------|
| | | <u>Intern</u> | <u>1st Yr</u> | <u>2nd/3rd/4th Yr</u> | <u>Journeyman</u> |
| | | HF | RC | RD/RE/RF | R |
| Pension | | | \$ 6.00 | \$ 6.00 | \$ 11.20 |
| Pension Supplement | | | \$ 1.15 | \$ 3.00 | \$ 3.00 |
| Health & Welfare | \$ 1.85 | \$ 8.93 | \$ 8.93 | \$ 8.93 | \$ 8.93 |
| Industry Fund | | \$ 0.16 | \$ 0.16 | \$ 0.16 | \$ 0.16 |
| Apprentice Training | | \$ 0.20 | \$ 0.20 | \$ 0.20 | \$ 0.20 |
| Total Non-taxable | \$ 1.85 | \$ 16.44 | \$ 18.29 | \$ 23.49 | |
| Credit Union* | | \$ 0.50 | \$ 3.29 | \$ 3.29 | \$ 3.29 |
| Working Fee* | \$ 0.25 | \$ 0.75 | \$ 0.75 | \$ 0.75 | \$ 0.75 |
| Total Taxable | \$ 0.25 | \$ 1.25 | \$ 4.04 | \$ 4.04 | |
| Total Benefit Rate | \$ 2.10 | \$ 17.69 | \$ 22.33 | \$ 27.53 | |

* = Taxable funds

Pipefitters Local # 539-Residential Pipefitters Base Wages

| | <u>Rate effective 5-1-2022</u> |
|------------------------|--------------------------------|
| Intern | \$20.75 |
| First Year | \$22.47 |
| Second Year | \$24.52 |
| Third Year | \$31.21 |
| Fourth Year | \$37.91 |
| Residential Journeyman | \$39.40 |

Please note the following:

* Please contact the fund office or local union if you have any questions about this change

Sincerely
Pipe Trades Services MN

MINNEAPOLIS • ST CLOUD



LOCAL 539

PIPEFITTERS LOCAL 539

RESIDENTIAL MARKET RECOVERY REBATE POLICY

Pipefitters Local 539 has developed this policy to gain market share in the residential side of our industry. This policy is administered by Pipefitters Local 539 and is to be approved annually by the Business Manager/Financial Secretary-Treasurer and the Executive Board of the Local Union.

The rebate will be offered to signatory contractors for new installations and replacements of heating and/or air conditioning units in single and two family residences.

The amount of the rebate will be \$500 (five hundred dollars) per home where an installation or replacement has occurred. There will be an annual maximum paid per total number of Pipefitter Local 539 Residential Apprentices and Journeymen employed at the shop of \$5000 (five thousand dollars) reimbursable to the employer. The annual rebates will be determined on a calendar year basis. The maximum rebate will be paid on bargaining unit employees employed over 6 (six) months with the employer. If a bargaining unit employee is employed with employer 2 (two) to 6 (six) months in a calendar year, the maximum rebate will be \$2500 (two thousand five hundred dollars) for that employee. There will be no rebates paid on bargaining unit members working less than 2 (two) months with the employer.

In order to collect the rebate, the employer must complete the Pipefitters Local 539 Residential Market Recovery Rebate Program Request for Payment Form. One form is required for each location a payment is requested for. The request form must be completed in its entirety. If an employer is found submitting falsified information, they will forfeit any monies paid in full and will not receive any rebate dollars for that calendar year. The employer may collect the appropriate rebate if an employee works under set guidelines if the employee was terminated for cause and/or quits, and the employer fills the vacated position.

ADOPTED BY PIPEFITTERS LOCAL 539

DATED THIS _____ DAY OF _____

BUSINESS MANAGER/FINANCIAL SECRETARY TREASURER

EXECUTIVE BOARD MEMBER

EXECUTIVE BOARD MEMBER

EXECUTIVE BOARD MEMBER

EXECUTIVE BOARD MEMBER

MINNEAPOLIS • ST CLOUD



LOCAL 539

PIPEFITTERS LOCAL 539

RESIDENTIAL MARKET RECOVERY REBATE PROGRAM

REQUEST FOR PAYMENT FORM

Contractor Name _____

Contractor Address _____

Contractor Contact Person _____

Contact Information – Phone, Fax, Email _____

Date of Installation _____

Type of Installation Boiler _____ Furnace _____ Air Conditioning _____

Job Ticket # _____

Address of Residence _____

539 Residential Employee Name (Print) _____

539 Residential Employee Phone # _____

By my signature, I confirm that I perform the work described above.

539 Residential Employee Signature _____

By my signature, I confirm that the work described above was performed by a member of Local 539

Contractor Signature _____ Title _____

Pipefitters Local 539

Signature _____ Title _____