

LOCAL UNION 638 ADDENDUM TO THE  
UNITED ASSOCIATION NATIONAL AGREEMENT  
FOR RESIDENTIAL AND LIGHT COMMERCIAL CONSTRUCTION  
300,000 SQUARE FEET AND UNDER

SCHEDULE B:

GEOGRAPHICAL JURISDICTION:

- A. The five boroughs of New York City, and
- B. The counties of Nassau and Suffolk in the State of New York

SPECIAL CONDITIONS:

- A. The term “Scope of Work” shall be defined as:
  - a. Private residential buildings including but not limited to, condominiums, co-ops, rental properties, nursing homes, and assisted living facilities up to and including three hundred thousand (300,000) square feet; and
  - b. Hotels including, but not limited to, Days Inn, Super 8, Fairfield Inn & Suites, Wyndham chain hotels, Marriott chain hotels, Hilton chain hotels and any similar chain hotels up to and including three hundred thousand (300,000) square feet.
  - c. A building shall be considered a private residential or hospitality building if classified as such by the NYC Department of Buildings or the public agency with authority over the building. This agreement does not apply to any work that falls under Labor Law 220 (prevailing wage).
- B. The “Workforce” shall consist of all members of Steamfitters Local 638 (with the exception of construction branch apprentices). The Workforce includes Construction Branch Journeymen, Metal Trades Journeymen, and Metal Trades Apprentices. The Workforce will be subject to the following:
  - a. the Journeyman to Apprentice ratio shall not exceed two Apprentices to one Journeyman;
  - b. there shall be (4) classifications for Apprentices, 1<sup>st</sup> year, 2<sup>nd</sup> year, 3<sup>rd</sup> year and 4<sup>th</sup> year; and
  - c. the definition of these classifications is to be determined exclusively by Steamfitters Local 638.
- C. The hours of labor shall comply with the following:
  - a. The hours of labor shall be (8) eight hours per day, Monday to Friday, between the hours of 7:00 A.M. to 4:30 P.M., with a thirty (30) minute unpaid lunch break. The hours of labor may be adjusted if agreed upon between Local 638 and the contractor.
  - b. Overtime shall be paid at the rate of one and one half (1 ½) times the regular wage rate, except for overtime worked on holidays and Sundays which shall be paid at double the regular wage rate. Fringe benefits for all overtime shall be paid at straight time.
  - c. Holidays shall be recognized as follows: New Year's Day, Martin Luther King Day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving Day, and Christmas Day.

- D. There will be no temporary services unless requested by the owner, agency, general contractor or construction manager. If requested, temporary services shall be paid at the Metal Trades Journeyman rate for all scheduled shifts.
- E. Authorized representatives of the Union shall have access to all jobs covered by this Agreement.
- F. Jobs not covered under the Scope of Work defined above, and/or jobs with other unique conditions, may apply for a Site Specific request to the Oversight Committee.
- G. This Agreement may not infringe upon the jurisdiction of any UA Local Union that may be affected by this Agreement.
- H. If any Building Trades Council within the jurisdiction of Local 638 enters into a Project Labor Agreement (PLA) for work covered by this agreement, the terms of the PLA shall supersede the terms of this agreement. The most favored nations clause of the Local 638 Construction Branch Collective Bargaining Agreement and of the Local 638 Metal Trades Collective Bargaining Agreement do not apply.
- I. Mechanical Contractors Association of New York (the "MCA") members and any contractor signatory to an agreement with Local 638 bidding a project not covered under the Scope of Work and/or those jobs with other unique conditions may apply to the "Oversight Committee" for the project to be covered under the terms and conditions of this Agreement. The "Oversight Committee" shall consist of five (5) designated representatives of the Union, which will include the President and Business Agent at Large and five (5) designated representatives of the MCA. The Oversight Committee shall meet quarterly, or more frequently when necessary, for the duration of this Agreement. A quorum of three (3) Union and three (3) MCA representatives must be present in order to approve changes to and/or site-specific uses of this Agreement. In addition, the U.A. International Representative shall be a member of the Oversight Committee. The Oversight Committee may create procedures and forms for documenting work bid and performed under this Agreement. Said procedures and forms shall be made readily available for all contractors performing this work.
- J. This Agreement shall only apply to work bid on or after January 1, 2025, and on or before December 31, 2025, at which time this Agreement will terminate. Upon unanimous consent of all parties to this agreement, this agreement or portions thereof may be revised or amended at any time prior to its termination. All work bid under this Agreement shall be completed under this Agreement.
- K. The Local 638 Construction Branch Collective Bargaining Agreement shall apply with regard to Rule IV "Method of Payment" and Rule XXIV "Bonding and Fund Payment Requirements and Administration" with the exception that contractors performing work under this Addendum may do so with a minimum bond in the amount of \$5,000. All wages and benefit contributions shall be paid in accordance with the Local 638 Metal Trades Collective Bargaining Agreement. Any future additional increments shall be allocated in accordance with the Local 638 Metal Trades Collective Bargaining Agreement.

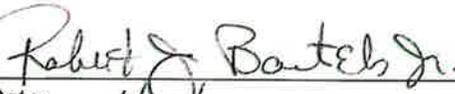
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Effective January 1, 2025 – December 31, 2025

In WITNESS WHEREOF, the parties named above have caused their proper Committees, having full power, to sign these presents:

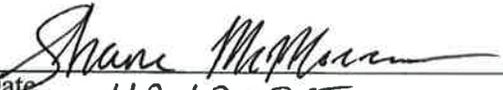
FOR ENTERPRISE ASSOCIATION OF STEAMFITTERS LOCAL 638

Robert Bartels, Jr., Business Manager

  
Date: 1/2/25

FOR MECHANICAL CONTRACTORS ASSOCIATION OF NEW YORK, INC.

Shane McMorrow, Executive VP

  
Date: 1/2/2025

FOR UNITED ASSOCIATION

John Murphy, International Representative

  
Date: 01/02/2025