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PLUMBERS LOCAL 75

BASE LABOR AGREEMENT

COMMON LANGUAGE

2026-2029

The terms of this AGREEMENT were made and entered into effect June 1, 2026, by and between the PLUMBING AND MECHANICAL CONTRACTORS ASSOCIATION OF MILWAUKEE AND SOUTHEASTERN WISCONSIN, INC., (hereinafter "Association"), and the JOURNEYMEN PLUMBERS AND GASFITTERS UNION, LOCAL NO. 75 (hereinafter "Union") of Milwaukee County, State of Wisconsin and shall apply as described in Section 3.2 of this Agreement.

ARTICLE I

DEFINITIONS

Section 1.1. The Plumbing and Mechanical Contractors Association of Milwaukee and Southeastern Wisconsin will be referred to in this Agreement as the "Association."

Section 1.2. The Term "Employer" when used in this Agreement shall refer to the individual Employers represented in collective bargaining by the Association or who, independently, have become partis to this Agreement.

Section 1.3. Journeymen Plumbers & Gasfitters Union, Local 75, will be referred to in this Agreement as the "Union"

Section 1.4. The term "Employee" when used in this Agreement shall refer to the individuals who perform the work covered by this Agreement for an Employer covered by this Agreement.

Section 1.5. The United Association of Journeymen Plumbers and Apprentices of the Pluming and Pipe Fitting Industry of the United States and Canada will be referred to in this Agreement as the "UA."

ARTICLE II

RECOGNITION

Section 2.1. Recognition. The Employer recognizes Plumbers Local No. 75 as the exclusive bargaining representative under Section 9(a) of the National Labor Relations Act for all employees of the Employer covered by this Agreement. Such recognition is predicated on the Union's demand for recognition as the Section 9(a) representative of the Employees and the Union's presentation of evidence that a majority of the Employees have authorized the Union to

be their representative under Section 9(a) of the Act. The Employer acknowledges that a majority of the Employees have authorized the Union to represent them in collective bargaining.

ARITCLE III

JURISDICTION

Section 3.1. Geographic Jurisdiction of Union and Association Agreement. This Agreement applies to the Wisconsin counties of Columbia, Dane, Green, Iowa, Jefferson, Lafayette, Marquette, Milwaukee, Ozaukee, Richland, Rock, Sauk, Washington, and Waukesha.

Section 3.2. Base Areas. For the purpose of travel (see Section 6.2), geographical areas within the jurisdiction described in Section 3.1 have been designated for specific Agreement applications as follows:

Base Area 1: Counties of Jefferson, Milwaukee, Ozaukee, Washington, and Waukesha

Base Area 2: Counties of Columbia, Dane, Iowa, Marquette, Richland, and Sauk.

Base Area 3: Counties of Green, Jefferson, Lafayette, and Rock.

ARITCLE IV

REFERRAL AND HIRING PROCEDURE

Section 4.1. In the referral of applicants, the Employer shall be the sole judge of the number of employees required.

Section 4.2. The Employer agrees to be bound by the referral procedure in the local area.

Section 4.3. The Employer shall request the Union to refer competent and skilled journeymen, apprentices, restricted journeymen, learners, pipe layers, and /or metal trades production workers and, to the best of its ability, the Union will refer personnel qualified for the work for which they were requested.

Section 4.4. The Employer shall retain the right to reject any applicant referred by the Union.

Section 4.5. Applicants referred to the job shall report to an employment office established for the job site.

Section 4.6. The Union agrees, to the best of its ability, to furnish to the Employer, at all times, duly qualified craftsmen and/or helpers in a sufficient number, as determined by the Employer, necessary to properly execute the work contracted by the Employer in the manner and under the terms specified in this Agreement.

Section 4.7. If, upon request, the Union is unable, within forty-eight (48) hours, to supply journeymen, including journeymen with special skills, apprentices, restricted journeymen, pipe layers, and/or metal trades production workers, the Employer may secure them from any other source.

Section 4.8. Craftsmen with special skills shall perform any work coming within the coverage of the Agreement.

ARTICLE V

UNION SECURITY

Section 5.1. Union Shop. All Employees shall remain members in good standing during the term of this Agreement. All new Employees, hereinafter employed by the Employer, shall become members of the Union on the earlies date provided by applicable federal law after their employment, or the date of the Agreement, whichever is later, and shall remain members of the Union in good standing during the term of this Agreement. In interpreting good standing, an Employer shall not discharge any Employee for non-membership in the Union: (a) if there are reasonable grounds for the Employer believing that such membership was not available to the Employee on the same terms and conditions generally applicable to other members, or (b) that the Employer has reasonable grounds for believing that membership was denied or terminated for reasons other than the failure of the Employee to tender the periodic dues and initiation fee uniformly required as a condition of acquiring or retaining membership. Where the Union requests the discharge of the Employee pursuant to this Section, the Union shall, if requested, provide information substantiating that an Employee has failed to comply with the membership requirements of this Section.

Section 5.2. Authorized representatives of the Union shall have access to jobs, where employees covered by this Agreement are employed, provided they do not unnecessarily interfere with the employees or cause them to neglect their work and further provided such Union representatives comply with customer rules.

Section 5.3. Employees shall be subject to the terms and conditions of this Agreement from the first day of employment.

Section 5.4. This Section shall only be enforceable where permitted by applicable law.

ARTICLE VI

GENERAL ECONOMIC TERMS

Section 6.1. (a) The Union reserves the right to allocate the increases listed in Section 28.3 of the Plumbers Agreement and Section 35.3 of the Metal Trades Agreement to the base wage rate and/or any of the exiting fringe benefits. The Union and Association will meet to mutually agree

on the communication that notifies employers and employees of the allocations made in accordance with this Section.

(b) If recommended by the Health Fund Trustees and/or the Education Fund Trustees, for the purpose only of maintaining or increasing existing benefit levels or, for the purpose of maintaining, or increasing the integrity of exiting funds, the hourly contribution rates may be increased, decreased or adjusted by allocation from, and as a part of, the total wage and fringe benefit contribution package effective on the first date of each new contract year. The Union shall have the right to increase the contribution amount to the Health Fund and/or Education Fund up to $0.10/hour beyond the recommendation of the Trustees of the Fund.

Section 6.2. Travel, Transportation and Out-of-Area Work

(a) **Local Travel.**

(1) Employees shall be responsible for transportation costs to the first job and from the last job of each workday when the job is located within the Base Area as described in Section 3.2. For travel purposes only, Base Area is determined by where the employee resides. If a Local 75 member resides outside the jurisdictional boundaries of the Union, the Base Area will be determined by the location of the Employer the Employee works for.

(2) The Free Travel Zone, with regard to each employee, shall also include the area outside the Base Area that falls within a radius of 25 miles of the center of the municipality appearing on the post office address of the employee. Where such post office address represents an unincorporated area, the center of the radius shall be the post office that serves the residence.

(3) When an Employee is requested to travel to subsequent job assignments during the same workday in his/her own vehicle, reimbursement shall be at the rate allowed by the Internal Revenue Service. Such reimbursement must be requested within two pay periods of the dates traveled.

(b) **Out-of-Area Travel.**

(1) Transportation costs for travel outside the Free Travel Area of the geographic jurisdiction of the Union will be reimbursed at the rate allowed by the Internal Revenue Service if the Employee furnishes a personal vehicle.

(2) No such mileage need be paid if the Employer furnishes a vehicle to the job.

(3) When an Employee is requested to travel to subsequent job assignments during the same workday in his/her own vehicle, reimbursement shall be at the rate allowed by the Internal Revenue Service.

(c) **Out -of-Area Work.**

(1) When an Employee is requested or required by his/her Employer to work at a jobsite outside the Base Area or the geographic jurisdiction of the Union on a job assignment of one work or less, the Employee is to report to the project site at the designated starting time.

(2) When traveling from home, the Employee will be paid at the base starting-time hourly wage rate for the travel time to and from the jobsite and nearest Base Area of jurisdictional boundary, or the Employee's home, whichever is closest.

(3) If an Employee is requested or required to work outside his/her Base Area and does not return home each day, the employer shall provide reasonable housing accommodations. Each Employee shall be compensated sixty ($60) dollars per diem per night stayed away from home.

(4) When an Employee is requested or required by his/her Employer to work at a jobsite located outside the Base Area or the geographic jurisdiction, the Employee shall receive the wage rates provided for in this Agreement; and, the Employer shall, on behalf of such Employee, continue to deduct and transmit Employee authorized dues and Political Action Funds to the Union and contributions to the 401(k) Trust Fund and continue to make contributions to the Health Fund, Building Trades United Pension Trust Fund, Plumbing Industry Development Fund, and Milwaukee Plumbers Education Fund as provided for in Articles X, XI, XII, XIII, XIV and XV of this Agreement, except when the Employer is contractually required to make contributions for such Employee to Health, Pension, Promotion, Education and Training Funds ("Out-of-Area Funds") as specified in the agreement with the U.A. local union having geographic jurisdiction over such jobsite.

(d) **Use of Own Vehicle.**

(1) Employees shall not be required to furnish their own vehicles for transportation to any job.

(2) Employees shall not be permitted to use their own vehicles for purpose of carrying tools and materials except Employees may carry the Employer's handbox of tools, to and from jobs, during work hours. Employees will not be permitted to use their own vehicles for jobbing. Employees will not be permitted to rent their vehicles to their employing Employers.

(e) **Use of Employer's Vehicle.** It is understood that Employers may ask Employees to drive Employer-owned vehicles. If Employees are asked to drive an Employer's vehicle, the Employee may be asked to provide written authorization to release driving records to the Employer of the Employer's insurance carrier.

(f) All Employee travel expenses outlined in Section 6.2 shall be paid in accordance with Article VII

ARTICLE VII

PAYMENT OF WAGES

Section 7.1. (a)(1) Wages are payable weekly no later than at the end of the regular shift on Wednesday of the week immediately following the week in which the work was performed. All wages payable shall be by lawful currency, by negotiable check, or by electronic transfer.

(2) Employers can make payment of wages and fringe benefits by electronic deposit in accordance to employer policy.

If the employer so elects, and after all Employees have been advised of the election, payment may be made by depositing the paycheck in the U.S. mails no later than on such Wednesday, addressed to the Employee at an address designated by the Employee.

(3) Employees who elect voluntarily termination shall have all wages due them mailed on the next regular payday at an address designated by that Employee.

(b) (1) In order to receive a timely paycheck, the Employee must deliver to the Employer a complete and accurate time record in person or by mail, Union provided system (at no point should an Employer be required to adopt a digital time record system), telephone, FAX, email or any other electronic means deemed appropriate by the Employer no later than 9am on the Monday of the week in which payment is to be made.

(2) A time record delivered after the 9am Monday deadline may be paid the following week.

(3) In the event a Monday is a day celebrated as a holiday, as provided for in Section 20.2(c) the time record shall be delivered to the Employer by 9am on the Tuesday immediately following such Monday and wages will be paid or mailed no later than on the following Thursday.

(4) In the event the Employer has designated as responsible for the delivery of time records someone other than the individual Employee who performed the work covered by such time record, then such individual Employee shall be paid his or her wages on the regular payday, without regard to the Employers' receipt of the Employee's time record.

(5) If requested, the Employee shall be given a copy of his or her time record. Upon separation from the Employer, the Employee shall be given a copy of their time records per the time period required under State of Wisconsin statue. Additional time records may be provided to the Employee upon request.

(6) The Employer may utilize an electronic timesheet system for bargaining unit employees to report hours worked. If required, Employees may be provided with, work-provided devices to complete their timesheets. Time spent completing timesheets will be paid at employees' regular hourly rate.

If a system error prevents timely submission, or an employee cannot access the system, Employer and Employee agree that payroll will be based on employees scheduled hours to ensure no disruption in pay, with corrections made in the following pay cycle. All time entered into the system by employees will be recorded and pay will be issued based on actual hours worked.

(c) The Employee will be notified two (2) hours prior to a layoff in the regular workday of the regular workweek. When an Employee elects to voluntarily terminate employment (quit), said Employee shall give the Employer reasonable advance notice of termination to ensure that a job is properly manned.

(d) If an Employee elects, or for reasons beyond such Employee's control, is not able to report for work at the approved starting time, said Employee shall make a reasonable effort to inform the Employer of such circumstances.

(e) All wages shall be exempted from any payment for pension, insurance or sick benefits other than those voluntarily paid by the Employee or required by State and Federal laws.

(f) No Employer shall accept any rebate, directly or indirectly, or give anything of value, or extend any favor to any person for the purpose of influencing rates or the working conditions of such Employer's employees.

ARTICLE VIII

MANAGEMENT RIGHTS

Section 8.1. The Employer shall have the right to discharge any Employee for due cause.

Section 8.2. Management shall be the sole determiner of the size and composition of the work force. Management shall have the prerogative of controlling its operations, introducing new or improved methods or facilities and changing methods of facilities, subject to the limitations set forth in this Agreement.

Section 8.3. No Restriction on Use of Material. There shall be no restriction on the use of any raw or manufactured material, except prison made.

ARTICLE IX

DESIGNATED DEPOSITORY

Section 9.1. At the end of each month in which the work was performed, but not later than the fifteenth (15th) day of the month following the month for which payment is being made, each Employer shall pay to a Designated Depository the sum due to each of the following funds under the terms as specified in the respective articles: Checkoff, Article X; Health Fund, Article XI; 410(k) Plan, Article XIII; Development Fund, Article XIV; Education Fund, Article XIV; and

any other funds as may be designated under this Agreement. Such payment shall be submitted with the required remittance forms, as designated by the Union and the Association.

ARTICLE X

CHECKOFF

Section 10.1. The Employer agrees to deduct uniformly required Union dues and assessments from the wages of those Employees who have, in writing, authorized such deductions and to remit such dues and assessments to the Designated Depository as described in Section 9.1. or, upon prior written notification, to a bank designated by the Union.

Section 10.2. The Employer agrees, further, to deduct from the wages of those Employees who have in writing authorized such deductions, contributions to the Plumbers Local 75 Political Action Fund ("PAC Fund") and to remit such contributions to the Designated Depository as described in Section 9.1.

Section 10.3. The Union shall furnish to the Employer a copy of the signed, written authorization form from each Employee who authorized the checkoff of Union dues, assessments and/or PAC Fund Contributions. Originals of the written authorizations shall be maintained by the Union and the PAC Fund, respectively, and shall be available for inspection upon request by the Association or any Employer.

Section 10.4. The remittances required to be made by an Employer pursuant to Section 10.1 and 10.2 shall be made at the end of each month but not later than the fifteenth (15th) day of the month following the month for which deductions are due.

Section 10.5. If an implementation and administration of the provisions of this Article the Employer or the Association does any act, or fails to perform any act, either at the request of the Union or of the PAC Fund or with their consent and, by reason of such conduct, such Employer or Association is subjected to any claims, suites, actions, demands, damages and costs, the Union agrees to defend, indemnify and hold harmless the Employer and the Association, respectively, of and from any and all such claims, suits, actions, demands, damages and costs. This indemnification obligation shall not extend to an Employer's failure to transmit checked-off Union dues and assessments or checked-off PAC Fund contributions to the Union, as required by this Article.

ARTICLE XI

HEALTH FUND

Section 11.1. (a) For journeymen, each Employer shall contribute to the Plumbers & Gasfitters Union Local No. 75 Health Fund (hereinafter "Health Fund"), for health and welfare benefits and

jury duty benefits and administrative costs, as agreed between the Association and the Union, as follows:

(1) Effective June 1, 2026, ten dollars and seventy-five cents ($10.75) per hour for each hour worked.

(2) When recommended by the Health Fund Trustees and for the purpose, only, of maintaining, decreasing, or increasing existing benefit levels, the hourly Health Fund contribution rate may be increased, decreased, or adjusted by allocations from, and as part of, the total wage/fringe contribution package. The Union shall have the right to increase the contribution amount to the Health Fund and/or Education Fund up to $0.10/hour beyond the recommendation of the Trustees of the Fund.

(3) For Employees working under this Agreement whose home area health fund is within the geographical jurisdiction of the Union, the employer shall direct all health fund contributions to the employee's home area health fund at the rates designated by the local area health fund in which the employee participates. The employee's hourly base wage rate will be adjusted upwards or downwards to reflect contributions at the home fund rates, but the total wage-benefit package shall remain equal to the wage-benefit package negotiated under this Agreement.

The Employer agrees to be bound by the terms of the home area health fund trust agreement; to make contributions to such fund at the rate and in the manner specified; to irrevocably designate as its representatives on the board of trustees of such fund the employer trustees appointed pursuant to such agreement; and to be bound by all actions, which are not in conflict with the terms of this Agreement, by the home area fund trustees pursuant to the trust agreement.

Section 11.2. Such Health Fund and Plan related thereto shall be administered by a Board of Trustees, on which the Union and the Association shall have equal representation, on the basis of a Trust Agreement heretofore entered into on the 8th day of October 1952, as amended.

Section 11.3. The Employer agrees to abide by the terms and conditions of the aforementioned Trust Agreement, and the rules and regulations heretofore and hereafter adopted by the Trustees pursuant to such Trust Agreement and accepts the Employer Trustees appointed by the Association as provided in said Trust Agreement as such Employer's representative to administer such Trust Fund, and all such past or succeeding Employer Trustees as shall have been or will be appointed by the Association. The Employer hereby ratifies all actions already taken or to be taken by such Trustees within the scope of their authority.

Section 11.4. Payments to the Health Fund are to be made at the end of each month in which the work was performed, but no later than the fifteenth (15th) day of the following month after which time the payments will be considered to be delinquent. In the event an Employer becomes delinquent in such payments to the Fund, and in view of the fact that the anticipated and actual damages are difficult or incapable of accurate ascertainment in such event, such Employer may be assessed, by the Trustees, as liquidated damages, twenty percent (20%) of such delinquent

payments and further such delinquent Employer shall be required to pay interest at the maximum rate permitted by law, not to exceed one and one-half percent (1 ½ %) per month, on the unpaid and delinquent balance (including unpaid past due liquidated damages, if any, owed). In the event that the Fund's administrative Manager refers the delinquency to legal counsel for collection, then such Employer shall be obligated to pay, in addition to such liquidated damages and interest charges, reasonable attorneys' fees and any other costs and expenses reasonably incurred arising in connection with any collection action.

Section 11.5. Each Employee is entitled to be paid for actual time spent obtaining an annual health screening provided through the Health Fund up to a maximum of two (2) hours at the straight-time hourly wage rate. Time spent obtaining this health screening shall not be considered hours worked and thus will not count towards the calculation of overtime.

Section 11.6. National Health Program. (a) The parties agree that in the event the United States Government establishes a national health insurance program to which the Employer is required to contribute and which may duplicate or overlap benefit coverage under the Health Fund established under Sections 11.1 and 11.2 of this Agreement, the Union and the Association will meet upon written request of either party to discuss the provisions of the Federal law and their impact upon the Health Fund benefits and contributions in effect at that time. The Union and the Association may also mutually agree to make modifications to the Health Fund and the Plan related thereto, but no modifications shall be made to this Agreement unless both the Union and the Association agree.

(b) The Union and the Association further agree that with respect to the meetings and discussions had or to be had pursuant to subsection (a) of this Section, there shall be no strike, slowdown, concerted cessation of work or other job action on the part of the Union of the Employees, and there shall be no lockout on the part of the Employer.

ARTICLE XII

PENSION FUND

Section 12.1. (a) Effective June 1, 2026, each Employer shall pay monthly to the Building Trades United Pension Trust Fund-Milwaukee and Vicinity (hereinafter "Pension Fund"), the sum of sixteen dollars and twenty-seven cents ($16.27) per hour for each hour worked by each Employee, except as provided in Section 12.2 below.

(b) The Pension Fund contribution specified in subsection (a) may be increased on or about June 1, annually. Such increase, if put into effect, shall be allocated from the total wage and fringe benefit package.

Section 12.2. The Trust Agreement dated June 1, 1959, which established said Building Trades United Pension Trust Fund as it may be amended from time to time, shall govern the establishment, administration and operation of said Pension Fund and of the Pension Plan, provided, however, that the said Trust Agreement and said Plan contain provisions requiring a

single joint Employer-Union Board of Trustees. The Employees are to receive such benefits as they may be entitled to under said Trust Agreement and Pension Plan.

Section 12.3. The Employer agrees to abide by the terms and conditions of the aforementioned Trust Agreement, and the rules and regulations heretofore and hereafter adopted by the Trustees pursuant to such Trust Agreement, and accepts the Employer Trustees appointed by the Association as provided in said Trust Agreement as such Employers' representatives to administer such Trust Fund, and all such past or succeeding Employer Trustees as shall have been or will be appointed by the Association. The Employer hereby ratifies all actions already taken or to be taken by such Trustees within the scope of their authority.

Section 12.4. Payments to the Pension Fund are to be made at the end of each month in which the work was performed, but no later than the fifteenth (15th) day of the following month, after which time the payments will be considered delinquent. In the event an Employer becomes delinquent in such payments to the Fund, and in view of the fact that the anticipated and actual damages are difficult or incapable of accurate ascertainment in such event, such Employer may be assessed by the Trustees, as liquidated damages, twenty percent (20%) of such delinquent payments and further such delinquent Employer shall be required to pay interest at the maximum rate permitted by law, not to exceed on and one-half percent (1 ½%) per month, on the unpaid and delinquent balance (including unpaid past due liquidated damages, if any, owed). In the collection, then such Employer shall be obligated to pay, in addition to such liquidated damages and interest charges, reasonable attorneys' fees and any other costs and expenses reasonably arising in connection with any collection action.

ARTICLE XIII

401(k) PLAN

Section 13.1. Each Employer shall pay monthly, to the Plumbers Local 75 401(k) Plan (hereinafter "401(k) Plan"), any and all compensation which any Employee has agreed, in writing, to defer and deposit in such 401(k) Plan for the immediately proceeding month. The Employer shall be obligated solely to deposit amounts in the fund which are agreed to be deferred by the Employees, and no Employer shall be obligated for any other amount, including but not limited to any fees, expenses of other costs associated with the maintenance, operation and administration of the 401(k) Plan, except that the Employers who are delinquent in making contributions to the 401(k) Plan shall be required to make the payments provided for in this Article and Article XVI of this Agreement.

Section 13.2. The 401(k) Plan shall be administered by a Board of Trustees, on which the Union and the Association shall have equal representation, as provided in the Trust Agreement heretofore entered into on the 21st day of October, 1991, as amended.

Section 13.3. The Employer agrees to abide by the terms and conditions of the aforementioned Trust Agreement, as amended, and the rules and regulations heretofore and hereafter adopted by

the Trustees pursuant to such Trust Agreement, and accepts the Employer Trustees appointed by the Association as such Employer's representative to administer the 401(k) Plan as provided for in said trust Agreement. The Employer hereby ratifies all actions already taken or to be taken by such Trustees within the scope of their authority.

Section 13.4. Payments to the 401(k) Plan are to be made no later than the fifteenth (15th) day of the month following the month during which the Employee would have otherwise been entitled to receive the compensation that they elected to defer and have deposited by the Employer in the 401(k) Plan, and any payments made after the designated fifteenth (15th) day will be considered delinquent. In the event an Employer becomes delinquent in such payments to the Fund, and in view of the fact that the anticipated and actual damages are difficult or incapable of accurate ascertainment in such event, such Employer may be assessed by the Trustees, as liquidated damages, twenty percent (20%) of such delinquent payments and further such delinquent Employer shall be required to pay interest at the maximum rate permitted by law, not to exceed one and one-half percent (1 and ½ %) per month, on the unpaid and delinquent balance (including unpaid past due liquidated damages, if any, owed). In the event that the Trustees of the 401(k) Plan refer the delinquency to legal counsel for collection, then such Employer shall be obligated to pay, in addition to such liquidated damages and interest charges, reasonable attorneys' fees and any other costs and expenses reasonably arising in connection with any collection action. The Trustees of the 401(k) Plan are empowered to establish additional policies and procedures in writing to govern Employers which fail, timely, to deposit in the 401(k) Plan the amounts required to be so deposited pursuant to this Agreement. Such policies may include, but are not limited to, rules disqualifying from continued participation in the 401(k) Plan all Employers who fail to make timely payments.

Section 13.5. The 401(k) Plan shall furnish to the Employer a copy of the most current, signed, written authorization form from each Employee who has authorized deferral and deposit to the 401(k) Plan. Originals of the written authorizations shall be maintained by the 401(k) Plan, and shall be available for inspection upon request by the Association or any Employer.

Section 13.6. All new members of Plumbers Local 75 shall be automatically enrolled in the Plumbers Union Local 75 401(k) Plan at a minimum contribution of $1.00/hour. The new member will have the option to opt out of the plan in writing within 60 days of enrollment.

Section 13.7. The Union shall have the right to allocate annually, in the manner provided for in Section 6.1(a), from the total wage package, to the Plumbers Local 75 401K Plan. The effective date of this defined contribution is no sooner than 06/01/2024 (pending Trustee implementation0 this allocation will be from the member negotiated wage and benefit package in Article XXVIII. The Employer shall not be required to match the employee allocation as part of this defined contribution to the 401K Plan.

ARTICLE XIV

PLUMBING INDUSTRY DEVELOPMENT FUND

Section 14.1. The Employer shall contribute to the Plumbing Industry Development Fund, Inc., (hereafter "Development Fund") in accordance with Articles XXVII and XXXV for every hour worked by each Employee covered by this Agreement. The payments to be made under this Article shall be made monthly, and shall be transmitted to such depository as may be designated by the Board of Directors of such Development Fund. Payments to the Development Fund are to be made at the end of each month in which the work was performed, but no later than the fifteenth (15th) day of the following month, after which time the payments will be considered delinquent. In the event an Employer becomes delinquent in such payments to the Fund, and in view of the fact that the anticipated and actual damages are difficult or incapable of accurate ascertainment in such event, such Employer may be assessed by the Trustees, as liquidated damages, twenty percent (20%) of such delinquent payments and further such delinquent Employer shall be required to pay interest at the maximum rate permitted by law, not to exceed one and one-half percent (1 and ½ %) per month, on the unpaid and delinquent balance (including unpaid past due liquidated damages, if any, owed). In the event that the Trustees of the 401(k) Plan refer the delinquency to legal counsel for collection, then such Employer shall be obligated to pay, in addition to such liquidated damages and interest charges, reasonable attorneys' fees and any other costs and expenses reasonably arising in connection with any collection action.

Section 14.2. The payments so made shall be used for industry promotional and related purposes, in accordance with the Articles of Incorporation and Bylaws of said Development Fund.

Section 14.3. The Employer agrees to abide by the Articles of Incorporation and Bylaws of said Development Fund and the rules and regulations heretofore and hereafter adopted by the Board of Directors in pursuance thereof, and accepts the officers and directors of said Development Fund as have been elected and appointed in accordance with said Articles and Bylaws as the representatives, to administer the funds in the possession of said Development Fund and all such past or succeeding officers and directors as shall have been or will be so selected or appointed. The Employer hereby ratifies all action already taken by such officers and directors within the scope of their authority.

Section 14.4 Plumbing Industry Development Fund Contribution Rate. The Employer shall pay the Plumbing Industry Development Fund, Inc, (hereafter "Development Fund"), twenty-five cents ($0.25) per hour effective June 1, 2026. The Employers shall have the right to unilaterally increase the contribution rate to this Fund during the term of this Agreement. Any such increase would be in addition to the Total Package wage increase set forth in Article XXVII of this Agreement.

Section 14.5. PLM Fund Contribution Rate. The Employer shall pay to the Construction Labor Management Council of Southeastern Wisconsin (hereafter "CLMC") three cents ($0.03) per hour for every hour worked by each Employee covered by this Agreement effective June 1,

2026, per the Memorandum of Understanding re Construction Labor Management Council dated June 1, 2026 .required to be paid under Section 28.2 and 35.2 of this Agreement shall be three cents ($0.03) greater per hour, for any Employer who does not make payments to the PLM/CLMC Funds as provided in Section 14.8

Section 14.6. The wage rates to be paid under Section 28.2 and 35.2 of this Agreement shall be seven cents ($0.07) greater per hour for any Employer who does not make payments to the PLM/CLMC Fund and Big Step as provided in Section 14.8 and the Memorandum of Understanding re Big Step dated June 1, 2026.

ARTICLE XV

EDUCATION FUND

Section 15.1. The Plumbers Local 75 Education Fund (hereinafter "Education Fund") has been established as a trust fund, pursuant to the provisions of Section 302(c) of the Labor-Management Relations Act, as amended. The Association and the Union shall be equally represented on the Board of Trustees administering such Fund.

Section 15.2. Contribution Rate.

(a) Effective June 1, 2026, each Employer agrees to pay to the Education Fund one dollar and ninety-five cents ($1.95) per hour for all hours worked by each Employee.

(b) If recommended by the Education Fund Trustees and for the purpose only, of maintaining or increasing the integrity of existing education programs, the hourly Education Fund contribution rate may be increased, or decreased on or about June 1, annually. The Union shall have the right to increase the contribution amount to the Education Fund up to $0.10/hr. beyond the recommendation of the Trustees of the Fund.

Section 15.3. (a) Of the hourly amount set forth in Section 15.2, ten cents ($0.10) per hour shall be set aside by the Fund in a separate "75 Plumbers Contractor Reimbursement Fund." The Education Fund shall be used solely as the receiving agent for the collection of such contributions, but such contributions shall not become part of the assets of the Education Fund. The Contractor Reimbursement Fund shall be used exclusively for the reimbursement of Employers for wages paid to, and for Health, Pension and Education Fund contributions paid on behalf of, apprentices when attending day school. Such reimbursements shall be limited to the extent of total funds accumulated for that purpose and contained in such account. The Education Fund shall act solely as the receiving agent for the Program and shall forward all amounts received pursuant to this Section 15.3 to the Program or its designated agent. The Board of Trustees of the Education Fund shall forward no additional contributions or other amounts to the Program. The Board of Trustees of the Education Fund are authorized to deduct from the contributions required under this Section 15.3 an amount that the Trustees determine is necessary to reimburse the Education Fund for the expense it incurs in performing its duties as receiving agent.

(b) Reimbursements and payments shall only be made to and on behalf of those Employers in good standing with all other funds and who are making required contributions to the Education Fund and the 75 Plumbers Contractor Reimbursement Fund in accordance with Article XV.

Section 15.4. Of the hourly amount set forth in Section 15.2, two cents ($0.02) per hour are allocated to the Substance Abuse Testing Program ("Program") established under Article XVII hereunder. The Education Fund shall act solely as the receiving agent for the Program and shall forward all amounts received pursuant to this Section 15.4 to the Program or its designated agent. The Board of Trustees of the Education Fund shall forward no additional contributions or other amounts to the Program. The Board of Trustees of the Education Fund are authorized to deduct from the contributions required under this Section 15.4 an amount that the Trustees determine is necessary to reimburse the Education Fund for the expense it incurs in performing its duties as receiving agent.

Section 15.5. Of the hourly amount set forth in Section 15.2, the Board of Trustees of the Education Fund are directed to allocate ten cents ($0.10) per hour to the International Training Fund (ITF). The Education Fund shall act solely as the receiving agent for the ITF and shall forward all amounts received pursuant to this Section 15.5 to the ITF or its designated agent. The Board of Trustees of the Education Fund shall forward no additional contributions or other amounts to the ITF. The money shall be remitted per the contribution agreement between the ITF and Plumbers Local 75 Apprentice Training Fund signed and dated May 30, 1999.

Section 15.6. Of the hourly amount set forth in Section 15.2, the Board of Trustees of the Education Fund are directed to allocate the matching three cents ($0.03) per hour contribution by each party, Union and Association, to the Plumbers Labor Management Fund as described in the Construction Labor Management Council MOU. The Education Fund shall act solely as the receiving agent for the Program and shall forward all amounts received pursuant to this Section 15.6 to the Program or its designated agent. The Board of Trustees of the Education Fund shall forward no additional contributions or other amounts to the Program. The Board of Trustees of the Education Fund are authorized to deduct from the contributions required under this Section 15.6 an amount that the Trustees determine is necessary to reimburse the Education Fund for the expense it incurs in performing its duties as receiving agent.

Section 15.7. Of the hourly amount set forth in Section 15.2, the Board of Trustees of the Education Fund are directed to allocate the matching four cents ($0.04) per hour contribution by each party, Union and Association, to BIG STEP as described in the BIG STEP MOU. The Education Fund shall act solely as the receiving agent for the Program and shall forward all amounts received pursuant to this Section 15.7 to the Program or its designated agent. The Board of Trustees of the Education Fund shall forward no additional contributions or other amounts to the Program. The Board of Trustees of the Education Fund are authorized to deduct from the contributions required under this Section 15.7 an amount that the Trustees determine is necessary to reimburse the Education Fund for the expense it incurs in performing its duties as receiving agent.

Section 15.8. Payments to the Education Fund are to be made at the end of each month in which the work was performed, but no later than the fifteenth (15th) day of the month after which time the payments will be considered delinquent. In the event an Employer becomes delinquent in such payments to the Fund, and in view of the fact that the anticipated and actual damages are difficult or incapable of accurate ascertainment in such event, such Employer may be assessed by the Trustees, as liquidated damages, twenty percent (20%) of such delinquent payments and further such delinquent Employer shall be required to pay interest at the maximum rate permitted by law, not to exceed one and one-half percent (1 and ½ %) per month, on the unpaid and delinquent balance (including unpaid past due liquidated damages, if any, owed). In the event that the Trustees of the 401(k) Plan refer the delinquency to legal counsel for collection, then such Employer shall be obligated to pay, in addition to such liquidated damages and interest charges, reasonable attorneys' fees and any other costs and expenses reasonably arising in connection with any collection action.

Section 15.9. The Board of Trustees of the Education Fund, or an agent to be selected by the Board of Trustees of the Education Fund, shall be responsible for general administration and recordkeeping related to apprentices under both the Milwaukee JAC and Madison JAC. Such administration and recordkeeping shall include but shall not be limited to registration and scheduling of apprentices for paid and unpaid related instruction.

ARTICLE XVI

RIGHTS OF COLLECTION

Section 16.1. (a) The Trustees of the Health Fund and of the Pension Fund, the officers of the Development Fund, the officers of the PLM Fund, and the Trustees of the Education Fund, (to which fund payments are required to be made by Employers under this Agreement), as well as the Trustees of the 401(k) Plan, may, for the purpose of collecting any payments required to be made to such fund, including damages and costs, and for the purpose of enforcing rules of the trustees concerning the inspection and audit of payroll records, seek any appropriate legal, equitable and administrative relief and they shall not be required to invoke or resort to the grievance or arbitration procedures otherwise provided for in this Agreement. In the event it becomes necessary to initiate any such authorized action against any Employer, such Employer shall be obligated to pay, to the respective fund, attorneys' fees as well as any court reporter fees, filing fees and the actual cost of effecting service of papers.

(b) The Union, for purposes of collecting any past due checked-off Union dues, or the PAC Fund, for the purpose of collecting any past due checked-off PAC Fund contributions, may ask for any appropriate legal, equitable and administrative relief and shall not be required to invoke or resort to grievance and arbitration procedures otherwise provided for in this Agreement. In the event it becomes necessary to initiate any such authorized action against any Employer, such Employer shall be obligated to pay to the Union or to the PAC Fund, respectively, attorneys' fees as well as any court reporter fees, filing fees and the actual cost of effecting service of papers.

Section 16.2. (a) Upon being advised by the administrative managers of the Health Fund, the Pension Fund, the 401(k) Plan, the Development Fund and Labor Management Fund, or the Education Fund, that an Employer is delinquent in payments required to be made under Articles XI, XII, XIII, XIV or XV for a period of more than sixty (60) days, the Union shall be authorized to remove the Employees from the job of any such Employer notwithstanding the provisions of Section 21.6 of this Agreement.

(b) Upon being advised by the managing officer of the Development Fund or PLM Fund that an Employer is delinquent for a period of more than sixty (60) days in payments required to be made under Article XIV, the Union shall be authorized to remove the Employees from the job of any such Employer notwithstanding the provisions of Section 21.6 of this Agreement.

Section 16.3. Any Employer who has, at any time within the life of the Agreement, been delinquent for two (2) consecutive months in payment of any contributions required to be made under Articles XI, XII, XIII, XIV or XV of this Agreement may, upon notification by the respective trustees or officers, be required to make weekly fund payments and/or procure a bond in an amount determined by said trustees or officers, insuring the payment of contributions to the respective funds or corporations enumerated in Section 16.1, such bond to be procured from an insurance company licensed to do business in Wisconsin. If such bond cannot be procured, a cash bond must be substituted.

Section 16.4. The administrative managers of the Health Fund, Pension Fund, Development Fund and Labor Management Fund, Education Fund and the 401(k) Plan are specifically required promptly to present to the respective Board of Trustees or Board of Directors the names and full information regarding the accounts of those Employers who are delinquent for more than two (2) weeks in the payment of any contributions required under this Agreement.

Section 16.5. The uniformity of contract provisions being of utmost importance to the trustees and directors of the various funds established herein, and consistent with the provision of Section 302 (c) of the Labor Management Relations Act, the Union agrees to furnish to said trustees or directors copies of all labor agreements with Employers covering the same class of Employees as are covered by this Agreement containing provisions at variance with the provisions contained in this Agreement.

Section 16.6. Any Employee who is removed from the job of any Employer for the purpose of enforcing rules of the trustees concerning the inspection and audit of payroll records, or for the purpose of effecting collection of delinquent accounts due to the Health Fund, Pension Fund, 401(k) Trust Fund, Development Fund, PLM Fund, and Education Fund, shall be paid for all such time lost by any such delinquent or non-complying Employer, party to this Agreement.

Section 16.7. The Association and the Union and all other Employers agree to be bound by all of the terms of the trust agreements creating the Health Fund, Pension Fund, Education Fund, 401(k) Fund and any other jointly administered fringe benefit funds established pursuant to Section 302 of the Labor Management Relations Act of 1947, as amended, and by all of the actions and rules of the trustees administering such funds in accordance with the trust agreements and regulations of the trustees, provided that such trust agreements, actions, regulations and rules

shall not be inconsistent with this Agreement. Each Employer hereby accepts, as trustees, the trustees appointed under and in accordance with such trust agreements. The Employers and the Union hereby ratify all actions already taken or to be taken by such trustees within the scope of their authority.

ARTICLE XVII

SUBSTANCE ABUSE POLICY

Section 17.1. The Employer and the Union have agreed to participate in the Mechanical Contractors Association of Wisconsin & Wisconsin Pipe Trades Association Substance Abuse Testing Program (hereinafter "Program"), there terms of which are set forth in the Program, and which is incorporated in, and made a part of, this Agreement.

Section 17.2. Any disputes arising under this Article or the Program shall be subject to the procedures set forth in Article XXI.

Section 17.3. All costs and expenses of administering this Article and the Program shall be satisfied by the Employer contributions set forth at Section 15.4, except for the costs of employee-requested retesting as provided in the Program and except that the costs of the Plumbers Local 75 Family Assistance Plan shall be borne by the Health Fund, in accordance with the provisions of the Plan documents and the Trust Agreement.

Section 17.4. In the event that state or federal laws provide additional requirements for substance abuse testing, those requirements shall be incorporated in the Program, and be subject to the procedures set forth in Article XXI.

Section 17.5. In the event a project owner or agent requires testing outside the scope of, or inconsistent with, the terms of the Program, the Employer so required shall be permitted to implement such testing upon the provision of notice to the Union, directly or through the Association.

Section 17.6. By signing this Agreement, the Union does not waive any rights which are otherwise available to the Employee under state or federal laws.

ARTICLE XVIII

NON-DISCRIMINATION IN EMPLOYMENT

Section 18.1. (a) It shall be the policy of the Employer and the Union, not to unlawfully discriminate in employment based upon age, race, creed, color, disability, marital status, sex, national origin, ancestry, arrest record, conviction record, sexual orientation, or military service and to provide equal employment opportunity for all qualified persons.

(b) There shall be no unlawful discrimination against any Employee by any Employer, nor shall there be any unlawful discrimination by the Union against any Employer, on the basis of Union membership or activity.

ARTICLE XIX

GENERAL WORK RULES

Section 19.1. Insurance. Employers employing one or more persons shall carry Workers' Compensation and Unemployment Compensation insurance in accordance with the laws of the State of Wisconsin.

Section 19.2. Subcontracting. (a) No Employer shall, directly or indirectly, or by any subterfuge, sublet solely the labor required by any contract secured by such Employer.

(b) The Employer agrees that when subletting or contracting out work covered by his Agreement, which is to be performed within the geographic jurisdiction of this Agreement at the site of the construction, alteration, painting or repair of a building, structure, or other work, such work will be sublet or contracted out only to a subcontractor who has a working agreement with the Union.

Section 19.3. Reporting of Violations. No Employee shall be discharged or penalized for reporting any violation of the plumbing laws or terms of this Agreement or for reporting any violation of federal or state safety rules or regulations.

Section 19.4. Participation in Management. The offering of partnerships, independent organization of Employees and participation in management in order to avoid the payment of minimum rates of pay, benefits, compensation insurance and the compliance with the maximum hours of labor, is a violation of this Agreement.

Section 19.5. Compliance with Plumbing Codes. No licensed or registered master plumber, or any Employee of a licensed or registered master plumber, shall install any piping or equipment or do any work except in accordance with the rules and regulations of local authorities, and where no such rules and regulations exist, then such installations shall be made according to the Wisconsin State Plumbing Code.

Section 19.6. Loaning of Labor. No Employee shall be loaned from shop to shop.

Section 19.7. Side-Jobbing. Employees represented by the Union shall not be allowed to work for themselves or for another employer while employed by an Employer. It shall be the responsibility of all parties subject to this Agreement to report instances of side-jobbing to management and labor representatives. When determined that a violation of this Agreement has occurred, the party involved shall be reprimanded and fined in accordance with the Union's Constitution and Bylaws.

Section 19.8. Time Lost in Case of Accident. When an Employee loses time due to absence resulting directly from an accident occurring while on the job, and the injury so sustained requires the attention of a physician, the Employer shall pay for those regularly scheduled hours which were necessarily lost by the Employee on the day such injury occurred.

Section 19.9. Crossing Picket Line. It shall not be a violation of this Agreement for a member of the Union to refused to cross a lawful, primary picket line of a union.

Section 19.10. Parking. When a job is located in a congested area and area conditions indicate a problem may exist, the employer will pay for jobsite parking. Parking arrangements will be settled for that job between the Employer and the Employee prior to the commencement of the plumber's work on the jobsite. Taken into consideration will be on-street parking or Employer furnished parking within a reasonable distance of the jobsite, and, if necessary commercial parking in the vicinity. Car-pooling will be encouraged. In any event, any reimbursement will be made only when a parking fee has been paid and a receipt presented. Receipts must be presented for re-imbursement within two pay periods of the date(s) of work. Parking tickets, or any other violations related to parking, are not eligible for reimbursement and are the sole responsibility of the Employee.

Section 19.11. Termination Notice. (a)Copies of the termination notice are to be transmitted to the Union, the employee, and the Association within two business days. Such notice must accurately state the reason for termination. Failure of the Employer to provide this notice within the two-day period will result in a $100 penalty paid to the employee for failure to comply. If the Union and Association agree that penalty may be waived. Such agreement must be reached within one week of the Union receiving notice. Should parties be unable to settle this dispute, the matter will be settled according to Article XXI of this Agreement.

1. Failure to transmit termination notice after seven (7) business days will result in an additional $100 penalty for each week thereafter until Termination notice is transmitted to the Union.

2. There shall be a maximum penalty of $500.

(b) The Association agrees to annually distribute to all Employees a supply of termination notices and instructions for their use.

Section 19.12. Employee Eligibility. The Union shall refer only applicants eligible for employment under the Immigration Reform and Control Act of 1986.

Section 19.13. Continuing Education. (a) Each Journeyman employed by an Employer shall be required to participate in Continuing Education Programs ("CEP") recognized or approved by the Trustees of the Education Fund.

(b) Minimum CEP attendance shall be ten (10) hours per calendar year. The Trustees of the Education Fund shall be authorized to establish rules relating to excused absences because of illness or other good cause.

Section 19.14. Tool Responsibility. Employees shall furnish a pair of channel lock pliers, a tape rule, and a nine (9) inch torpedo level. All other tools and safety equipment are to be furnished by the Employer. The Employer may keep a record of such tools and equipment to guard against loss or damage to Employer's equipment. Employees who receive tools and/or safety equipment from their Employers and for which a receipt is given to the Employer, shall be responsible for such tools and safety equipment and make good for any such losses. The Employees are required to replace or pay for lost of missing tools or equipment furnished by the Employer and for which the Employer holds a receipt from such Employees.

ARTICLE XX

HOURS OF WORK, OVERTIME AND SHIFT WORK

Section 20.1. Workday and Workweek (a) The regular workday shall consist of eight (8) consecutive hours of work, between the hours of 6:00 A.M. and 5:30 P.M., excluding a one-half (1/2) hour unpaid lunch period.

(b) The workweek shall be five (5) days, from Monday to Friday, inclusive.

(c) Any loss of time due to inclement weather or work stoppage other than for holidays recognized in Article 20.2(c) can be made up Monday through Saturday of the same workweek, at the base straight-time hourly wage rate, on currently assigned work, by mutual agreement of the Employer, Employee and the Union. Under no circumstances will an Employee be allowed to make up lost time on Sundays, holidays or the following workweek. An Employer may not lay off, discharge or discriminate against any Employee for refusal to work on a Saturday make-up day.

(d) The Employee may work four (4) ten-hour days in any area of work (for example: service work, remodeling, in-plant work, construction) by mutual consent of the Employee and the Employer, which will apply only to work performed Monday through Friday of the same workweek. Any loss of time due to weather, sick days, obligation to attend day school or personal reasons can be voluntarily made-up Monday through Friday of the same workweek, but only by mutual agreement between the Employee and the Employer. Under no circumstances will Employees be allowed to make up lost time on Saturdays, Sundays, holidays or the following workweek except as provided in Section 20.1(c).

(e) A service workday, consisting of eight (8) consecutive hours or work, excluding a one-half (1/2) hour unpaid lunch period, between the hours of 6:00 A.M. and 9:00 P.M. may be established for service work for any workweek at the base straight-time hourly wage rate, by mutual-agreement between Employer, Employee and the Union.

(f) A residential service workweek, consisting of five (5) consecutive workdays, Monday through Saturday, inclusive, may be established for residential service work by mutual agreement between the Employer, Employee and the Union. In the event that a residential service workweek of Tuesday through Saturday is established, the first eight (8) hours of work

performed during the regular workday on Saturday shall be paid at the straight-time hourly wage rate. When an Employers' Saturday billing rate is greater than the straight time, or "normal" billing hourly rate, any employee working a Tuesday through Saturday residential service workweek shall be paid one and one half the straight time hourly wage rate for hours worked on Saturday. Saturday work performed in excess of eight hours or outside the regular Saturday workday shall be paid at two (2) times the straight-time hourly wage rate. Unless a Monday through Friday regular workweek is re-established, work performed on Monday of the following calendar workweek shall be paid at one and one-half (1 1/2) times the straight-time hourly wage rate.

(g) The workday, starting time, and workweek schedules are to be established on or before the last day of the previous workweek.

(h) All work performed during regular workday, as defined in Sections 20.1(a), (d), and (e), above, and occurring during the regular workweek as defined in Sections 20.1(b), (d) and (f), above, shall be paid at the straight-time hourly wage rate.

(i) In cases when an Employer and/or OSHA considers it necessary to shut down a job because of an OSHA visit to that jobsite, and the employer does not provide other work for that day, the employee shall receive his/her normal wages for that day.

Section 20.2. Overtime Work and Holiday Work.

(a) **Weekday.**

(1) All work performed in excess of eight (8) hours per day (in the event the workweek consists of five (5) eight-hour workdays) or in excess of ten (10) hours per day (in the event the workweek consists of four (4) ten-hour workdays as provided in Section 20.1(d), Monday through Friday, or in excess of forty (40) hours in any workweek, shall be compensated at one and one-half (1 1/2) times the straight-time hourly wage.

(2) Except as provided below in Section 20.2(a)(3), all work performed, Monday through Friday, outside the regular workday as defined in Section 20.1(a), (d) and (e) shall be compensated at one and one-half (1 1/2) times the straight-time hourly rate. (Make-up work, as defined in Section 20.1(c) and (d) is not covered in this provision.)

(3) Notwithstanding the daily overtime provisions above in Section 20.2(a)(1) and (a)(2), work performed Monday through Friday outside the regular workday as defined in Section 20.1(a), (d), (e) and (f) may by mutual agreement between the Employee, the Employer and the Union be compensated a the straight-time hourly rate as long as the Employee is offered at least forty (40) hours in that work week. If the Employee is not offered at least forty (40) hours in that work week, all hours worked outside of the regular workday(s) under section 20.1(a), (d), (e) and (f) will be paid at one and one-half (1 1/2) times the straight-time rate. The daily overtime obligations shall not apply where strike conditions make it impossible to put an Employee to work, where stoppage of work is

occasioned thereby, where an Employee leaves work of one's own accord or for hours worked in excess of forty (40) hours in a workweek.

(b) **Saturday.** The first eight hours worked on Saturdays shall be compensated at one and one-half (1 1/2) times the straight-time hourly wage rage up to 8:00 P.M. except as provided in Section 20.1(e) and (f). All hours worked on Saturdays after 8:00 P.M. or in excess of eight (8) hours shall be compensated at two (2) times the straight-time hourly wage rate.

(c) **Sundays and Holidays.** All work performed on Sundays and on the holidays specified below shall be compensated at double the straight-time hourly wage rate. The recognized holidays shall be New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. Whenever New Year's Day, Independence Day or Christmas Day falls on a Sunday the succeeding Monday shall be the recognized holiday.

(d) Work commencing Sunday will be paid at double the straight-time rate until that shift (workday) is completed.

Section 20.3. Shift Operations. When and where it becomes necessary to work the same shift for a period of not less than three consecutive workdays in the same workweek, a shift, consisting of any eight consecutive hours plus a thirty-minute lunch break, may be established by the Employer in consultation with the customer. The shift differential shall be twelve (12) percent of the straight-time base wage rate.

Section 20.4. Reporting Pay. Any Employee, after being hired and reporting to work on a regular workday, or day designated as such, at the regular starting time and for whom no work is provided, shall receive contractually required compensation for two (2) hours unless he or she has been notified before leaving home not to report. Any Employee who reports to work and work is provided shall receive not less than four (4) hours required compensation, and if more than four (4) hours work is done on any one day, shall receive not less than eight (8) hours compensation. The provisions of this Section shall not apply where weather or strike conditions make it impossible to put an Employee to work, where stoppage of work is occasioned thereby, where an Employee leaves work of one's own accord or for hours paid at a premium rate. Any Employee reporting for scheduled overtime work and for whom no work is provided shall receive two (2) hours compensation. No Employer shall employ newly hired Employees for a period of less than four (4) hours. As used in this Section 20.4 only, the term "contractually required compensation" per hours means: the straight-time hourly wage rate plus the hourly contributions provided for under Article XXVIII of this agreement.

Section 20.5. On-Call Service. (a) An Employer may schedule an employee to be on call during their employment with that Employer. Any on-call service arrangement shall be by mutual-agreement between the Employer and the Employee. The Employer will notify the Employee no less than two (2) weeks prior to the on-call period commencing. When an employee is on call for service work, the employee shall be compensated an additional twenty-five dollars ($25) per day of wages. Excluding the recognized Holiday's per section 20.2(c), During an Employee's on call workday, starting with their second on-site call, the Employee shall receive an additional $25 per

call. If an employee is on-call on the designated holidays in section 20.2(c) they shall receive sixty ($60) dollars per day(holiday) When a holiday(s) land on Sunday, the above holiday pay rate shall apply to the following Monday. In the event an Employer provides on-call work, and the Employee does not take the call, the Employee forfeits the on-call pay for that day.

(b) The on-call and per-call compensation shall be paid in accordance with Article VII

Section 20.6. In cases when an Employer considers it necessary to shut down a job because of an emergency situation that could endanger the life and safety of an employee, compensation will be paid only for the actual time worked.

ARTICLE XXI

GRIEVANCE AND ARBITRATION PROCEDURE

Section 21.1. Settlement of Disputes. In the event of any dispute between parties of this Agreement as to the rights and/or obligations under this Agreement, a representative of the Union and a representative of the Employer shall be immediately notified. Every effort possible shall be made by these individuals to settle the dispute before the subsequent provisions of this Article are invoked.

Section 21.2. Joint Grievance Board. There is created a Joint Grievance Board for the purpose of settling and adjusting grievances, controversies, and disputes, arising under or involving the provisions of this Agreement, in accordance with the terms of this Article. Such Joint Grievance Board shall consist of three (3) members to be appointed by the Association and three (3) members to be appointed by the Union.

Section 21.3. Joint Grievance Board Meetings. (a) Should any disputes, controversies, or grievances, under or involving the provisions of this Agreement, arise between the parties to such Agreement, or between an Employer and the Union, or an Employee represented by the Union, such matter shall, upon request of any of the affected parties, be referred to such Joint Grievance Board for settlement of dispute.

(b) The Joint Grievance Board shall also meet whenever any dispute regarding a general strike or lockout may be referred to it or at the call of any four (4) members.

(c) In the event the Joint Grievance Board does not meet within forty-eight (48) hours (excluding Saturdays, Sundays and holidays) after its members have been notified (in writing, if possible) that such as dispute, controversy or grievance has been referred to it, because of a refusal of either the Association or Union members of such Joint Grievance Board to participate in such a meeting, it shall then be prerogative of the group of Board members which is willing to so meet to request the Federal Mediation & Conciliation Service to select and appoint an impartial arbitrator to resolve the dispute. The fees of any such impartial arbitrator shall be paid as provided in Section 21.4(c).

Section 21.4. Arbitration. If the matter cannot be satisfactorily settled or adjusted by such Joint Grievance Board, it shall be referred to arbitration in accordance with the following procedures:

(a) The members of the Joint Grievance Board, as established pursuant to Section 21.2, shall agree upon the selection of a seventh (7th) impartial member of such Joint Grievance Board.

(b) If said Joint Grievance board cannot agree upon the selection of such impartial member within five (5) days after arbitration has been decided upon, the Employer members or the Union members of said Joint Grievance Board may request the appointment of such impartial seventh (7th) member by the Federal Mediation Conciliation Service and the appointment so made shall be recognized by all parties concerned.

(c) The Association and the Union each shall bear the expense of their own representatives on the Joint Grievance Board. The fees of the impartial seventh (7th) member, and all expenses of the Joint Grievance Board, shall be borne equally by the Association and by the Union.

(d) The decision or award of a majority of the seven-member Joint Grievance Board shall be final and binding upon all parties, providing that it is within the authority of the Joint Grievance Board. Said Joint Grievance Board shall have no authority to change or modify any of the terms and conditions of this Agreement, or to set any wage scales or fringe benefits.

(e) Any time limits provided for in this Article may be extended or waived by mutual agreement between the Association and the Union.

Section 21.5. An Employer, not a member of the Association, who becomes involved in or invokes the grievance and arbitration procedures under this Article shall be required to pay to the Association service charges determined by the Association to reflect its costs and expenses (including any attorneys' fees) in connection with the administration of such grievance and arbitration procedures, including Joint Grievance Board or arbitration proceedings, involving such Employer.

Section 21.6. No Cessation of Work. No strike or lockout shall be ordered in any shop or on any job by and representative of the Employer of by any representative of the Employees until the dispute shall first have been submitted to the Joint Grievance Board for adjustment or arbitration.

ARTICLE XXII

JURISDICTIONAL DISPUTES

Section 22.1. In the event of a jurisdictional dispute, it is agreed that there shall be no stoppage or work, while the jurisdictional dispute is pending and the craft doing the work shall continue until the jurisdictional dispute is settled.

Section 22.2. It is further agreed that the international presidents of the trades involved shall settle such jurisdictional disputes, except those described in Section 22.3.

Section 22.3. In the event of a jurisdictional dispute between any UA local unions, a committee consisting of representatives of the Association, of the local unions, and of the UA, shall settle such a jurisdictional dispute in accordance with the UA Constitution.

ARTICLE XXIII

SEPARABILITY CLAUSE

Section 23.1. Any provision of this Agreement which may be in violation of any applicable Federal or State laws, shall not be effective and not be binding upon the parties hereto. In the event that any of the provisions of this Agreement are held or constituted to be void or to be in violation of any such laws, nevertheless, the remainder of this Agreement shall remain in full force and effect, unless the parts or provisions so found to be void or in violation of any such laws are wholly inseparable from the remaining portion of this Agreement.

ARTICLE XXIV

NO STRIKE, NO LOCKOUT

Section 24.1. During the term of this Agreement, each of the signatory parties agrees that there will be no strikes, work stoppages or lockouts by members of the Union or by the Employer provided, however, the Union may strike where any Employer fails to pay wages in full and on time or the Union has been advised by the administrative office of the fringe benefit funds in accordance with Section 16.2, that an Employer is delinquent in the payment of fringe benefits.

Section 24.2. This no strike, no lockout commitment is based upon the agreement by both parties to be bound by the grievance and arbitration provisions of this Agreement.

ARTICLE XXV

UNIFORMITY OF CONTRACTS

Section 25.1. The Union agrees that it will use its best efforts, when negotiation labor agreements with contracting employers not covered by this Agreement, to have such labor agreements provide for wages, hours and other conditions of employment which are economically equivalent to those provided for in this Agreement. In the event that the Union should enter into, with a contracting employer not covered by this Agreement, a labor agreement equivalent to those provided for under this Agreement, then the Union will notify the Association promptly of such fact, and such conditions will be immediately available to Employers signatory to this Agreement.

ARTICLE XXVI

DURATION, TERMINATION AND RENEWAL OF AGREEMENT

Section 26.1 (a) This Agreement shall be binding upon the parties, their successors and assigns and shall continue in full force and effect until May 31, 2029, and from year to year thereafter, unless terminated by written notice given by either party to the other not less than sixty (60) days prior to said expiration date, or any anniversary thereof.

(b) Since it is the intention of the parties to settle and determine, for the term of this Agreement, all matters constituting the proper subjects of collective bargaining between them, it is expressly agreed there shall be no reopening of this Agreement for any matter pertaining to rates of pay, wages, hours of work, or other terms and conditions of employment, or otherwise, during the term of this Agreement.

Section 26.2. There shall be, during the life of this Agreement, an Industry Concerns Committee comprised of an equal number of representatives of the Union and Association to meet regularly to discuss issues relevant to the industry.

Dated June 1, 2026

PLUMBING AND MECHANICAL CONTRACTORS ASSOCIATION OF MILWAUKEE AND SOUTHEASTERN WISCONSIN, INC.

Jonathan Kowalski

Executive Director

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL UNION NUMBER 75

David A. Kozinski

Business Manager

MEMORANDUM OF UNDERSTANDING

Safety Training

The Plumbing and Mechanical Contractors Association of Milwaukee and Southeastern Wisconsin (hereinafter "Association") and Local No. 75 of the United Association of Journeymen and Apprentices of the Plumbing and pipe Fitting Industry of the United States and Canada (hereinafter "Union") are executing this Memorandum of Understanding simultaneously with the 2026-2029 Labor Agreement (hereinafter "Labor Agreement"), it being understood that the agreements and understandings or "Agreement" herein contained shall have the same effect as if contained in the Labor Agreement.

1. It is understood and agreed between the Association and the Union that a Safety Training Program (hereinafter "Program") has been established with the following features:

   (a) Such program will require each Employee covered by the Labor Agreement and Each Employer, or its designated representative responsible for Employer safety, to participate in four (4) hours of mandatory safety training each year;

   (b) Such Program will be incorporated into the continuing education requirements already in place for Employees covered by the Labor Agreement;

   (c) Such Program will require each employee to complete OSHA 30 on their own time and at their own expense.

   (d) Such Program will be funded and administered by the Education Fund.

   (e) A Joint Safety council, consisting of Employer and Union Representatives shall be established by the Education Fund Trustees to provide assistance with programming, development of content, scheduling, and instructor selection.

   (f) The safety training for apprentices in the first and second year of their apprenticeship will be held during paid related classroom time.

   (g) The Safety Council may take such actions as it deems necessary to assure compliance with the requirement for mandatory Employer and Employee participation.

   (h) Completion of OSHA 30 fulfills the requirement in paragraph (a) for three (3) calendar years immediately following the year in which OSHA 30 was completed.

2. By offering a program for Employers and Employees, neither the Association, nor the Union, nor the Safety Council assume responsibility for the safety of Employees on their jobs, and the obligation of providing a safe workplace remains with each individual Employer.

3. Such program will be reviewed annually by the Safety Council. In no case shall either party engage in job actions or other economic recourse (strikes, picketing, lockouts, etc.) arising out of a dispute under this Memorandum of Understanding. Disputes under this Memorandum of Understanding shall be subject to the "Grievance and Arbitration" procedures contained in Article XXI of the Labor Agreement.

Dated June 1, 2026

PLUMBING AND MECHANICAL CONTRACTORS ASSOCIATION OF MILWAUKEE AND SOUTHEASTERN WISCONSIN, INC.

Jonathan Kowalski
Executive Director

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL UNION NUMBER 75

David A. Kozinski
Business Manager

MEMORANDUM OF UNDERSTANDING

Standard of Excellence

The PLUMBING AND MECHANICAL CONTRACTORS ASSOCIATION OF MILWAUKEE AND SOUTHEASTERN WISCONSIN (hereinafter "Association") and LOCAL NO. 75 OF THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA (hereinafter "Union") are executing this Memorandum of Understanding simultaneously with the 2018-2023 Labor Agreement (hereinafter "Agreement"), it being understood that the agreements and understandings herein contained shall have the same effect as if contained in the Agreement.

The parties agree to meet to work toward the establishment and adoption of standards aimed at raising awareness and accountability for meaningful working and productive relations between the Employer and the Employees. The UA Standard for Excellence shall be a guide for the development of the Local 75 Standards for Excellence for the Milwaukee area. The parties will work to establish a board to enforce the Standards for Excellence with terms and conditions to be agreed upon.

Dated June 1, 2026

PLUMBING AND MECHANICAL CONTRACTORS ASSOCIATION OF MILWAUKEE AND SOUTHEASTERN WISCONSIN, INC.

Jonathan Kowalski

Executive Director

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL UNION NUMBER 75

David A. Kozinski

Business Manager

MEMORANDUM OF UNDERSTANDING

Big Step

The PLUMBING AND MECHANICAL CONTRACTORS ASSOCIATION OF MILWAUKEE AND SOUTHEASTERN WISCONSIN (hereinafter "Association") and LOCAL NO. 75 OF THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA (hereinafter "Union") are executing this Memorandum of Understanding simultaneously with the 2026-2029 Labor Agreement (hereinafter "Agreement"), it being understood that the agreements and understandings herein contained shall have the same effect as if contained in the Agreement.

The parties agree to make individual matching contributions in the amount of four cents ($0.04) per hour to be held in a separate account by the Education Trust Fund. The Education Trust Fund will serve as a conduit only for these contributions. The contributions will be transferred to Big Step in a manner consistent with other Big Step affiliated Unions and Associations.

Initially four cents ($0.04) per hour will be allocated to Big Step. However, the allocation to the Big Step program will be reviewed from time to time by the Union and the Association. Upon review, the Union and the Association can agree to change or discontinue the allocation. In the event the Union and the Association agree to discontinue the allocation the hourly contributions shall be discontinued and four cents ($0.04) per hour shall go back on the employee wage. Any such modification must be mutually agreed upon and may occur at any point during the duration of this Agreement provided the parties give BIG STEP 60 days' notice.

Dated June 1, 2026

PLUMBING AND MECHANICAL CONTRACTORS ASSOCIATION OF MILWAUKEE AND SOUTHEASTERN WISCONSIN, INC.

Jonathan Kowalski

Executive Director

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL UNION NUMBER 75

David A. Kozinski

Business Manager

MEMORANDUM OF UNDERSTANDING

Work Rules Adjustments

This Memorandum of Understanding is entered into between Plumbers Union Local 75 and the Plumbing and Mechanical Contractors Association of Milwaukee and Southeastern Wisconsin (Association) simultaneously with the 2026-2029 Labor Agreement (hereinafter "Agreement"), it being understood that the agreements and understandings herein contained shall have the same effect as if contained in the Agreement.

(a) For the purposes of this Memorandum of Understanding (MOU), a "Non-Signatory Contractor" is a contractor not bound by the terms of the Agreement and whose employees engage in the type of work covered by the terms of the Agreement; a "Signatory Contractor" is an "Employer" as defined in section 1.2 of the Agreement.

(b) In the event a Non-Signatory Contractor is bidding, or appears to be bidding or otherwise seeks to be selected by an owner, or by a prime contractor, to become the contractor to perform the work covered by the Agreement at a specific jobsite or construction project ("The Work"), then such information shall promptly be conveyed to the Association: the Association shall, thereafter, promptly advise the Union of such information. Upon Receipt of such information, the Union shall expeditiously review the circumstances of such construction project and determine, jointly with the Association, whether the work qualifies for an adjustment of certain terms of the Agreement as provided in Section (c) of this MOU. If it has been determined that a specific construction project or job qualifies, under his Section (b), for adjustments in certain terms of the Agreement, in order to secure "The Work" for a Signatory Contractor or Signatory Contractors, adjustments in certain terms of the Agreement shall become available to the Signatory Contractor or Signatory Contractors as provided in Section (c) of this MOU.

(c) The following terms and conditions of the Agreement (including of any amendments or supplements, if any) may be adjusted in order to obtain The Work for a Signatory Contractor or Signatory Contractors as provided in Section (b) of this MOU:

(1) general work rules;
(2) overtime and/or shift work;
(3) definition of workday and workweek;
(4) other terms and conditions as agreed to between the Association and the Union.

Such adjustments in terms and conditions shall be subject to mutual agreement between the Association and the Union.

(d) Employees working under this MOU will be by mutual consent. An employee shall not be deemed to have refused work under the terms of the Agreement strictly because he/she has declined to work under the terms and conditions of this MOU agreed to by the Association and the Union, and such employee shall remain eligible for employment with the Employer. An Employer shall not discharge and Employee solely because the employee declines to work under the terms ("Work Rules Adjustments") of this MOU. An Employer will not challenge an application for unemployment compensation solely because the employee declined to work under the terms ("Work Rules Adjustments") of this MOU.

Dated June 1, 2026

PLUMBING AND MECHANICAL CONTRACTORS ASSOCIATION OF MILWAUKEE AND SOUTHEASTERN WISCONSIN, INC.

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL UNION NUMBER 75

Jonathan Kowalski,
Executive Director

David A. Kozinski
Business Manager

MEMORANDUM OF UNDERSTANDING

Youth Apprentices and Co-Op High School Workers

Whereas, the Plumbing and Mechanical Contractors Association of Milwaukee and Southeastern Wisconsin, Inc. ("PMC" or "Association") and the Local No. 75 of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada ("Local 75" or "the Union") wish to permit contractors who are subject to the Labor Agreement between PMC and Local 75 ("the Labor Agreement") to be able to hire High School Youth Apprentices ("Youth Apprentices") or High School Co-op Workers, ("Co-op Workers");

Whereas, Local 75 and PMC, ("the Parties") wish for Youth Apprentices or Co-op Workers to be employed while they are in high school under the terms of this MOU;

Whereas PMC and Local 75 agree that Youth Apprentices or Co-op Workers are covered by the Labor Agreement during their Youth Apprentices or Co-op Worker employment, but shall only receive the benefits and items listed below in this MOU;

Whereas PMC and Local 75 agree that Youth Apprentices or Co-op Workers shall not be part of the pension benefit coverage, health insurance coverage, 401(k) plan, or other employee benefits and terms except as expressly stated below;

Whereas PMC and Local 75 agree that contractors shall not be required to pay pension, health fund, 401(k), or any other contributions on behalf of Youth Apprentices or Co-op Workers except as expressly stated below;

Now therefore, the Parties agree as follows:

1. Youth Apprentices are high school students enrolled in a Youth Apprenticeship program administered consistent with applicable State law. Co-op Workers are high school students enrolled in a bona fide educational program other than a Youth Apprenticeship, the curriculum for which incorporates hands on training in a workplace along with classroom studies.

2. Youth Apprentices and Co-op Workers may be employed by Employers under this MOU while in high school consistent with applicable State law. Their employment under this

MOU must end upon their scheduled date of graduation, but their employment may be continued after graduation under the remaining terms and conditions of this Agreement.

3. Following the completion of the Youth Apprenticeship the Employer may employe that employee as pre-apprentice for up to six (6) months. After six (6) months the pre-apprentice must be offered a contract for an apprenticeship if there is available space in the apprenticeship program. Should the Employer not make that commitment after six (6) months, the Union may transfer that pre-apprentice to an employer who will have the ability to offer an apprenticeship within six (6) months of placement.

4. Employers must notify the Union and the PMC when a Youth Apprentice or Co-op Worker is hired or separated from employment consistent with this Labor Agreement.

5. Youth Apprentices and Co-op Workers shall only perform job competencies and duties as defined by the State of Wisconsin Department of Workforce Development ("DWD") rules and regulations governing Youth Apprentices, and they must be under the direct and close supervision of a qualified and experienced person as required by State rules and regulations governing Youth Apprentices.

6. An Employer hiring a Youth Apprentice or Co-op Workers may only do so if they currently employ a Pre-Apprentice or an Apprentice. The ratio for Youth Apprentices or Co-Op Workers may never exceed one (1) Youth Apprentices and Co-op Workers for every one (1) Pre-Apprentice.

7. Upon the hire of a Youth Apprentice the PMC shall furnish a weekly, twenty-five dollar ($25) fee payable to the Local 75 Training Fund for the training that any Youth Apprentice is receiving at the Training School.

8. Unless mutually agreed upon by the Employer, the Association and Local 75, Youth Apprentices and Co-op Workers must be counted in the pre-apprentice classification for purposes of evaluating ratios under this Agreement. Youth Apprentices and Co-op workers may not displace existing bargaining unit employees. Refer to Article XXXIII for pre-apprentice schedule.

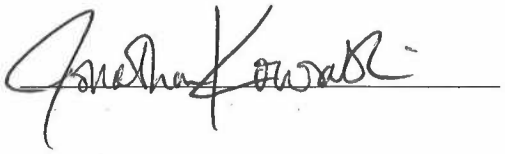
9. Youth Apprentices and Co-op Workers shall paid a minimum of thirteen dollars ($13.00) per hour but shall not receive or have other payments made on their behalf, or other terms provided for under the Labor Agreement, including but not limited to, industry, apprenticeship, and training funds payments, working hours, schedules, except that Youth Apprentices and Co-op Workers shall be allowed to participate in programming provided by the Local 75 Training Fund (the "Training Fund") when deemed necessary and appropriate by the Employer, the Association and Local 75.

10. Youth Apprentices and Co-op Workers may take and pass a pre-employment drug screening that will be paid for by the Employer.

Dated June 1, 2026

PLUMBING AND MECHANICAL CONTRACTORS ASSOCIATION OF MILWAUKEE AND SOUTHEASTERN WISCONSIN, INC.

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL UNION NUMBER 75



Jonathan Kowalski,
Executive Director



David A. Kozinski
Business Manager

MEMORANDUM OF UNDERSTANDING

Construction Labor Management Council

The Plumbing and Mechanical Contractors Association of Milwaukee and Southeastern Wisconsin (hereinafter "Association") and Local No. 75 of the Untied Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (hereinafter "Union") are executing this Memorandum of Understanding simultaneously with the 2026-2029 Labor Agreement (hereinafter "Labor Agreement"), it being understood that the agreements and understandings or "Agreement" herein contained shall have the same effect as if contained in the Labor Agreement.

The parties agree that the $0.03 per contribution made to the Plumbers Labor Management Fund (PLM Fund) shall be redirected to the Construction Labor Management Council of Southeastern Wisconsin (CLMC). Additionally, the Employers will provide a matching $0.03 per hour to the CLMC. This arrangement shall be reviewed from time to time by the Union and the Association. Upon review, the Union and the Association can agree to change or discontinue the contribution allocation to CLMC.

Dated June 1, 2026

PLUMBING AND MECHANICAL CONTRACTORS ASSOCIATION OF MILWAUKEE AND SOUTHEASTERN WISCONSIN, INC.

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL UNION NUMBER 75

Jonathan Kowalski
Executive Director

David A. Kozinski
Business Manager

PLUMBERS LOCAL 75
BASE LABOR AGREEMENT
PLUMBERS

2026-2029

PART B

Part B consists of all of the provisions of this Agreement following those contained in Part A and includes any Apprentices and any Memoranda of Understanding. Such Part B shall be applicable to this Plumbers Agreement only.

ARTICLE XXVII

TRADE WORK JURISDICTION

Section 27.1. This Agreement covers the rates of pay, hours and working conditions of employees engaged in the installation of all plumbing and/or pipefitting systems and component parts thereof, including fabrication, assembling, erection, installation, testing, balancing, dismantling, repairing, reconditioning, adjusting, altering, servicing and handling, unloading, distributing, trying on and hoisting of all piping materials, by any method, including all hangers and supports of every description and all other work included in the trade jurisdiction of the United Association.

Section 27.2. The Definition of "Plumbing" as set forth in Wisconsin Statues is hereby adopted and incorporated as "work" covered by this Agreement. Additionally, the following work is covered by this Agreement:

(a) All piping for plumbing, water, waste, floor drains, drain grates, supply, leaders, soil pipe, grease traps, sewerage and vent lines.

(b) All piping for water filters, water softeners, water meters and the setting of same.

(c) 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.

(d) All water services from mains to buildings, including water meters and water meter foundations.

(e) All water mains from whatever source, including branches and fire hydrants, etc.

(f) All down-spouts and drainage areas, soil pipe, catch basins, manholes, drains, gravel basins, storm water sewers, septic tanks, cesspools, water storage tanks, dilution basins, holding tanks, etc.

(g) All liquid soap piping, liquid soap tanks, soap valves and equipment in bath and washrooms, shower stalls, etc.

(h) All bathroom, toilet room and shower room accessories, i.e., towel racks, paper holders, glass shelves, hooks, mirrors, etc.

(i) All lawn sprinkler work, including piping, fittings and lawn sprinkler heads.

(j) All sheet lead lining for x-ray rooms, isotope rooms, radio-active isolation, lead safing, fountain safing, swimming pool or shower stall safing, rack or vat safing for all purposes and for roof flashings in connection with plumbing.

(k) All fire stand pipes, valves, hose racks, fire hose cabinets and accessories except where such installations or systems are an integral part of a fire protection sprinkling system which has heat or pressure activated sprinkler heads as components of its basic design.

(l) All block tin coils, carbonic gas piping for soda fountains and bars, etc.

(m) All piping for railing work and racks of every description, screwed or welded, except where otherwise specified by craft arrangement.

(n) All piping for pneumatic vacuum cleaning system of every description

(o) All oxygen, nitrous oxide, clinical suction, vacuum and air lines in medical centers, hospitals, dental facilities, schools or laboratories.

(p) All gas piping in residences, hospitals and other buildings where related to culinary illuminating, laboratory or other domestic use. Any all-purpose gas main. All gas piping for hot air furnaces or gas heating units in dwellings which will house one, two, three and four families.

All gas piping for unit heaters in a single store. All gas piping for stoves, ranges, gas refrigerators, domestic hot water heaters and all other appurtenances for personal use.

(q) The handling, setting, erecting of all equipment, fixtures or materials related to any piping work installed by Employees represented by the Union.

(r) The laying out and cutting of all holes, chases and channels; the setting and erection of bolts, inserts, stands, brackets, supports, sleeves, thimbles, hangers, conduits and boxes, used in connection with the plumbing industry.

(s) All acetylene and arc welding, brazing, lead burning, soldered and wiped joints, caulked joints, expanded joints, rolled joints, or any other method of making joints in connection with the plumbing industry.

(t) The operation, maintenance, repairing, servicing and dismantling of all work installed by journeymen represented by the Union.

(u) All drain lines from refrigerators, iceboxes, refrigerated display cases or food storage cases.

(v) Domestic hot water solar heating.

(w) All servicing of residential mechanical systems, including but not limited to: well systems, humidifiers, hot tubs, whirlpools, hot water heaters, water softeners and conditioners, heating equipment, home security systems, home vacuum cleaning systems, and all controlling and timing devices relating to such systems.

(x) The preparation of shop drawings and plans and or prints used in the fabrication, installation and or erection of pipe and plumbing systems, by CAD or other computer programs including but not limited to BIM, Trimble, Total Station, Revit and Bluebeam. This claim of jurisdiction is not exclusive and explicitly does not prevent Employers from using members of other trades or non-bargaining unit employees such as office staff to perform such work.

(y) All installation, Inspection, Testing and service of backflow prevention devices and Assemblies.

Section 27.3. General Plumbing and Work Jurisdiction. It is recognized that Employees covered by this Agreement and represented by the Union have historically performed the following work while employed by Employers covered by and subject to this Agreement and the Employer hereby expressly assigns the performance of such work to its Employees: The operation of (1) hoisting and portable engines on building and construction work, including, but not limited to, fork lifts, end loaders, winch trucks, A-frames and hoists, power shovels, trench hoes, tuggers, tampers and generators, provided these engines and equipment are used in conjunction with the other work covered by this Agreement as a time-saving device, and (2) operation of pumps and welding machines in conjunction with the work covered by this Agreement, and (3) the testing and balancing of all plumbing and pipefitting systems or component parts thereof.

Section 27.4. Fabrication. (a) The parties agree that this Section is a material and substantial part of this Agreement, establishing terms of employment, and that the breach of any provision of this Section constitutes a substantial breach of this Agreement. The parties agree that, upon a breach of this Section either party may, at its option, seek enforcement by judicial determination or by other judicial relief that it deems appropriate or it may submit the violation of this Section to arbitration in accordance with Article XXI.

(b) All pipe may, at the option of the Employer, be fabricated on the job or in a shop within the territorial area defined in Article III by Employees who are covered by this Agreement, receiving the building trades rate of pay and working under conditions set forth in this Agreement.

Section 27.5. (a) Any work defined in Section 27.1 and 27.2, which is found to be in conflict with assigned or established trade practices of the UA, is excluded from this Agreement.

(b) Any work not defined in Section 27.1 and 27.2 which may be assigned by the UA to Employees represented by the UA, shall be made part of this Agreement.

ARTICLE XXVIII

ECONOMIC TERMS

Section 28.1 (a) **Journeymen.** All work by Journeymen shall be paid for at the Journeyman rate.

(b) **Foreman.** The foreman/general foreman hourly wage rate shall be 12% greater than the journeyman's hourly wage rate.

(c) **General Foreman.** The general foreman hourly wage rate shall be 15% greater than the journeyman's hourly wage rate.

Section 28.2. Wage and Benefit Allocation

(a) **Base Area 1.** Effective June 1, 2026, the total wage and fund contribution package for Journeymen working in Milwaukee, Ozaukee, Washington and Waukesha Counties shall be:

General Foreman			$74.15
Foreman		$72.22	---
Plumber Journeyman	$64.48	---	---
Health (All hours worked)	10.75	10.75	10.75
Pension (All hours worked)	16.27	16.27	16.27
Education* (All hours worked)	1.95	1.95	1.95
Development (All hours worked)	.25	.25	.25
Total wage and benefit package:	$93.70	$101.44	$103.37
**Education Fund*	*1.66*	*1.66*	*1.66*
UA International Ed Fund	*.10*	*.10*	*.10*
Contractor Reimbursement	*.10*	*.10*	*.10*
Substance Abuse Testing Program	*.02*	*.02*	*.02*
Big Step	*.04*	*.04*	*.04*
Construction Labor Management Fund (CLM)	*.03*	*.03*	*.03*
Education Fund Total	$1.95	$1.95	$1.95

(b) **Base Area 3.** Effective June 1, 2026, the total wage and fund contribution package for Journeymen working in Green, Jefferson, Lafayette and Rock counties shall be:

General Foreman			$74.15
Foreman		$72.22	---
Plumber Journeyman	$64.48	---	---
Health (All hours worked)	10.75	10.75	10.75
Pension (All hours worked)	16.27	16.27	16.27
Education* (All hours worked)	1.95	1.95	1.95
Development (All hours worked)	.25	.25	.25
Total wage and benefit package:	$93.70	$101.44	$103.37

**Education Fund*	*1.66*	*1.66*	*1.66*
UA International Ed Fund	*.10*	*.10*	*.10*
Contractor Reimbursement	*.10*	*.10*	*.10*
Substance Abuse Testing Program	*.02*	*.02*	*.02*
Big Step	*.04*	*.04*	*.04*
Construction Labor Management Fund (CLM)	*.03*	*.03*	*.03*
Education Fund Total	$1.95	$1.95	$1.95

Section 28.3. Base Area 1 & 3. The hourly wage rate and fund contributions payable by an Employer for work performed by Journeymen described in Section 28.2, shall be adjusted annually according to the following schedule:

The Journeyman total wage and benefit fund package increase shall be:

Effective June 1, 2026..... $5.50

Effective June 1, 2027..... $5.00

Effective June 1, 2028..... $4.50

Effective June 1, 2026, Plumbers Local 75 members shall commit a minimum of $1.25 to be allocated to the Plumbers 75 target fund.

Section 28.4. Apprentices. (a) The apprentice standard hourly wage rate shall be determined by multiplying the journeyman wage rate by the graduated apprenticeship percentages specified in the area apprenticeship standards. Apprentices shall remain at their appropriate percentage of the journeyman wage for a period of one (1) year or sixteen hundred (1,600) hours, whichever comes later.

(b) Apprentices contracted through the Bureau of Apprenticeship Standards, shall be paid wages specified in their contract consistent with Section 28.4 (a) of this Agreement. Further, each Employee who is contracted as an apprentice shall continue to be paid the highest apprentice wage rage after completion of the formal State apprenticeship requirements, until such time as the Employee has (A) completed eight thousand (8,000) hours or work experience and paid classroom training; (B) completed all day and night school requirements of the Joint Plumbing Apprenticeship Committee; (C) successfully passed the Wisconsin Journeyman plumber's license examination; and (D) completed five (5) full years of training.

First Year.....47%
Second Year.....53%
Third Year.....60%
Fourth Year.....70%
Fifth Year.....80%

ARTICLE XXIX

HEALTH FUND – APPRENTICES

Section 29.1. Apprentices. (a) Employers shall contribute to the Health Fund, effective June 1, 2026 and for the duration of this Agreement, fifty percent (50%) of the Health Fund contribution rate for each hour worked by a first (1st) year apprentice plumbers. Effective the first pay period following completion of the first year of their apprenticeship, the hourly contribution rate for such apprentices shall be adjusted to be the same as that prescribed for journeymen in Section 11.1.

(b)If an Employee previously was classified as a Pre-Apprentice or Production Worker, and has had full health fund contributions made on their behalf, the Employer shall contribute the full journeyman rate.

Section 29.2. Pre-Apprentices. Employers shall contribute to the Health Fund, effective June 1, 2026 and for the duration of this Agreement, fifty percent (50%) of the Health Fund contribution rate for each hour worked by pre-apprentice plumbers, during the first one (1) year or sixteen hundred (1,600) hours of active employment, whichever is later. Effective the first pay period in the month following completion of such one (1) year or sixteen hundred (1,600) hours, the hourly contribution rate for such pre-apprentices shall be adjusted to be the same as that prescribed for journeymen in Section 11.1.

ARTICLE XXX

PENSION FUND - - APPRENTICES

Section 30.1. Apprentices. During the life of this Agreement, each Employer shall pay to the Pension Fund for each apprentice, the amount specified in Section 12.1, for each hour worked. Commencement of such payment to the Pension Fund of the hourly contribution as described in this section.

25% of JP Contribution amount for first year apprentices
50% of JP Contribution amount for second year apprentices
75% of JP Contribution amount for third year apprentices
100% of JP Contribution amount for fourth year apprentices
100% of JP Contribution amount for fifth year apprentices

Once an Employee has become a participant of the Fund, no Employer may defer payment of contributions for that Employee.

ARTICLE XXXI

SPECIAL WORK RULES

Section 31.1. Use of Licensed Workers. No Employer shall permit any plumbing installation and/or repair work to be done by anyone except a licensed journeyman plumber and/or contracted apprentice.

Section 31.2. Independent Contractors or Employers. Journeyman plumbers shall not accept or do any plumbing work as independent employers on their own account or for a business establishment, firm or corporation in which they have a financial interest.

Section 31.3. Coffee Break. Employees may interrupt their work once during the first four (4) hour period of the workday for the purpose of a coffee break. This break is to be taken on an individual basis in the closest reasonable area of the Employee's work and is not be the occasion of congregating in groups or interfering with the work of other Employees. There is to be no loitering or lingering and it is understood that the work interruption will be held to a reasonable minimum.

Section 31.4. Faulty Workmanship, Loss, Theft or Damage. Whenever the Employer notifies the Union that the workmanship of an Employee is faulty or defective, or that such an Employee has lost or damaged the Employer's property, the Union shall promptly meet with the Employer, or with a representative of the Association, for the purpose of determining, pursuant to Section 103.455, Wisconsin Statutes, that such defective or faulty work, loss or damage, may be due to the Employee's conduct.

Section 31.5. Shop Work. Machinery used to cut and prepare piping in the shop or on the job shall be operated by an Employee covered by this Agreement.

Section 31.6. Drain and Sewer Piping. All house drains and sewer piping work (regardless of size or materials of which the pipe is made or of depth at which it is laid) from main sewer in city, township, village or state, public streets, roads or highways, will be done under the sole supervision of a journeyman plumber who is receiving orders directly from the master plumber by whom he/she is employed. All water piping (regardless of size or materials of which the pipe is made or of depth at which it is laid) such as connecting to laterals or branches leading from the main water supply pipe in city, township, village or state, public streets, roads or highways, will be done in the same manner as outlined and described for house drains and sewer piping, as set forth at the beginning of this Section. This Section also applies to all commercial work as defined in this Agreement.

Section 31.7. Work Restricted to Plumbers. Any and all laborers, truck drivers and/or handymen shall be prohibited from performing any duties of Employees covered by this Agreement. The Employees shall handle all materials inside of the lot line, or from loading platform of the building.

Section 31.8. Work by Management. (a) Except as provided in subsection 31.8(b), below, each person performing bargaining unit work, including, but not limited to, each owner, shareholder,

officer, partner or manager performing bargaining unit work for the Employer, shall be paid all wages and benefits set forth in this Agreement.

(b) One (1) person in each firm, who must also be an owner, shareholder, officer or partner in the firm, may perform bargaining unit work without receiving the wages and benefits set forth in this Agreement, but such owner, shareholder, officer or partner receiving less than the wages and benefits set forth in this Agreement may not work on any commercial job, or on any public building work. The term "commercial job" shall include apartment houses having (3) or more dwelling units.

(c) Master plumbers shall not allow the use of their licenses, directly or indirectly, for the purpose of obtaining local permits for others, nor shall they allow the use of their license by others to install plumbing work as defined in Section 145.06 (2) of Wisconsin Statutes.

(d) The Employment of master plumbers and superintendents shall be, at all times, in conformance with Chapter 145 of the Wisconsin Statutes and with the regulations issued thereunder.

ARTICLE XXXII

FOREMEN

Section 32.1. Selection of Foremen. Employers shall have the right to select and place foremen. Foremen shall be the agents of their Employers and shall not be restricted from working with tools.

Section 32.2. Whenever three (3) or more Employees are employed on any single job, project or site, it shall be mandatory to appoint one of the three (3) employees as a Foeman for the duration of the project, regardless of whether the number of employees on the project should, at any time during the project, fall below three (3). A Foreman will not be required on single-family residences up to, and including, eight-family apartments.

Section 32.3. When Journeymen are working independently of one another on a group of homes and each Journeyman is ordering material only for his/her own job, and is being held responsible for such job only, and is not required or permitted to assume any further supervisory function is, nevertheless, assigned to supervise, order material, and keep time of three (3) or more Employees, that journeyman shall be paid at the foreman's rate.

Section 32.4. Selection of General Foremen. Employers shall have the right to select and place general foremen. General foremen shall be the agents of their Employers and shall not be restricted from working with tools.

Section 32.5. A General Foreman will be appointed when twenty (20) or more Employees are employed on any single job.

ARTICLE XXXIII

APPRENTICES

Section 33.1. (a) **Authority.** The Milwaukee Area Joint Plumbing Apprenticeship Committee (hereinafter "Apprenticeship Committee") is hereby authorized to administer such rules and regulations as have been approved by both parties to this Agreement. Such Committee will have general guidance over all matters pertaining to the education and assignment of apprentices to Employers.

(b) **Training Facility Approval.** An Employer may employ apprentices in accordance with the ratios in Section 33.1(c), providing the Employer is an approved training facility. Such approval is granted and may be revoked by the Apprenticeship Committee in accordance with policies established by that Committee. Minimally, the Employer must have had a journeyman employed steadily for thirty-nine (39) consecutive weeks previous to making application for an apprentice. An Employer establishing a business will be required to have a journeyman employed for fifty-two (52) consecutive weeks previous to making application for an apprentice.

(c) **Ratios.** An Employer may employ apprentices in conformity with the following stipulated ratios:

1 apprentice for every ---------- 1 skilled worker

Thereafter, up to one additional apprentice for each skilled worker. When establishing the ratio, an apprentice in the fourth or fifth year of training shall not be counted as an apprentice or skilled worker when computing the ratio, so long as both the paid and unpaid related instruction have been completed. "Skilled Worker" shall be as defined by the Bureau Apprenticeship Standards (BAS).

In the event the State of Wisconsin approves a new ratio of plumbing apprentices to journeymen, it is agreed that the ratios set forth in this Section shall be revised so as to be in compliance with the State-approved ratios.

(d) **Fabrication.** The ratio of journeymen to apprentices for shop fabrication shall be one (1) to one (1), to a maximum of three (3) apprentices. No apprentice shall spend more than two thousand (2,000) hours on shop fabrication work during the term of his/her apprenticeship.

(e) **Qualifications.** Selection of apprentices under the program shall be made from qualified applicants on the basis of qualifications alone and without regard to age, race, creed, color, disability, marital status, sex, national origin, ancestry, arrest record, conviction record, sexual orientation, or military service in accordance with objective standards which permit review after full and fair opportunity for application, and this program shall be operated on a completely non-discriminatory basis.

(f) **Assignment.** The Apprenticeship Committee, by unanimous approval, may assign the number of apprentices who may be employed by any one Employer to a number greater than provided in Section 33.1 (c), for the purpose of avoiding layoffs of apprentices.

(g) **Transfers.** The Apprenticeship Committee may transfer apprentices under the authority provided for in the apprenticeship standards when, in the opinion of the Apprenticeship Committee, there is a demonstrated need to do so.

(h) **Hourly Wage Rates.** See Section 28.4

Section 33.2 Pre-Apprentices. It is the objective of the Union and the Employers to ensure that every Plumber Apprentice that is contracted to start an apprenticeship and enroll in apprenticeship training on the job and in school has the highest probability of success and completion in the Milwaukee JAC Plumbing Apprenticeship Program.

(a) Scope of Work. There shall be a classification of employee in the bargaining unit, represented by the Union, known as a pre-apprentice. The pre-apprentice is to be under the supervision of a journeyman plumber on the job, or as directed by management while working in the shop. The duties to be performed by a pre-apprentice shall include the following:

1. General Housekeeping.
2. Loading, unloading, distribution and stockpiling material and equipment.
3. Loading and unloading tools.
4. Cleaning, pick-up and tool repair.
5. Cutting patching and grouting concrete, wood or masonry holes.
6. Coring.
7. Setting up and tearing down of minor scaffolds.
8. Manual labor necessary for rigging, hoisting, lifting and positioning of heavy equipment.
9. Paint, stencil and tape equipment, piping and valves.
10. Normal unskilled labor related to piping and plumbing including fire watch.

(b) Wage Scale. The rate of pay for a pre-apprentice shall be 40% of journeyman wages.

1. Health coverage shall be effective as established by the Local 75 Health Fund, or the health plan in place.
2. There shall be no pension fund contributions for pre-apprentices.

(c)Source. Pre-apprentices shall be selected from the Apprenticeship Placement/Pool list which has been established by the Milwaukee Area Joint Apprenticeship Committee. In the event candidates on the Apprenticeship Placement list cannot be supplied within two (2) weeks, the employer may hire pre-apprentices from any source and refer them to the Milwaukee Area Joint Apprenticeship Committee for enrollment.

(d) Ratio. All Employers with "Training Facility Approval" for the Milwaukee Joint plumbing Apprenticeship Committee within the jurisdiction set forth in this Agreement are entitled to pre-apprentice. After seven (7) journeymen and two (2) apprentices are employed a second pre-apprentice can be hired. After twelve (12) journeymen and three (3) apprentices are employed, a third pre-apprentice can be hired. After twenty (20) journeymen and four (40 apprentices are employed, a fourth pre-apprentice can be hired. After twenty-five (25) journeymen and five (5) apprentices are employed in a shop, a fifth pre-apprentice can be hired. A pre-apprentice may be employed I the position of pre-apprentice for no more than twelve (12) months. After nine (9) months without offering to contract the pre-apprentice into apprenticeship, the Union will have the ability to transfer that pre-apprentice to an employer who will have the ability to offer an apprenticeship.

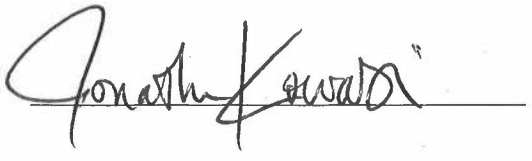
(f) A pre-apprentice, upon termination by an Employer, shall be returned to Local 75 and be placed on the Apprentice Placement List.

(g) Pre-apprentices shall be required to attend on their own time and prior to employment on the jobsite, a safety orientation session. When a pre-apprentice is required to attend other trade related programs to improve job skills, all training costs incurred, including wages, will be paid by the Employer.

Dated June 1, 2026

PLUMBING AND MECHANICAL CONTRACTORS ASSOCIATION OF MILWAUKEE AND SOUTHEASTERN WISCONSIN, INC.

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL UNION NUMBER 75





Jonathan Kowalski
Executive Director

David A. Kozinski
Business Manager

PLUMBERS LOCAL 75

BASE LABOR AGREEMENT
METAL TRADES

2026-2029

PART C

Part C consists of all the provisions of this Agreement following those contained in Part A and includes any Appendices and any Memorandum of Understanding. Such Part C shall be applicable to this Metal Trades Agreement only.

ARTICLE XXXIV

METAL TRADE WORK JURISDICTION

Section 34.1 This Agreement covers the rates of pay, hours and working conditions of employees engaged in the installation of all "Metal Trades and Restricted Plumbing" and/or pipefitting systems and component parts thereof, including fabrication, assembling, erection, installation, testing, balancing, dismantling, repairing, reconditioning, adjusting, altering ,service and handling, unloading, distribution, tying on and hoisting of all piping materials, by any method, including all hangers and supports of every description and all other work included in the trade jurisdiction of the United Association.

NOTE – Employees in this category may be obtained, but not necessarily confined to those, from among the list of eligible apprentice applicants maintained by the Milwaukee Area Joint Plumbing Apprentice Committee.

Section 34.2. All Restricted Plumbing Appliance and Restricted Plumbing Service work as set forth in Wisconsin Statutes is hereby adopted and incorporated as "work" covered by this Agreement. Additionally, the following work is covered by this Agreement:

1. All piping for water filters, water softeners, water meters and the setting of same.

2. 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.

3. All water services from mains to buildings, including water meters and water meter foundations.

4. All water mains from whatever source, including branches and fire hydrants, etc.

5. All down-spouts and drainage areas, soil pipe, catch basins, manholes, drains, gravel basins, storm water sewers, septic tanks, cesspools, water storage tanks, etc.

6. All liquid soap piping, liquid soap tanks, soap valves and equipment in bath and washrooms, shower stalls, etc.

7. All bathroom, toilet room and shower room accessories, i.e., towel racks, paper holders, glass shelves, hooks, mirrors, etc.

8. All lawn sprinkler work, including piping, fittings and lawn sprinkler heads.

9. 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.

10. 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.

11. All block tin coils, carbonic gas piping for soda fountains and bars, etc.

12. All piping for railing work and racks of every description, whether screwed for welded.

13. All piping for pneumatic vacuum cleaning system of every description

14. All piping for hydraulic, vacuum, pneumatic, air, water, stem, oil, or gas, used in connection with railway cars, railway motor cars, and railway locomotives.

15. All marine piping, and all piping used in connection with ship building and ship yards.

16. All power plant piping of every description.

17. The handling, assembling, and erecting, of all economizers, superheaters, regardless of the mode or method of making joints, hangers, and erection of same.

18. All internal and external piping on boilers, heaters, tanks and evaporators, water legs, water backs and water grates, boiler compound equipment, etc.

19. All soot blowers and soot collecting piping systems.

20. The setting, erecting, and piping, for all smoke consuming and smoke washing and regulation devices.

21. 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.

22. 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.

23. 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.

24. 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.

25. All ash collecting and conveyor piping systems, including all air washing and dust collecting piping and equipment, accessories, and appurtenances and regulating devices, etc.

26. 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.

27. 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.

28. All fire extinguishing systems, and piping whether by water, steam, gas, or chemical, fire alarm piping, and control tubing, etc.

29. All piping for sterilizing, chemical treatment, deodorizing, and all cleaning systems of every description, and laundries for all purposes.

30. All piping for oil, or gasoline tanks, gravity and pressure lubricating and greasing systems, air and hydraulic lifts, etc.

31. All piping for power, or heating purposes, either by water, air, steam, gas, oil, chemicals, or any other method.

32. All piping, setting and hanging of all units and fixtures for air conditioning, cooling, heating, roof cooling, refrigerating, ice making, humidifying, dehumidifying, dehydrating, by any method, and the charging and testing, servicing of all work after completion.

33. All pneumatic tube work, and all piping for carrying systems by vacuum, compressed air, steam, water, or any other method.

34. All piping to stoves, fire grates, blast and heating furnaces, ovens, dryers, heaters, oil burners, stokers and boilers and cooking utensils, etc., of every description.

35. All piping in connection with central distributing filtration treatment stations, boosting stations, waste 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.

36. All process piping for refining, manufacturing, industrial, and shipping purposes, or every character and description.

37. All air piping of every description.

38. All temporary piping of every description in connection with building and construction work, excavating and underground construction.

39. The laying out and cutting of all holes, chases and channels, the setting and erection of bolts, inserts, stands, brackets, supports, sleeves, thimbles, hangers, conduit and boxes, used in connection with the pipe fitting industry.

40. The handling and setting of boilers, setting of fronts, setting of soot blowers, and attaching of all boiler trimmings.

41. All pipe transportation lines for gas, oil, gasoline, fluids and liquids, water aqueducts, and water lines, and booster stations of every description.

42. All acetylene and arc welding, brazing, lead burning, soldered and wiped joints, calked joints, expended joints, rolled joints, or any other mode or method of making joints in connection with the pipe fitting industry.

43. Laying out, cutting, bending and fabricating of all pipe work of every description, by whatever mode or method.

44. All methods of stress relieving or all pipe joints made by every mode or method.

45. The assembling and erecting of tanks, used for mechanical, manufacturing or industrial purposes, to be assembled with bolts, packed, or welded joints.

46. 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.

47. The operating, maintenance, repairing, servicing and dismantling of all work installed by journeymen members of the United Association.

48. All piping for cataracts, cascades (i.e., artificial waterfalls), make-over water fountains, captured waters, water towers, cooling towers, and spray ponds, used for industrial, manufacturing, commercial, or for any other purpose.

49. 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.

50. Domestic hot water solar heating.

Section 34.3. This Agreement also covers the rate of pay, hours and working conditions of employees classified as metal trades production workers. A metal trades production worker may only perform the following duties: repair tools and equipment, handle inventory in the shop, make material deliveries and aid or perform the unloading of that material to the job, or perform unskilled or semi-skilled work or work unrelated to the installation, repair or maintenance of plumbing and pipefitting systems or mechanical equipment, and such other duties as are listed in

Section 35.1 of this Agreement. However, from the time that materials and equipment are delivered to the job, all other work shall be performed by journeymen and apprentices covered by a separate Agreement.

Section 34.4 (a) Any work defined in Section 34.1 and 34.2, which is found to be in conflict with assigned or established trade practices of the UA, is excluded from this Agreement.

(b) Any work not defined in Section 34.1 and 34.2, which may be assigned by the UA to Employees represented by the UA, shall be made part of this Agreement.

ARTICLE XXXV

JOB CLASSIFICATIONS, DESCRIPTIONS AND ECONOMIC TERMS

Section 35.1. Job Classifications. Chapter 145.14 (1)(c) of the Wisconsin Statutes reads, inter alia: If qualified, persons may be licensed under any number of classifications under sub.(2). Separate licenses shall be issued under sub.(2)(a) and (b), but licenses issued under sub.(2)(b) may extend to any number of items under that paragraph.

Section 145.14(2) of the Wisconsin Statutes reads, inter alia: "Classifications. The classifications which the department shall use area a 'sewer service' classification and an 'appliances, equipment and devices' "classification. "Persons so classified may engage in the following types of work:

(a) Sewer Service Restricted

(1) Definitions:

(A) **Learner:** performs duties defined in the Wisconsin Statutes related to sewer service installation; must be registered with the State of Wisconsin; must work under the supervision of a restricted journeyman or a journeyman plumber until licensed as a restricted journeyman.

(B) **Level I**: performs duties defined in the Wisconsin Statutes related to sewer service installation; must have a minimum of one years' experience as a learner; and, have passed the State test.

(C) **Level II:** performs duties defined in the Wisconsin Statutes related to sewer service installation; must have a minimum of two years' experience, including one year as a learner.

(D) **Level III:** performs duties defined in the Wisconsin Statutes related to sewer service installation; must have a minimum of three years' experience, including one year as a learner.

(2) Job Description:

(A) Install, replace, repair water lines from the main through the meter;
(B) Install, replace, repair storm and sanitary lines outside buildings, from building wall to the main;
(C) Install, replace, repair private sewerage systems

(b) Appliance Service Restricted

(1) Definitions:

(A) **Learner:** Performs duties defined in the Wisconsin Statutes related to appliance repair and installation; must be registered with the State of Wisconsin; and, must work under the supervision of a restricted journeyman or a journeyman plumber.

(B) **Level I:** performs duties defined in the Wisconsin Statutes related to appliance repair and installation; must have a minimum of one years' experience as a learner; and, have passed the State test.

(C) **Level II:** performs duties defined in the Wisconsin Statutes related to appliance repair and installation; must have a minimum of two years' experience, including one year as a learner.

(D) **Level III:** performs duties defined in the Wisconsin Statutes related to appliance repair and installation; must have a minimum of three years' experience, including one year as a learner.

(E) **Level IV:** performs duties defined in the Wisconsin Statutes related to appliance repair and installation; must have a minimum of four years' experience, including one year as a learner.

(2) Job Description:

(A) Repair and replace faucets;

(B) Install dishwashers if traps installed (by journeyman plumbers);

(C) Repair and replace dishwashers, ice makers, water coolers;

D) Install, replace, repair hot water dispensers, water conditioners, water filters, hot tubs, swimming pools, whirlpools, etc. to trap:

(E) Repair ball cocks, replace leaking closet gaskets on water closets;

(F) Install, repair, replace residential well systems, humidifiers, air conditioning units, hot water heaters, furnaces, boilers, related piping and controls;

(G) If waste branch, through trap, is installed, any repair or replacement of plumbing appliance is allowed;

(H) Thaw frozen lines, above and below ground, including water and sewer;

(I) Clear stoppages in sewer lines;

(J) Connect to water line but only short distance of new water line;

(K) Cannot make connection to sewer system;

(L) Can install, repair, replace any plumbing appliance;

(M) Cannot install any plumbing fixtures.

Note: Ration of registered learner appliance to appliance journeymen restricted is to be as the state-approved ratio for plumbing apprentices, as amended from time to time.

1 learner.....1 restricted journeyman or master plumber

2 learners.....3 restricted journeymen and/or master plumbers

3 learners.....4 restricted journeymen and/or master plumbers

4 learners.....5 restricted journeymen and/or master plumbers

For each registered learner appliance thereafter, the number of persons who are restricted journeymen and/or master plumbers shall be two (2) more than the number of learners. In the even the State of Wisconsin approves a new ratio of plumbing apprentices to skilled workers, it is agreed that the ratios set forth in this Section shall be revised so as to be in compliance with the State-approved ratios.

(c) Pipe Layer

(1) Definitions:

(A) **Level II:** is employed by a licensed utility contractor, performs the duties related to the installation of sewer and water piping, and is registered with the State, as provided by Wisconsin Statutes.

(B) **Level III:** is employed by a licensed utility contractor, performs the duties relating to the installation of sewer and water piping, and is registered with the State, as provided by Wisconsin Statutes; has at least one (1) years' experience.

(C) **Level IV:** is employed by a licensed utility contractor, performs the duties relating to the installation of sewer and water piping, and is registered with the State, as provided by Wisconsin Statutes; has at least two (2) years' experience.

(2) Job Description:

(A) Installs sewer and water service piping from the main to the property lot line;

(B) Installs sewer and water mains, as defined in Wisconsin Statutes;

(C) Installs within public or private premises, piping which conveys sewage, rain water or other liquid wastes to a legal point of disposal, or installs water service piping from the street main to the immediate inside building perimeter;

(D) May not perform any work in violation of the Wisconsin Plumbing License Law, Chapter 145, Wisconsin Statutes;

(E) May also perform all duties performed by the metal trades production worker.

(d) Metal Trades Production Worker

(1) Definition:

The metal trades production worker includes workers who are irrigation installers, pump installers, sewer and drain cleaners, or workers who are performing unskilled work or semi-skilled work not under the State licensing laws. This worker can perform work unrelated to the installation, repair or maintenance of plumbing systems.

(2) Job Description:

(A) Work in shop;
(B) Office or administrative work that supports shop and field operations;
(C) Handle stock;
(D) Material and tool delivery to and from the job;
(E) Install, replace and repair outside irrigation systems
(F) Install, replace and repair well water pumps;
(G) Perform drain and sewer cleaning;
(H) Excavation and concrete removal on residential job sites;
(I) Perform other duties as described in Section 34.3 of this Agreement.

Metal Trades/Pre-Apprentice Schedule

Current Journeyman/Master Plumbers Employed	Minimum Allowed Apprentices to be Employed	Maximum Allowed Pre-Apprentices AND/OR Production Workers
7 or more	2	2
12 or more	3	3
20 or more	4	4
25 or more	5	5

(a) A Metal Trades Production Worker employed for six (6) or more months transitioning to a Pre-Apprentice position, shall not be employed as a Pre-Apprentices for more than six (6) months without a written mutual agreement between the Employee, Employer, and the Union.

(b) At the discretion of the Union, Production Workers who fall under the "Office/Administration Support" Job Description as listed in Section 35.1(d)(2)(B) may not be subject to this schedule.

(c) The maximum allowed Pre-Apprentice and/or Production Workers can only be exceeded with written authorization by the Business Manager. This authorization must detail the reason/circumstances and duration for this request to exceed the maximum allowed.

ECONOMIC TERMS

Section 35.2. Wages and Fund Contributions: The hourly wage rates and fund contributions for employees by specific classification, as covered by this Agreement as listed above, shall be as set forth below. For the specific provisions governing the economic package, refer to Articles X, XI, XII, XIII, XIV and XV.

(a) Sewer Service Restricted, Appliance Service Restricted, and Pipe Layers, June 1,2026

Wages	Sewer Service	Appliance Service	Pipe Layer
Learner	$21.56	$23.28	
Level I	$32.43	$28.90	$32.43
Level II	$43.19	$36.12	$43.19
Level III	$60.25	$42.85	$60.25
Level IV	-------	$58.43	-------

Section 35.3. (a)The hourly wage rate and fund package payable by an employer for work performed by Sewer Service Restricted III and Pipe Layer III, and Appliance Service Restricted IV described in Section 35.2, shall be adjusted annually according to the following schedule:

Metal Trades Journeyman III & IV total wage and benefit fund package increases shall be:

Effective June 1, 2026.....$5.50
Effective June 1, 2027.....$2.50
Effective June 1, 2028.....$2.25

(b) **Fund Contributions** (As applicable to employees in classifications listed in Section 35.2 (a). Effective June 1, 2026

Health Fund (All hours worked)	$10.75
Pension Fund (All hours worked)	$16.27
Education Fund* (All hours worked)	$ 1.95
Industry Fund (All hours worked)	$ .25
Total Fringe Package	$29.22

**Education Fund*	*1.66*
UA International Ed Fund	*.10*
Contractor Reimbursement	*.10*
Substance Abuse Testing Program	*.02*
Big Step	*.04*
Plumbing Labor Management Fund (CLMC)	*.03*
Education Fund Total	$1.95

(c) Fringe benefits shall not apply during the first (1st) year of employment for the registered learner appliance, except that the Employer shall provide health insurance. Pension Fund contributions shall be made as provided in Section 37.1 of this Agreement.

6/01/26 – 5/31/2029

(d) **Metal Trades Production Worker**

Production Worker/Drain Cleaner $15.00

The fringe benefits and contributions set forth in Articles X, XII, XIV and XV are not applicable to the Metal Trades Production Worker. The Employer will have the option to provide benefits and contributions set forth in Article XI and XIII to the Metal Trades Production Workers. In order to exercise this option, the individual Employer choosing this option must notify the Union and the fringe benefit funds referred to in Articles XI and XIII in writing of its election to provide benefits and contributions to Metal Trades Production Workers. The election may not be

revoked by the Employer during the term of the Agreement and shall be effective only if provided to the Union and the fringe benefit funds in writing.

Section 35.4 Overtime. The provisions of this Section are subject to additional exceptions set forth in Articles VII and XX.

Saturdays	One and one half (1 1/) times the straight-time hourly Wage rate, except that employees working a Tuesday Through Saturday residential service workweek shall be paid at straight-time for the first eight (8) hours of work as provided in Section 20.1(f).
Sundays/Holidays	Two (2) times the straight-time hourly wage rate.
Mondays	Employees working a Tuesday through Saturday residential Service workweek will be paid one and one half (1 1/2) Times the straight-time hourly wage rate.

ARTICLE XXXVI

HEALTH FUND

Section 36.1. Registered Learner Appliance. Health Fund contributions are not required to be made by the Employer during the first (1st) year of employment, except that the Employer shall provide health insurance. Though not required, such insurance may be provided through the Local 75 Health Fund.

ARTICLE XXXVII

PENSION FUND

Section 37.1. Registered Learner Appliance. Commencement of payment to the Pension Fund of the hourly contributions described in Section 12.1 for a newly hired Registered Learner Appliance, covered by this Agreement, shall be deferred, but shall commence not later than (i) upon the completion of one year or (ii) after completion of seven hundred and fifty (750) hours worked, whichever is later, such period to be calculated beginning with the following occurrences:

(a) From the first day of bargaining unit work performed by a participating Employer or a combination of such Employers; or

(b) From the first day of non-bargaining unit work, performed for a participating Employer where such employee thereafter performed bargaining unit work for the same Employer; or

(c) Where such employee performed non-bargaining unit work for a participating Employer and thereafter performed bargaining unit work for a different participating Employer, then beginning with the first day of bargaining unit work so performed.

Once an employee has become a participant in the Pension Fund, no Employer may defer payment of contributions for that employee.

ARTICLE XXVIII

SUPERVISION

Section 38.1. Where applicable, the selection of foremen and general foremen shall be entirely the responsibility of the Employer; it being understood that, in the selection of foremen, the Employer will give primary consideration to the qualified workers available in the local area. After giving such consideration, the Employer may select such workers from other areas. Foremen and general foremen shall take orders from individuals designated by the Employer.

ARITLCE XXXIX

SPECIAL WORK RULES

Section 39.1. The following work rules are applicable to all work covered by this Agreement.

(a) There shall be no limit on production by workers nor restrictions on the full use of tools or equipment. Craftsmen using tools shall perform any of the work of the trade and shall work under the supervision of the craft foreman. There shall be no restriction on efficient use of manpower other than as may be required by safety regulations, provided, however, legitimate practices that area part of national or local agreements shall be followed.

(b) Security procedures for control of tools, equipment and materials are solely the responsibility of the Employer.

(c) Workers shall be at their place of work at the starting time and shall remain at their place of work performing their assigned functions under the supervision of the Employer until the quitting time. The parties reaffirm the policy of a fair day's work for a fair day's wage.

(d) Practices not a part of the terms and conditions of collective bargaining agreements will not be recognized.

(e) Slowdowns, stand-by crews and featherbedding practices will not be tolerated.

(f) There shall be no illegal strikes, work stoppages or lockouts.

Section 39.2. Safety Equipment. Employees shall sign for safety equipment. The signed receipt for such safety equipment shall provide that the Employee is exempt from all financial obligation due to loss, theft or damage to such safety equipment.

ARTICLE XL

FABRICATION

Section 40.1. The parties agree that this Article is a material and substantial part of this Agreement, establishing terms of employment, and that the breach of any provision of this Article constitutes a substantial breach of this Agreement. The parties agree that, upon a breach of this Article, either party may, at its option, seek enforcement by judicial determination or by other judicial relief that it deems appropriate or it may submit the violation of this Article to Arbitration in accordance with Article XXI.

Section 40.2. All pipe may, at the option of the Employer, be fabricated on the job or in a shop within the territorial area defined in Article III by Employees who are covered by this Agreement, receiving the building trades rate of pay and working under conditions set forth in this Agreement.

Dated June 1, 2026

PLUMBING AND MECHANICAL CONTRACTORS ASSOCIATION OF MILWAUKEE AND SOUTHEASTERN WISCONSIN, INC.

Jonathan Kowalski
Executive Director

UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL UNION NUMBER 75

David A. Kozinski
Business Manager