

**AGREEMENT BETWEEN
NATIONAL FIRE SPRINKLER ASSOCIATION, INC.
AND
SPRINKLER FITTERS AND APPRENTICES LOCAL UNION NO. 699
SEATTLE, WASHINGTON
OF THE
UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES
OF THE
PLUMBING AND PIPE FITTING INDUSTRY OF THE
UNITED STATES AND CANADA**

ARTICLE 1

This Agreement made this 28th day of June, 2025, and operative July 1, 2025 by and between National Fire Sprinkler Association, Inc., Linthicum Heights, Maryland, for and on behalf of its members and other contractors who have assigned their bargaining rights (hereinafter "NFSA"), and Sprinkler Fitters and Apprentices Local Union No. 699, Seattle, Washington (hereinafter "Local 699" or the "Union").

ARTICLE 2

This Agreement is entered into in good faith and the Subscribers hereto declare their entire willingness to fulfill all requirements contained herein, their acts being done with the full knowledge, consent and authority of the Parties of the First and Second Parts. It is hoped and believed that this Agreement properly respected will tend to remove the causes for industrial strife and bring about a better understanding between employer and employee.

This agreement shall be binding upon the parties hereto, their successors, administrators, executors and assigns. It is understood that the parties hereto shall not use any sale, transfer, lease, assignment, receivership, or bankruptcy to evade the terms of this agreement.

RECOGNITION: Having received a request for recognition by the Union, the National Fire Sprinkler Association, Inc. for and on behalf of its contractor members that have given written authorization and all other employing contractors becoming signatory hereto, recognize the Union as the sole and exclusive bargaining representative for all Journeyperson Sprinkler Fitters, Apprentices and Residential Tradesmen in the employ of said Employers, who are engaged in all work as set forth in Article 14 of this Agreement with respect to wages, hours and other conditions of employment. The Contractors, having received a demand for recognition by Local 699 as the majority representative of its employees covered by this Agreement, acknowledge and affirm that Local 699 is the sole and exclusive bargaining representative of its employees covered by this Agreement under Section 9(A) of the National Labor Relations Act based on Local 699's showing of proof, or offer to show proof, of its majority support.

FAVORED NATIONS CLAUSE: It is agreed that the National Fire Sprinkler Association, on behalf of its contractor members and other contractors who have assigned their bargaining rights, shall have the right to automatically incorporate into this Agreement any terms and conditions negotiated by any other employer or employer group with Local 699 that is more favorable to employers than what was negotiated by the Association. The provisions of this paragraph will not be construed to prohibit Project Agreements or to prevent certain temporary and/or single job concessions to this Agreement used in organizing efforts.

ARTICLE 3

TERRITORY: The territory embraced in this Agreement shall include the counties of Island, King, Kitsap, Skagit, Thurston, Snohomish and Pierce in the State of Washington.

It is agreed that the contractor and/or contractor member who is a subscriber to this Agreement shall, when performing work within the jurisdiction of any other Sprinkler Fitter Local Union, adhere to and be bound by the terms and conditions of the Collective Bargaining Agreement negotiated by the National Fire Sprinkler Association, Inc. with these other Sprinkler Fitter Local Unions: Boston #550, Chicago #281, Cleveland #120, Detroit #704, Kansas City #314, Los Angeles #709, Milwaukee #183, Minneapolis-St. Paul #417, Newark #696, Philadelphia #692, Pittsburgh #542, St. Louis #268, San Francisco #483, Road Local #669, and the state of Florida #821.

ARTICLE 4

UNION SECURITY: The Employer shall, as a condition of employment, require all employees engaged in work covered by this Agreement who are members of Local 699 on the date of execution of this Agreement to maintain such membership. The Employer also shall, as a condition of employment, require all other employees and new hires performing work covered by this Agreement to acquire and maintain membership in Local 699 on and after the eighth (8th) day following start of employment or the date of execution of this Agreement, whichever is later. Union membership is not required as a condition of employment for apprentices during their probationary period.

A person shall be acceptable for employment as a Journeyman when that person has produced for the employer and Local Union 699 sworn affidavits of five (5) years' experience in the Sprinkler Industry as a helper, apprentice, and/or Journeyman on the letterhead of the individual's previous employer or employers. The five (5) year period conforms to the period of apprentice training as set forth in the Apprenticeship Standards of the Sprinkler Industry.

A person shall be acceptable for employment as an apprentice after that person has met the requirements in the Apprenticeship Standards and been accepted by the Joint Apprentice Committee. Upon completion of the probationary period, as set forth in the Apprenticeship Standards, the apprentice shall as a condition of employment become a member of the Union (to the extent and in the manner as provided for and permitted by State and Federal Laws).

DUES CHECK-OFF: The Employer agrees to deduct Union Membership Dues and assessments lawfully and uniformly levied by the Union in accordance with the Constitution and By-Laws of the Union from the pay of each employee who executes or has executed an "Authorization for Check-off of Work Assessment" form. An "Authorization for Check-off of Work Assessment" form furnished by the Local Union, shall be given by the Employer to each new employee performing work under this Agreement, for the employee's consideration. Such deductions shall be computed and deducted weekly and remitted monthly to the Local Union 699 Office at 4411 S Ryan Way, Tukwila, WA 98178, not later than the 15th day of each month following the month in which wages were paid.

Any change in the rate of membership dues levied by the Union shall be put into effect and the deductions made during the calendar month following the calendar month in which the Employer received from the Union written notice of the change. The Union agrees to save and hold the Employer and the National Fire Sprinkler Association, Inc. harmless from any action, claim, loss, damage, or the like, including all attorneys' fees arising from or in any way connected with any deductions made pursuant to this paragraph.

ARTICLE 5

WAGES: The rate of wage to be paid under this Agreement for Sprinkler Fitter Journeypersons shall be Sixty-Eight Dollars and Eighty-Nine Cents (\$68.89) per hour, effective on and after July 1, 2025.

Effective January 1, 2026, there shall be a total economic package increase (wages and fringe benefits) of One Dollar and Twenty-Five Cents (\$1.25).

Effective July 1, 2026, there shall be a total economic package increase (wages and fringe benefits) of Three Dollars and Fifty Cents (\$3.50).

Effective January 1, 2027, there shall be a total economic package increase (wages and fringe benefits) of One Dollar and Seventy-Five Cents (\$1.75).

Effective July 1, 2027, there shall be a total economic package increase (wages and fringe benefits) of Three Dollars and Fifty Cents (\$3.50).

Effective January 1, 2028, there shall be a total economic package increase (wages and fringe benefits) of One Dollar and Seventy-Five Cents (\$1.75).

Effective July 1, 2028, there shall be a total economic package increase (wages and fringe benefits) of Three Dollars and Seventy-Five Cents (\$3.75).

Effective January 1, 2029, there shall be a total economic package increase (wages and fringe benefits) of Two Dollars Cents (\$2.00).

All fringe benefit increases over the term of this Agreement shall be paid out of the total economic package, except that there shall be an additional increase of Twenty Cents (\$0.20) per hour for NASI Apprentice and Training Fund, effective July 1, 2025, as outlined in Article 24.

The Union will notify NFSA at least thirty (30) days prior to any scheduled economic increase, as to how the money shall be allocated.

FOREPERSON: On single-employee jobs, the foreperson as selected by the employer shall be paid Five Dollars (\$5.00) per hour above the Journeyperson's scale, effective July 1, 2025.

On jobs with two to seven employees, the foreperson as selected by the employer shall be paid Six Dollars (\$6.00) per hour above the Journeyperson's scale, effective July 1, 2025.

On jobs with eight to eleven employees, the foreperson as selected by the employer shall be paid Seven Dollars and Twenty-Five Cents (\$7.25) per hour above the Journeyperson's scale effective July 1, 2025.

On jobs with twelve or more employees, the foreperson as selected by the employer shall be paid Nine Dollars and Twenty-Five Cents (\$9.25) per hour above the Journeyperson's scale, effective July 1, 2025.

The formula for calculating the overtime rate or shift differential shall be as follows: the straight time Foreperson's rate multiplied by the appropriate shift and/or overtime premium. The straight time Foreperson's rate shall be defined as the Journeyperson's wage rate plus the Foreperson's scale.

One employee shall be present and paid Foreperson's rate at all times on each and every job.

Wages shall be paid on or before 4:30 p.m. each Friday and shall include all wages due up to and including the previous Sunday, it being understood that employers will use diligence in handling payrolls, but that they will not be responsible for unavoidable causes in case wages are not paid at the time intended. Employees shall have the right to be paid by check or electronic transfer.

ARTICLE 6

CARFARE: When an employee is required to move during the day from one job to another job in their own vehicle within the jurisdiction of Local 699, the employee shall receive an amount equal to the standard federal mileage allowance as adjusted for the duration of this Agreement.

Effective July 1, 2025, an employee shall receive reimbursement for parking within the territorial jurisdiction of the Local up to a maximum of Thirty-Five Dollars (\$35.00) per day with receipts.

An employer shall reimburse an employee when the employee has out-of-pocket ferry expense provided that the employee submits to the employer a receipt for said ferry expense.

REIMBURSEMENTS: All certifications or licenses requested by the employer in writing (with the exception of the Washington State Sprinkler Fitter Certification) shall be compensated for testing time and reimbursed for testing fees.

ARTICLE 7

HOURS OF WORK, OVERTIME, AND SHIFTS:

A. HOURS OF WORK: The standard workday shall be eight (8) consecutive hours of work, excluding the lunch period, between the hours of 5 a.m. and 5 p.m. for a five-day week. The work week shall be forty (40) hours.

Four (4) consecutive days at ten (10) hours a day may be worked at straight time, excluding the lunch period, between the hours of 5:00 a.m. and 5:00 p.m.

Hours worked before 5:00 a.m. and/or after the regular workday on Monday through Friday shall be at time and a half, and all hours after twelve (12) hours shall be paid at the double time rate, except where Shift Work or Off Hours applies.

Scheduled time off of less than four (4) hours between jobs shall not be compensated but will count as continuous working hours for the purpose of calculating compensation (excluding unscheduled service calls and meal times).

B. SHIFTS: Shift work may be performed at the option of the Employer. However, when shift work is performed, it must continue for a period of not less than five (5) consecutive work days, on the same job and on the same contract. Eight hours of work constitutes a shift. The hourly rate for employees on the second and third shifts shall be fifteen percent (15%) above the basic hourly rate. When an Employer determines that shift work is necessary, the Employer shall notify the Union at least twenty-four (24) hours in advance.

C. OVERTIME: After eight (8) hours and up to twelve (12) hours per day, Monday through Friday, shall be paid at the time and a half rate, except where a valid 10-hour schedule pursuant to Section A of this Article is in effect. All hours worked after twelve (12) hours per day Monday through Friday shall be paid at the double time rate. The first twelve (12) hours worked on Saturday shall be at the time and a half rate. Any hours worked over twelve (12) hours on Saturday shall be at the double time rate. Hours worked on Sundays and Holidays shall be at double time. The following days shall be considered Holidays: New Year's Day, Presidents' Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day. When one of the above holidays falls on Sunday, the following Monday shall be considered the holiday and all work performed on said day shall be at the double time rate. When one of the above holidays falls on Saturday; the preceding Friday shall be considered the holiday and all work performed on said day shall be at the double time rate.

D. REPORTING PAY: It is agreed that any employee after being hired or reporting for work at the regular time for whom no work is provided shall receive four (4) hours' pay at the current collective bargaining agreement rate unless the employee has been notified before leaving home not to report. An exception shall be made when weather or strike conditions make it impossible to put such an employee to work or any such stoppage of work is occasioned thereby or any employee leaves their work of their own accord.

E. JOB INJURY: If an employee is hurt on the job and requires immediate hospital or doctor's care and is unable to return to work that day, the employee shall be paid a full day's wage for the day of the injury.

F. OFF HOURS: On all buildings that are occupied and the hours are not under the control of the contractor, and they do not fall into the category of the regular workday, the contractor may bid the "off hours" rate at straight time plus fifteen percent (15%).

"Off hours" shall only be worked Monday through Friday and must be no less than four (4) consecutive days at eight (8) hours a day to qualify.

Three (3) days at ten (10) hours may be worked Off Hours at straight time plus fifteen percent (15%). This paragraph shall not apply to new construction, emergency work or if there are other building trades on the same job during the "regular" workday hours. It is also understood that all hours outside the established hours for a particular job shall then be paid at the appropriate overtime rate.

A shift that overlaps the regular workday (5:00 a.m. to 5:00 p.m.) shall be paid at straight time plus fifteen percent (15%) for the entire eight (8) hour shift or time-and-one-half for the hours outside the regular workday (5:00 a.m. to 5:00 p.m.).

It is understood that prior to the initiation of the "off hours" provision, the owner of such building (or owner's representative) shall provide written confirmation as to the owner's necessity that work in the above paragraph be done during the "off hours" period. The Union will be given five (5) days to verify the conditions.

G. ON CALL PAY: One scheduled employee per company per day may be assigned to on-call status and shall be compensated with a Thirty-Five Dollar (\$35.00) payment for each day of the seven (7) day period they are scheduled to that status. When an employee is required to be on call more than seven (7) days during a calendar month, the additional on-call days shall be compensated at the rate of Fifty Dollars (\$50.00) per day. No employee working under this Agreement shall be required to be on call without on-call pay compensation.

An employee who fails to properly respond to a service call through text, email, or phone within twenty (20) minutes shall not receive that day's on-call pay. This shall not apply to an employee on a current service call.

ARTICLE 8

SUPERINTENDENT: Inasmuch as the Superintendent is the agent of the employer, the employer may select anyone to act as Superintendent.

ARTICLE 9

PRODUCTION OF LABOR: It is agreed that a fair day's work shall be performed at all times and that the highest possible standard of work shall be maintained. There shall be no limitation of

the amount of work to be performed. No Fitter or Apprentice working for an employer shall work overtime for another employer during any twenty-four (24) hour day period, except in case of emergency. There shall be no restriction as to the use of machinery or tools. There shall be no restriction as to the manner in which work shall be done. Any machinery, tools or materials which are specifically disapproved by the Washington State Department of Labor and Industries shall not be used. Employers are at liberty to discharge whomever they desire for just cause, but when employees are discharged they shall be paid in full in the regular company pay cycle.

EXTRA CONTRACT AGREEMENTS: The Employer agrees not to enter any Agreement or contract with members of the bargaining unit individually or collectively, which in anyway conflicts with the terms and provisions of this Agreement. There shall be no comp-time worked by employees covered by this Agreement or offered to an employee by an Employer or Superintendent.

ARTICLE 10

MATERIALS AND EQUIPMENT AND FABRICATION: The Union shall accept all materials and equipment as delivered by or for the Employer and the unloading, handling, stockpiling and installing of such material and equipment shall be performed by employees covered by this Agreement.

MAKING ON FITTINGS: It is understood and agreed that the Employer shall have the right to make on only one (1) screwed fitting on threaded pipe, permanently tight in the factory for shipment to any job within the territory of the Local Union and that the employees covered by this Agreement shall install this material without objection or interruption. The foregoing shall, however, not apply to spool pieces, feed main nipples and risers and pipe and fittings that must be hot dipped. All brazing and soldering of copper pipe done in the sprinkler industry shall be fabricated and assembled by Journeypersons and/or Apprentices on the job site. It is recognized that Local 699 has a vital interest in possible future technological developments in the sprinkler industry; therefore, in the event of such changes which could have a significant impact on the employment situation, it is agreed that the parties to this Agreement will meet and endeavor to reach a mutually acceptable solution. The assembling and fabrication of welded pipe formations, when performed on the job site, shall be done by Journeypersons and/or Apprentices receiving the rates in this Agreement. All grooved or mechanical type fittings shall be installed by members covered under this Agreement, excluding commercially available off-the-shelf products.

ARTICLE 11

TOOLS: Except for small hand tools, employees shall be allowed to carry tools, materials and equipment only in company owned vehicles. This paragraph shall not apply to fittings and tools used in emergency situations, not to exceed 75 lb. All tools will be furnished the employee by the Employer. At the close of each day, employees shall see that each tool is put in its proper place and that chests and lockers are left in a place as safe from theft or damage as possible.

No Journeyperson or Apprentice shall be required to deposit any money to guarantee the safety of any tool kit or be liable for any tools lost, stolen or damaged. Journeypersons and Apprentices will,

to the extent possible, protect the employer's tools from theft or damage. Newly indentured Apprentices will have one set of hand tools issued to them by the JATC. Worn out or broken tools returned to the employer will be replaced by the employer.

When site conditions are feasible, the Employer shall provide sufficient, secure facilities for changing and drying work clothes, as well as for taking breaks and meal periods, on new construction high rise projects.

ARTICLE 12

WORKFORCE: The employer shall determine the number of employees for each job, with the understanding that normally at least two (2) employees shall be used on all jobs. However, under certain conditions, it is recognized that one Fitter may be sent to do small jobbing work in accordance with safe working practice.

ARTICLE 13

APPRENTICESHIP: The Parties mutually agree that an Apprenticeship System has been established and that the wages, hours and working conditions of the Apprentices are as covered by the Apprenticeship Standards.

All newly indentured apprentices who enter the Program based upon a list created on and after July 1, 2019 by the Joint Apprenticeship Committee shall receive the following wage rate:

1st period	45% of the Journeyperson Rate	6th period	57% of the Journeyperson Rate
2nd period	46% of the Journeyperson Rate	7th period	62% of the Journeyperson Rate
3rd period	48% of the Journeyperson Rate	8th period	65% of the Journeyperson Rate
4th period	50% of the Journeyperson Rate	9th period	75% of the Journeyperson Rate
5th period	52% of the Journeyperson Rate	10th period	80% of the Journeyperson Rate

Effective July 1, 2025, all apprentices shall be provided the NASI Level I Health and Welfare benefits. The current hourly contribution for those benefits is Twelve Dollars and Forty Cents (\$12.40) per hour for all hours worked.*

*It is agreed that a Retired Employee Subsidy Account (RESA) has been established. The contribution rate, effective July 1, 2025, is One Dollar (\$1.00) per hour for all hours worked by all Building Trades employees covered by this Collective Bargaining Agreement. At any time during the life of this Agreement, should there be any change to the contribution rate, the increase will come from the members' economic package. All RESA contributions will be added to the Health and Welfare contribution required above and submitted to the NASI Trust Fund.

NASI Pension contributions (Article 22) will be made on all hours worked by all apprentices in the third, fourth and fifth years. Supplemental Pension Contributions (Article 27) will be made on hours worked by Apprentices indentured after 7/1/95 as follows:

Period 1.....--
Period 2.....--
Period 3.....\$0.10
Period 4.....\$0.10
Period 5.....\$0.35

Period 6.....\$0.35
Period 7.....\$0.60
Period 8.....\$0.60
Period 9.....\$1.10
Period 10.....\$1.10

Each class will be six (6) months' duration. The Probationary Period shall be one (1) year. The JATC will determine the number of Apprentices to be indentured each year of this Agreement.

A minimum of Twenty (20) apprentices shall be indentured each year of the Agreement. In the event that an apprentice leaves the program for any reason, the JATC shall have 120 days to recruit and hire a suitable replacement.

ARTICLE 14

JURISDICTION OF WORK: The work of the Sprinkler Fitter and/or Apprentice shall consist of the installation, dismantling, maintenance, repairs, adjustments, and corrections of all fire protection and fire control systems including the unloading, handling by hand, power equipment and installation of all piping or tubing, appurtenances and equipment pertaining thereto, including both overhead and underground water mains, fire hydrants and hydrant mains, standpipes, and hose connections to sprinkler systems, sprinkler tank heaters, air lines and thermal systems used in connection with sprinkler and alarm systems, also all tanks and pumps connected thereto. Also included shall be CO2 and Cardox Systems, Dry Chemical Systems, Foam Systems and all other fire protection systems, but excluding steam fire protection systems.

Work of the nature described above that is generated by the inspection or testing of a fire protection system, but not the inspection or testing itself, is covered by this agreement.

The laying out, cutting of holes, setting of sleeves and inserts, the inspection and testing of foam systems, and internal pipe examinations shall be the work of the sprinkler fitter.

The parties recognize the importance of the UA Articles of Jurisdiction in defending against challenges to UA work jurisdiction posed by other trades. As such, the Articles of Jurisdiction are incorporated herein by reference. However, the parties understand and agree that such incorporation shall not modify the work of the Sprinkler Fitter and/or Apprentice as defined in this Article.

ARTICLE 15

HIRING AND LAY-OFF: The employer shall notify Local 699 of the employment of Sprinkler Fitters covered by this Agreement within 24 hours. Should lay-offs be necessary because of lack of work within the territorial jurisdiction of this Local Union, the contractor shall lay off for lack of work on the following basis:

First to be laid off shall be plumbers and steamfitters and all others that are not sprinkler fitter journeypersons or apprentices.

If further lay-offs are still necessary, then 669 journeypersons and apprentices shall be laid off.

If further lay-offs are still necessary, then Local 699 sprinkler fitter journeypersons and apprentices shall be laid off.

On the date of termination or severance of any Journeyperson and Apprentice from the employ of any Employer, the employee shall be given a termination form which shall state the reason therefore, e.g., reduction in force, voluntary quit, discharge for cause, etc.

Local 699 shall provide an updated list of unemployed journeypersons and apprentices within twenty-four (24) hours, upon request. The employer shall notify the Union within twenty-four (24) hours of anyone hired off that unemployed list.

No employer shall engage in the practice of exchanging with a second (2nd) employer any Apprentices for any purpose.

ARTICLE 16

GRIEVANCE PROCEDURE AND ARBITRATION: During the term of this Agreement there shall be no strikes, lockouts, slow-downs, or work stoppages. This shall not include strikes which may be called by the Local Building Trades Council, such strikes to be local in character. It shall not be a violation of this agreement and shall not be cause for discharge, discipline, or permanent replacement for any employee covered by this agreement to refuse to cross or work behind any lawful primary picket line. It is agreed that, in the event the Employer is delinquent at the end of the period in the payment of contributions to the Health and Welfare, the Pension Fund, the Supplemental Pension Fund, or other Funds created under this Agreement, in accordance with the rules and regulations of each Fund, the employees and/or their representatives shall have the right to take action that may be necessary until such delinquent payments are made; provided however, that such action is subsequent to the Employer receiving notice in writing from the Trust Fund Administrator that said contractor is delinquent. It is further agreed that in the event such action is taken, the Employer shall be responsible for any loss resulting therefrom. All disputes and grievances by employees and employers relative to the interpretation or application of this Agreement shall be processed in the following manner:

1. If an employee has a grievance relative to the interpretation or application of this Agreement, the employee shall advise the Business Agent of the Local Union.
2. The Business Agent shall contact the employer within Ten (10) days and attempt to resolve said grievance. If the grievance is not resolved, the Business Agent shall:
3. Reduce the grievance to writing, setting forth the exact date of the alleged grievance and the nature of the grievance and the Article of the Agreement which has been violated, and submit

this to the National Fire Sprinkler Association, Inc. and/or Employer by registered mail requesting a meeting. Within Ten (10) working days of the receipt of said notice, the National Fire Sprinkler Association, Inc. and/or Employer shall meet with representatives of the Local Union and the employer involved to resolve said grievance.

4. If the parties fail to resolve the grievance, they shall immediately submit the grievance to final and binding arbitration as follows:
 - a. The Union and the National Fire Sprinkler Association, Inc. and/or Employer shall request from the American Arbitration Association a list of five names from which the parties will select an arbitrator.
 - b. The parties shall attempt, by mutual agreement, to select one of the five (5) names submitted by the American Arbitration Association. If they are unable to reach an agreement, the parties shall alternate in striking four names from the list, with the first strike decided by the toss of a coin. The remaining name shall be the Arbitrator.
 - c. The decision of this Arbitrator shall be final and binding upon the parties.
 - d. The Arbitrator must confine himself to the interpretation and application of the Agreement and has no power to alter, change or amend said Agreement.
 - e. If the employer or the Association has a grievance relative to the interpretation or application of this Agreement, the Grievance shall be submitted in writing by registered mail to the Union, setting forth the exact date of the grievance, the nature of the grievance, and the Article of the Agreement which has been violated.
 - f. The Union shall meet with the Employer within five (5) days of receipt of the grievance to discuss said grievance.
 - g. If the parties fail to resolve the grievance, the Union and the National Fire Sprinkler Association, Inc. with the Employer present, and/or Employer shall meet within seven (7) days of notice that parties did not resolve the grievance.
 - h. If the Union and the National Fire Sprinkler Association, Inc. and/or Employer fail to resolve the grievance, it shall be submitted to final and binding arbitration as set forth herein.
 - i. The loser shall bear the total expense of the Arbitration.
 - j. All grievances to be considered must be submitted within ten (10) days of the occurrence of the alleged grievance.

ARTICLE 17

NON-PAYMENT OF FRINGES: Should an employer be in violation of this Agreement for non-payment or non-reporting of wages, fringe contributions, dues check-off amounts, such violation

shall be excluded from the grievance procedure provided in Article 16 of this Agreement and Local Union 699 shall have the right to remove employees from a job or jobs of the employer or to take other legal or economic action against the employer. The Funds herein may also take legal action against the employer for non-payment of fringe contributions.

LIQUIDATED DAMAGES, ATTORNEY'S FEES AND AUDIT OF EMPLOYER'S BOOKS: Procedure for assessment and collection of liquidated damages, attorney's fees and auditing of employer's books shall be in accordance with the provisions of the Trust Agreement and direction of the Trustees of the Trust Agreement between the National Fire Sprinkler Association, Inc. and Road Sprinkler Fitter Local 669, as applicable to this Agreement under Article 23.

ARTICLE 18

SURETY BOND: Each contractor who is a subscriber to this Agreement or who desires to become a subscriber to this Agreement shall furnish to Local Union 699 a cash or surety bond in the amount of Fifty Thousand Dollars (\$50,000) for contractors employing one (1) to five (5) employees working under this Agreement, Seventy-Five Thousand Dollars (\$75,000) for contractors employing six (6) to twelve (12) employees working under this Agreement, One Hundred Fifty Thousand Dollars (\$150,000) for contractors employing thirteen (13) to twenty (20) employees working under this Agreement, Three Hundred Fifty Thousand Dollars (\$350,000) for contractors employing twenty-one (21) to fifty (50) employees working under this Agreement, and Six Hundred Thousand Dollars (\$600,000) for contractors employing fifty-one (51) or more employees working under this Agreement to guarantee contributions for all fringe payments (Welfare, Pension, Educational, Supplemental Pension, Industry Promotion) and Dues Check Off for the duration of this Agreement. For purposes of this Article, the number of employees working under this Agreement employed by a contractor shall be determined by the average number of applicable employees employed by the contractor during the previous year.

Any contractor who becomes signatory to this Agreement must have a bond on file with Local Union 699 within fifteen (15) calendar days of the signing of this Agreement.

Should the contractor fail to provide and maintain the bond as required, Local Union 699 shall have the right to remove the employees covered by this Agreement or take other legal economic action against the employer provided, however, that the contractor first be given fifteen (15) calendar days' written notice by Local Union 699 of failure to comply.

Local Union 699 will forward a copy of the surety bond face sheet, in accordance with the terms of this Article, to the National Fire Sprinkler Association, Inc.

ARTICLE 19

WORK PRESERVATION: In order to permit the employers to effectively compete for work in the industry, to protect work opportunities for employees and to insure that the employers work will be performed under union conditions it is agreed that the parties may, upon the showing of a bonafide need, modify this agreement in the form of a Work Preservation Agreement. Failure to

agree to a modification shall not give rise to a grievance nor right to economic or other action.

ARTICLE 20

SUBCONTRACTING: The employers party to this Agreement shall not subcontract any work as set forth in ARTICLE 14 - "JURISDICTION OF WORK" of this Agreement for work done or to be done at the site of the construction, alteration, painting or repair of a building, structure, or other work, to any person, firm, partnership, corporation or other entity unless said party to whom the work is sub-contracted is a party to this Collective Bargaining Agreement.

ARTICLE 21

WELFARE: It is mutually agreed that a Welfare Fund has been established for those employees who are covered by this Collective Bargaining Agreement on a National Automatic Sprinkler Industry basis.

For the purpose of the support, maintenance and administration of this Fund, each contractor who is a party to this Agreement shall contribute to the Fund Twelve Dollars and Forty Cents (\$12.40) per hour for all hours worked by all journeypersons covered by this Collective Bargaining Agreement, effective July 1, 2025. (This includes One Dollar (\$1.00) per hour as noted below.*)

*It is agreed that a Retired Employee Subsidy Account (RESA) has been established. The contribution rate, effective July 1, 2025, is One Dollar (\$1.00) per hour for all hours worked by all Building Trades employees covered by this Collective Bargaining Agreement. At any time during the life of this Agreement, should there be any change to the contribution rate, the increase will come from the members' economic package. All RESA contributions will be added to the Health and Welfare contribution required above and submitted to the NASI Trust Fund.

Future adjustments to the National Automatic Sprinkler Industry Welfare Fund and Retired Employee Subsidy Account during the term of this Agreement shall be paid out of the total economic package.

ARTICLE 22

PENSION: It is mutually agreed that a Pension Fund has been established for those employees who are covered by this Collective Bargaining Agreement on a National Automatic Sprinkler Industry basis.

For the purpose of the support, maintenance and administration of this Fund, each contractor who is a party to this Agreement shall contribute to the Fund Seven Dollars and Forty Cents (\$7.40) per hour for all hours worked by all journeypersons and all apprentices starting with their third year covered by this Collective Bargaining Agreement, effective July 1, 2025.

Future adjustments to the National Automatic Sprinkler Industry Pension Fund during the term of

this Agreement shall be paid out of the total economic package.

ARTICLE 23

ASSENT OF WELFARE AND PENSION: In consideration of benefits to be derived and other good and valuable considerations, Sprinkler Fitters Local Union No. 699, Seattle, Washington, although not a party to the Local 669 Agreement, does hereby join in and does subscribe to the Declaration of Trusts of the National Automatic Sprinkler Local 669, U.A. Welfare Fund and the National Automatic Sprinkler Local 669, U.A. Pension Fund made between the National Fire Sprinkler Association, Inc. and Local Union 669, and agrees to be bound by any amendments thereto, and the employers to this Agreement with Sprinkler Fitters Local Union No. 699, Seattle, Washington, agree to make contributions in the amounts as set forth in this Agreement to the Trustees as provided by the Trust Agreement between the National Fire Sprinkler Association, Inc. and Local Union 669, and further, the parties here authorize said parties of the 669 Agreement to name Trustees and successor Trustees to administer said Welfare and Pension Fund, hereby ratifies and accepts such Trustees in the terms and conditions of said Trusts as fully and completely as if made by the undersigned.

UNIFORMITY OF FRINGE CONTRIBUTIONS: Whereas, this Agreement provides for contributions to the National Automatic Sprinkler Industry Welfare and Pension Funds by contractors party to this Agreement, and whereas the Trustees of these Funds require uniform contributions to these Funds, therefore, the Welfare and Pension contributions as set forth in this Agreement shall be adjusted the 1st of January of each year so that contributions required in this Agreement shall be uniform and identical with the hourly contribution as required by the Trust Board.

ARTICLE 24

NATIONAL AUTOMATIC SPRINKLER INDUSTRY APPRENTICE AND TRAINING FUND: In order to carry out the functions of the Apprentice Program and the Journeyman Training Program, each contractor who is a party to this Agreement shall pay to the "National Automatic Sprinkler Industry Apprentice and Training Fund" One Dollar and Twenty-Five Cents (\$1.25) per hour for all hours worked by all employees covered by this Collective Bargaining Agreement, effective July 1, 2025. If the contribution rate is decreased for any reason, the savings shall revert back to the Employer. The Employer shall not be responsible for any expense or cost beyond the hourly contribution as set forth herein.

It shall be the duty of the Trustees of this Fund to collect contributions from the employers who are a party to this Agreement and to disburse from this Fund moneys, less the expense of collection and administration for expenses incurred by the Joint Apprentice Committee in the territory embraced by this Agreement in carrying out the functions of the Apprentice Program.

In consideration of benefits to be derived the Union and Employers party to this Agreement, do hereby join and subscribe to the Declaration of Trust as of May 23, 1966, of the "National Automatic Sprinkler Industry Apprentice and Training Fund" and agreed to be bound by Amendments thereto and the employers to the Agreement agree to make contributions as set forth

in the Agreement to the Trustees, and further, the parties to this Agreement authorize the parties of the "National Automatic Sprinkler Industry Apprentice and Training Fund" to name Trustees and successor Trustees, hereby ratifies and accepts such Trustees and the terms and conditions of said Trust as fully and completely as if made by the undersigned.

UNITED ASSOCIATION INTERNATIONAL TRAINING FUND: In order to carry out the functions of the International Training Fund, each contractor who is a party to this agreement shall forward to the NASI Fund Office Five Cents (\$0.05) per hour for all hours worked by all employees whose wages are covered by this Collective Bargaining Agreement, effective January 1, 2013. NASI will forward these contributions to the United Association International Training Fund. If for any reason this Fund is eliminated or ceases to exist as the International Training Fund, all contributions will revert back to the membership of Local 699 and shall be distributed at the discretion of Local 699.

ARTICLE 25

The parties to this Agreement acknowledge that they are subject to State and Federal Law and municipal ordinances regarding equal opportunity and fair employment and therefore will jointly take the necessary steps to comply with these laws and ordinances to assure, within the scope of this Agreement, compliance with equal opportunity and fair employment practice laws and ordinances, and that the employment, referral, or selection of all employees shall be on the basis of qualifications without regard to race, color, sex, religion, national origin and ancestry. It is also understood that the Local does not take part in the hiring of journeyperson members of Local 699, and the Contractors have the sole responsibility and control of whom they hire.

ARTICLE 26

SAVINGS CLAUSE: If any article or provision of this Agreement shall be declared invalid, inoperative or unenforceable by any competent authority of the executive, legislative, judicial, or administrative branch of the Federal or any State government, the Employer and the Union shall suspend the operation of such article or provision during the period of its invalidity and shall substitute, by mutual consent in its place and stead, an article or provisions which will meet the objections to its validity and which will be in accord with the intent and purposes of the Article or provision in question.

If any article or provision of the Agreement shall be held invalid, inoperative or unenforceable by operation of law or by any of the above mentioned tribunals of competent jurisdiction, the remainder of this Agreement or the application of such article or provision to persons or circumstances other than those as to which it has been held invalid, inoperative and unenforceable shall not be affected thereby.

ARTICLE 27

SUPPLEMENTAL PENSION: It is mutually agreed that a Sprinkler Industry Supplemental Pension Fund is hereby established for those employees whose wages are covered by this collective bargaining agreement.

For the purpose of the support, maintenance, and administration of the Fund, each contractor who is a party to this Agreement shall pay to the Fund Twelve Dollars and Seventy Cents (\$12.70) per hour for all hours worked by all journeypersons covered by this Collective Bargaining Agreement, effective on and after July 1, 2025.

The employer shall not be responsible for any expenses or cost beyond this hourly contribution as set forth herein.

This Fund is created under an Agreement and Declaration of Trust by and between National Fire Sprinkler Association, Inc. and Sprinkler Fitters and Apprentices Local Unions No. 709, Los Angeles, California; No. 483, San Francisco, California; and No. 699, Seattle, Washington. There shall be an equal number of Association and Union Trustees, appointed by the respective parties to this Agreement. It shall be the duty of the Trustees to administer the Agreement and Declaration of Trust in accordance with Federal and State Laws and to take all necessary steps to carry out the legal operation of the Fund.

The employers bound by this agreement do hereby join in and subscribe to the Agreement and Declaration of Trust of the Sprinkler Industry Supplemental Pension Fund and agree to be bound by any amendments thereto.

ARTICLE 28

INDUSTRY FUND: Effective July 1, 2016, employers shall pay to the National Fire Sprinkler Industry Promotion Fund Fifty Cents (\$0.50) per hour for each hour worked by each employee subject to this Agreement. It is understood that Twenty-Five Cents (\$0.25) of the contribution rate shall be used for the purposes of contract administration and national programs, and the remaining Twenty-Five Cents (\$0.25) shall be used as directed by the Local Advisory Committee established by the Trustees within the guidelines of the Trust Agreement.

Employers agree to become a party to the Agreement and Declaration of Trust establishing the National Fire Sprinkler Industry Promotion Fund when same is prepared. It is understood and agreed that the fund and program of benefits at all times through the life of this agreement shall be such as to qualify for approval by the Internal Revenue Bureau of the United States Treasury Department and other appropriate government agencies if necessary to permit all employers an income tax deduction for contributions paid.

ARTICLE 29

DRUG AND ALCOHOL: The NFSA and Local 699 acknowledge that the use of alcohol and illicit drugs that impair work performance is detrimental to the health and safety of the employees covered by this Article. It is also acknowledged that employees suffering from an alcohol or drug related problem should be afforded the opportunity to remedy their health problem. Therefore, it is hereby agreed by the parties as follows:

1. An employee shall not report for work in a condition unfit for work due to the use of alcohol, illegal drugs, or other illegal substances that impair his/her work performance. Being in a

condition unfit for work because of the effects of illegal drugs, alcohol or other illegal substances that impair work performance while at the job site is cause for disciplinary action, up to and including discharge.

2. If an employer has "probable cause" to suspect that an employee is unfit for work as described above, the employer may require the employee to submit to a detection test as outlined in Paragraph 3 to determine whether the employee is in violation of Paragraph 1. "Probable cause" means objective belief based on direct observation by a supervisor, or management representative and/or 1 member of Local Union 699 on the job site such that it can be described with particularity, i.e., specific facts. All such facts must be immediately reduced to writing by the supervisor or management official and provided to the employee and the Union. If a supervisor or management official is not "on site" to observe an employee whose performance is impaired, the job foreperson shall contact the employer by telephone immediately.

"On site" means the location of the job at which the employee is suspected of being unfit for work.

It is also understood that the employer may require a pre-hire test.

3. The procedure for detection of alcohol-related impairment shall be the same as used by the State of Washington and presumptive impairment shall be determined by using the State established level for a finding of driving a vehicle while intoxicated. The testing procedure for drug related impairment shall use the EMIT or similar screening test in the first instance. The following initial cutoff levels shall be used when screening specimens to determine whether they are negative or positive for these nine drugs or classes of drugs:

	<u>Initial Test Level (ng/ml)</u>
Amphetamines	1000
Barbiturates	50
Benzodiazepines	300
Cocaine	300
Methadone	300
Opioids	300
Phencyclidine (PCP)	25
Propoxyphene (Darvon)	300
Methaqualones (Quaaludes)	30

The results of the test must be confirmed by the gas chromatography/mass spectrometry method. The failure to confirm the initial finding by GC/MS shall nullify the initial screening. The types of drugs listed above are not the exclusive set of drugs for the detection of which analysis may be conducted provided the parties are in agreement as to applicable procedures and standards for drugs not enumerated above.

4. The testing shall be conducted by a laboratory certified to perform such tests by the United States Department of Health and Human Services or any other laboratory designated by agreement of the parties (Agreed list to be attached to this Agreement). The collection of the samples shall conform to procedures established by HHS in February, 1987. These procedures

are available upon request from National Fire Sprinkler Association, Inc. and from the Union.

5. After any sample is collected pursuant to the provisions of this memorandum, the employee shall be given a portion of the sample collected for his/her own analysis. Said portion shall be clearly identified and sealed. The Employer shall also provide the employee and Union representative with a listing of the three (3) closest laboratories or testing agencies which comply with the HHS Guidelines cited above. In the event the District Business Agent is not available to be "on site" within one hour, the union shall designate a temporary alternate Union representative. The employee shall have the right to independent analysis at these approved facilities. Any report on the contents of the sample must contain a signed attestation that the seal was intact upon submission to the testing facility.
6. The Employer shall notify the Union, in writing, that it has required a test to be performed and the reasons for testing as outlined in Paragraph 2 of this Article. The employee shall be advised by the Employer that he/she has the right to Union representation at all stages of the investigation and assessment process. Refusal by the employee to cooperate in the investigation and assessment process shall constitute grounds for discipline up to and including discharge. Failure by an Employer to afford the employee the right to Union representation, upon request, shall preclude discipline or other adverse action against the employee.
7. Possession or sale of illegal drugs or other illegal substances at the work site shall constitute independent grounds for discharge without regard to "probable cause" of unfitness for work or adverse effect upon work performance.
8. Any finding of unfitness for duty and any discipline imposed under this memorandum shall be subject to the grievance/arbitration procedure found in Article 16 of this Agreement. The employee may be assigned to non-safety sensitive positions pending resolution of the grievance.
9. All records pertaining to investigation and assessment of an employee shall be maintained as strictly confidential and shall not be released other than to the employee or to the Union. Under no circumstances shall said records be disclosed or otherwise utilized for law enforcement purposes, unless formally subpoenaed by law enforcement agency(s).
10. The only permissible testing by the Employer shall be set forth in paragraph 2. There shall be no random testing, use of electronic detection devices, use of search dogs, searches of persons or vehicles or other practices not specifically mentioned in this memorandum. If the General Contractor or owner requires drug or alcohol testing other than that provided herein, the Employer shall comply. At the option of the employee or the Union, any employee tested through procedures other than those set forth above shall have the right, to be tested pursuant to procedures set forth in paragraph 2 and no discipline may be imposed until unfitness for work is established pursuant to paragraph 2. Should the retest results also exceed the minimum levels, thereby reflecting unfitness for work, permitted herein, the Contractor shall not be responsible for the cost of the retest.
11. This memorandum shall not bar any subsequent modifications of the standards and tests promulgated by the Joint Apprenticeship Training Committee nor testing of applicants for the Joint Apprenticeship Program pursuant to procedures adopted by the Joint Apprenticeship Training Committee.

ARTICLE 30

Vehicle Safety Equipment: Local 699 acknowledges the use of global positioning systems (GPS) to efficiently and economically schedule work and respond to emergency situations, not to be used for disciplinary purposes without notice given to the Business Manager.

The Employer may install and use dash cam technology for safety purposes with the following limitations:

1. No livestream feature will be used or engaged.
2. No driver audio will be captured.
3. Driver-facing video shall not be utilized while the vehicle is in park.
4. Any captured metrics or data will not be used for disciplinary purposes without notice given to the Business Manager.

ARTICLE 31

DURATION OF AGREEMENT: The duration of this Agreement shall be from July 1, 2025 to June 30, 2029.

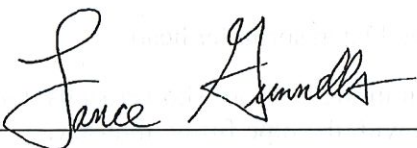
ARTICLE 32

PROVISIONS FOR RENEWAL OF AGREEMENT: Sixty (60) days prior to July 1, 2029, written notice may be given by either party requesting a conference to prepare for such alterations or amendments to this Agreement as may be necessary. Failure to give such written notice, this Agreement shall remain in force from year to year unless written notice of sixty (60) days prior to July 1st is served.

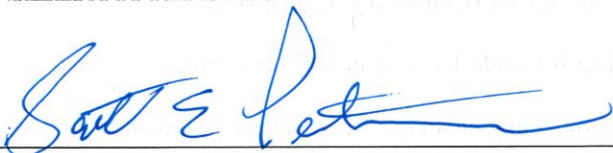
Written notice shall be sent by certified mail return receipt requested to National Fire Sprinkler Association, Inc., 514 Progress Drive, Suite A, Linthicum Heights, MD 21090, and to the Business Manager of Local Union 699, 4411 S Ryan Way, Tukwila, Washington 98178.

Dated this 28th day of June, 2025.

For the
NATIONAL FIRE SPRINKLER ASSOCIATION, INC.

By: 

For:
SPRINKLER FITTERS AND APPRENTICES LOCAL UNION NO. 699, SEATTLE, WASHINGTON

By: 

ADDENDUM A

to the AGREEMENT BETWEEN
NATIONAL FIRE SPRINKLER ASSOCIATION, INC.
and
SPRINKLER FITTERS LOCAL UNION NO. 699, SEATTLE, WASHINGTON OF THE UNITED
ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE
PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES & CANADA

The following is the jurisdiction of work of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada:

1. All piping, valves, computer aided drafting and/or hand detail drawing for plumbing, water, waste, floor drains, drain grates, supply, leader, soil pipe, grease traps, sewage and vent lines.
2. All piping for water filters, water softeners, water meters and the setting of same.
3. 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.
4. All water services from mains to buildings, including water meters and water meter foundations.
5. All water mains from whatever source, including branches and fire hydrants, etc.
6. All down spouts, drainage areas, soil pipe, catch basins, manholes, drains, gravel basins, storm water sewers, septic tanks, cesspools, water storage tanks, gray water, rainwater and reclaimable water collection of every type and description used for plumbing and pipefitting systems, etc.
7. All liquid soap piping, liquid soap tanks, soap valves, and equipment in bath and washrooms, shower stalls, etc.
8. All bathroom, toilet room and shower room accessories, i.e. as towel racks, paper holders, glass shelves, hooks, mirrors, cabinets, etc.
9. All lawn sprinkler work, including piping, fittings, and lawn sprinkler heads.
10. 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.
11. 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.
12. All block tin coils, carbonic gas piping for soda fountains and bars, etc.
13. All piping for railing work and racks of every description, whether screwed or welded.
14. All piping for pneumatic vacuum cleaning systems of every description.

15. All piping for hydraulic, vacuum, pneumatic, air, water, steam, oil, or gas, used in connection with railway cars, railway motor cars, and railway locomotives.
16. All marine piping, and all piping used in connection with ship building and shipyards.
17. All power plant piping of every description.
18. The handling, assembling, and erecting of all economizers, super-heaters, regardless of the mode or method of making joints, hangers, and erection of same.
19. All internal and external piping on boilers, heaters, tanks and evaporators, water legs, water backs and water grates, boiler compound equipment, etc.
20. All soot blowers and soot collecting piping systems.
21. The setting, erecting, and piping for all smoke consuming and smoke washing and regulating devices.
22. 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.
23. 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.
24. 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, as well as all radon piping and all methane recovery systems.
25. 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.
26. All ash collecting and conveyor piping systems, including all air washing and dust collecting piping and equipment, accessories and appurtenances and regulating devices, etc.
27. 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.
28. 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.
29. All fire extinguishing systems and piping, valves, and computer aided drafting and/ or hand detail drawing, whether by water, steam, gas, or chemical, fire alarm piping, and control tubing, etc.
30. All piping for sterilizing, chemical treatment, deodorizing, and all cleaning systems of every description, and laundries for all purposes.

31. All piping for oil or gasoline tanks, gravity and pressure lubricating and greasing systems, air and hydraulic lifts, etc.
32. All piping for power or heating purposes, either by water, air, steam, gas, oil, chemicals, geothermal, solar or any other method.
33. All piping, setting and hanging of all units and fixtures for air-conditioning, cooling, heating, roof cooling, refrigerating, ice making, humidifying, dehumidifying and dehydrating by any method, and the charging, testing, and servicing of all work after completion.
34. All pneumatic tube work, and all piping for carrying systems by vacuum, compressed air, steam, water, or any other method.
35. All piping to stoves, fire grates, blast and heating furnaces, ovens, driers, heaters, oil burners, stokers, and boilers and cooking utensils, etc. of every description.
36. All piping in connection with central distributing filtration treatment stations, boosting stations, waste and 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.
37. All process piping, valves, computer aided drafting and/or hand detail drawing for refining, manufacturing, industrial, and shipping purposes of every character and description.
38. All air piping of every description.
39. All temporary piping of every description in connection with building and construction work, excavating and underground construction.
40. The laying out and cutting of all holes, chases and channels, the setting and erection of bolts, inserts, stands, brackets, supports, sleeves, thimbles, hangers (including all seismic hangers), conduit and boxes, used in connection with the pipe fitting industry.
41. The handling and setting of boilers, setting of fronts, setting of soot blowers, and attaching of all boiler trimmings.
42. All pipe transportation lines for gas, oil, gasoline, fluids and liquids, water aqueducts, water lines, and booster stations of every description.
43. All acetylene and arc welding, brazing, lead burning, soldered and wiped joints, caulked joints, expanded joints, rolled joints, or any other mode or method of making joints in connection with the pipe fitting industry.
44. Laying out, cutting, bending and fabricating of all pipe work of every description, by whatever mode or method.
45. All methods of stress relieving of all pipe joints made by every mode or method.
46. The assembling and erecting of tanks, used for mechanical, manufacturing or industrial purposes,

to be assembled with bolts, packed or welded joints.

47. 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.
48. The operation, maintenance, repairing, servicing, inspecting, testing, including but not limited to nondestructive examination, commissioning, renovation, upgrading, modernization, replacement and dismantling of all work installed by journeymen members of the United Association.
49. All piping for cataracts, cascades (i.e. artificial waterfalls), make-up water fountain, captured waters, water towers, cooling towers, and spray ponds used for industrial, manufacturing, commercial, or for any other purposes.
50. 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.

ADDENDUM B

to the AGREEMENT BETWEEN
NATIONAL FIRE SPRINKLER ASSOCIATION, INC.

and

SPRINKLER FITTERS LOCAL UNION NO. 699, SEATTLE, WASHINGTON OF THE
UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE
PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES & CANADA

MEMBER AND LOCAL UNION RESPONSIBILITIES:

To ensure the UA Standard for Excellence platform meets and maintains its goals, the Local Union Business Manager, in partnership with his implementation team, including shop stewards and the local membership, shall ensure all members:

- Meet their responsibilities to the employer and their fellow workers by arriving on the job ready to work, every day on time (Absenteeism and tardiness will not be tolerated.)
- Adhere to the contractual starting and quitting times, including lunch and break periods (Personal cell phones will not be used during the workday with the exception of lunch and break periods.)
- Meet their responsibility as highly skilled crafts workers by providing the required tools as stipulated under the local Collective Bargaining Agreement while respecting those tools and equipment supplied by the employer
- Use and promote the local union and international training and certification systems to the membership so they may continue on the road of lifelong learning, thus ensuring UA crafts workers are the most highly trained and sought after workers
- Meet their responsibility to be fit for duty, ensuring a zero tolerance policy for substance abuse is strictly met
- Be productive and keep inactive time to a minimum
- Meet their contractual responsibility to eliminate disruptions on the job and safely work towards the on-time completion of the project in an auspicious manner
- Respect the customers' property (Waste and property destruction, such as graffiti, will not be tolerated.)
- Respect the UA, the customer, client and contractor by dressing in a manner appropriate for our highly skilled and professional craft (Offensive words and symbols on clothing and buttons are not acceptable.)
- Respect and obey employer and customer rules and policies
- Follow safe, reasonable and legitimate management directives.

EMPLOYER AND MANAGEMENT RESPONSIBILITIES:

MCAA/MSCA, PFI, MCPWB, PCA, UAC and NFSA and their signatory contractors have the responsibility to manage their jobs effectively, and as such have the following responsibilities under the UA Standard for Excellence.

- Replace and return to the referral hall ineffective superintendents, general foremen, foremen, journey workers and apprentices
- Provide worker recognition for a job well done
- Ensure that all necessary tools and equipment are readily available to employees
- Minimize workers' downtime by ensuring blueprints, specifications, job layout instructions and material are readily available in a timely manner

- Provide proper storage for contractor and employee tools
- Provide the necessary leadership and problem-solving skills to jobsite Supervision
- Ensure jobsite leadership takes the necessary ownership of mistakes created by management decisions
- Encourage employees, but if necessary, be fair and consistent with discipline
- Create and maintain a safe work environment by providing site specific training, proper equipment and following occupational health and safety guidelines
- Promote and support continued education and training for employees while encouraging career building skills
- Employ an adequate number of properly trained employees to efficiently perform the work in a safe manner, while limiting the number of employees to the work at hand, thereby providing the customer with a key performance indicator of the value of the UA Standard for Excellence
- Treat all employees in a respectful and dignified manner, acknowledging their contribution to a successful project
- Cooperate and communicate with the Job Steward

PROBLEM RESOLUTION THROUGH THE UA STANDARD FOR EXCELLENCE POLICY:

Under the UA Standard for Excellence it is understood, that members through the local union, and management through the signatory contractors, have duties and are accountable in achieving successful resolutions.

MEMBER AND LOCAL UNION RESPONSIBILITIES:

- The Local Union and the Steward will work with members to correct and solve problems related to job performance.
- Job Stewards shall be provided with steward training and receive specialized training with regard to the UA Standard for Excellence.
- Regular meetings will be held where the job steward along with UA Supervision will communicate with the management team regarding job progress, work schedules, and other issues affecting work processes.
- The Job Steward shall communicate with the members about issues affecting work progress.
- The Business Manager or his delegate will conduct regularly scheduled meetings to discuss and resolve issues affecting compliance of the UA Standard for Excellence policy.
- The Steward and management will attempt to correct such problems with individual members in the workplace.
- Individual members not complying with membership responsibility shall be brought before the Local Union Executive Board, which will address such members' failure to meet their obligation to the local and the UA, up to and including filing charges. The Local Union's role is to use all available means to correct the compliance problem.

EMPLOYER AND MANAGEMENT RESPONSIBILITIES:

- Regular meetings will be held where the management team and UA Supervision will communicate with the Job Steward regarding job progress, work schedules, and other issues affecting the work process.
- Management will address concerns brought forth by the Steward or UA Supervision in a professional and timely manner.
- A course of action shall be established to allow the job Steward and/or UA Supervision to communicate with higher levels of management in the event there is a breakdown with the

responsible manager.

- In the event that the employee is unwilling or unable to make the necessary changes, management must make the decision whether the employee is detrimental to the UA Standard for Excellence platform and make a decision regarding his further employment.

ADDITIONAL JOINTLY SUPPORTED METHODS OF PROBLEM RESOLUTION:

- In the event an issue is irresolvable at this level, the Local or the Contractor may call for contractually established Labor Management meeting to resolve the issues.
- Weekly job progress meetings should be conducted with Job Stewards, UA Supervision and Management.
- The Local or the Contractor may involve the customer when their input is prudent in finding a solution.
- Foremen, General Foremen, Superintendents and other management should be educated and certified as leaders in the UA Standard for Excellence policy.

ADDENDUM C

RESIDENTIAL ADDENDUM

to the AGREEMENT BETWEEN
NATIONAL FIRE SPRINKLER ASSOCIATION, INC.

and

SPRINKLER FITTERS LOCAL UNION NO. 699, SEATTLE, WASHINGTON OF THE UNITED
ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE
PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES & CANADA

1. This agreement is an addendum to the Agreement between the National Fire Sprinkler Association and Sprinkler Fitters Local Union 699 Seattle, Washington. This Addendum shall apply only as an amendment to the current Collective Bargaining Agreement and shall be restricted to work defined as Residential Fire Protection.
2. All articles, terms, and conditions contained in the current Collective Bargaining Agreement shall apply, except as specifically amended herein.
3. **Residential Fire Protection** shall be defined as all work performed within the scope of current Collective Bargaining Agreement on units built solely for family residences, including mobile homes, single-family residences, triplexes, duplexes, and apartments or condominiums not to exceed four stories in height, including utilities and storage garages built in conjunction therewith, not to include college and university dormitories, protective care homes (sheltered housing), nursing homes, and ambulatory or assisted care facilities.

Jurisdiction of Work

4. **Fabrication**: All procedures required for the fabrication of non-metallic pipe shall be performed by Journeypersons, Apprentices, or Residential Tradespeople.
5. **Residential Tradespersons**: Individuals specifically hired to install fire sprinkler systems in residential dwellings.
6. Parking garages in commercial/retail use areas shall not be considered residential dwellings and shall be the work of Building Trades Journeypersons and Apprentices.
7. **Ratio**: Sprinkler Fitter Apprentices and Residential Tradespeople Levels I, II, III, and IV may be employed at a ratio of 3 to 1 Sprinkler Fitter Journeypersons, Residential Tradespeople, or Master Tradespeople who are receiving the rates of pay established in this Addendum, except as prohibited by Washington State law.
8. **Tools**: All tools and personal protective equipment shall be furnished by the employer.
9. **Hiring Procedure**: When the employer needs manpower, he/she shall in every case call the Local Union and make this requirement known. All hiring shall be done through Local Union 699. Credit for previous employment and experience shall be as mutually agreed upon between the Union and the affected employer.
10. **Work Week**: The standard work week shall be five (5) consecutive workdays, either Monday through Friday or Tuesday through Saturday.

11. **Overtime:** All work performed after forty (40) hours in any work week shall be paid at the rate of time and one-half (1-1/2) the regular straight time rate of pay. All work performed on Sundays and the following holidays: New Year's Day, Presidents' Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving day, the day after Thanksgiving, and Christmas day, or all hours over sixty (60) in one week shall be paid at a rate of two (2) times the regular straight time rate of pay.
12. **Foreperson:** On jobs there will be the foreperson and, as a minimum, the foreperson will be paid the Residential Tradesperson Package "A".
- a. **High Forman:** Residential forepersons shall be paid an additional \$2.00 per hour when responsible for jobs with 5 or more residential workers.
13. Building Trades Journeypersons and Apprentices employed under this Addendum shall receive the fringe benefits established in the Collective Bargaining Agreement (their regular fringes) with the exception that no supplemental pension will be paid.
14. Building Trades Apprentices employed under this Addendum shall be paid in accordance with the wage rates established in the Collective Bargaining Agreement (their regular rates), not to exceed the Residential Rate A.
15. This Addendum is not applicable to any prevailing rate job (i.e., State-, federal-, city-, or county-funded project).
16. The contribution to the Industry Promotion Fund for National Programs shall be \$0.05 per hour for all residential hours.
17. **Probationary Period:** An initial Probationary Period shall apply to all Level I Residential Tradespersons. During the Probationary Period, a Level I Residential Tradesperson may be discharged without a hearing or stated cause. The Probationary Period shall be the initial six (6) months of employment.
18. Upon completion of Level III Tradesperson and completion of 4,000 hours of trade experience, a person may sit for the Washington State Residential Fitters Certification Test. Upon achievement of a passing grade on the Test, the person shall be upgraded to Residential Tradesperson status six (6) months from the date of test administration.
19. Master Tradesperson status shall be attained upon completion of 1,500 hours of reported work as a Tradesperson, a minimum of 7,500 reported work hours, and possession of a Washington State Residential Fitters Certification.
20. **Economic Packages:** The Economic increases for the various levels of employment under this Addendum shall be as follows:
- | | |
|---------------|---|
| Tradesperson: | 76% of total economic increase of Master Tradesperson |
| Level IV: | 60% of total economic increase of Master Tradesperson |
| Level III: | 55% of total economic increase of Master Tradesperson |
| Level II: | 50% of total economic increase of Master Tradesperson |
| Level I: | 46% of total economic increase of Master Tradesperson |

The initial rates to be paid, effective September 1, 2025, for the various levels of employment under this Addendum shall be as follows:

BUILDING TRADES JOURNEYPERSON WORKING AS MASTER TRADESPERSON:

Rates per hour, effective 9/1/2025	
Wage Rate	\$47.81
NASI Health & Welfare	\$12.40
NASI Pension	\$7.40
Supplemental Pension	\$0.00
Apprentice Fund	\$1.25
Industry Promotion	\$0.50
ITF Fund	\$0.05
Total Package	\$69.41

MASTER TRADESPERSON: 10,000 hours of residential work or
completion of requirements in Section 19

Rates per hour, effective 9/1/2025	
Wage Rate	\$47.81
NASI Health & Welfare	\$11.40
NASI Metal Trades Pension "A"	\$0.95
Supplemental Pension	\$6.00
Industry Promotion	\$0.05
Total Package	\$66.21

TRADESPERSON:

Rates per hour, effective 9/1/2025	
Wage Rate	\$34.85
NASI Health & Welfare	\$11.40
NASI Metal Trades Pension "A"	\$0.95
Supplemental Pension	\$0.50
Industry Promotion	\$0.05
Total Package	\$50.84

LEVEL IV: 12 months and 1500 hours of work minimum

Rates per hour, effective 9/1/2025	
Wage Rate	\$31.83
NASI Health & Welfare	\$6.25
NASI Metal Trades Pension "A"	\$0.95
Supplemental Pension	\$0.00
Industry Promotion	\$0.05
Total Package	\$39.08

LEVEL III: 12 Months and 1500 hours of work minimum

Rates per hour, effective 9/1/2025	
Wage Rate	\$28.89
NASI Health & Welfare	\$6.25
NASI Metal Trades Pension "A"	\$0.95
Supplemental Pension	\$0.00
Industry Promotion	\$0.05
Total Package	\$36.14

LEVEL II: 12 Months and 1500 hours of work minimum

Rates per hour, effective 9/1/2025	
Wage Rate	\$26.51
NASI Health & Welfare	\$6.25
NASI Metal Trades Pension "A"	\$0.00
Supplemental Pension	\$0.00
Industry Promotion	\$0.05
Total Package	\$36.14

LEVEL I: First 12 months of employment

Rates per hour, effective 9/1/2025	
Wage Rate	\$24.24
NASI Health & Welfare	\$6.25
NASI Metal Trades Pension "A"	\$0.00
Supplemental Pension	\$0.00
Industry Promotion	\$0.05
Total Package	\$30.54

The following increases to the Master Tradesperson Total Economic Package shall be applied during the life of this Addendum:

	9/1/2025	7/1/2026	7/1/2027	7/1/2028
Increase	\$3.00	\$2.25	\$2.25	\$2.50

21. Any future increases to the NASI Pension Fund, NASI Health and Welfare Fund, Supplemental Pension Fund, or Metal Trades Pension Fund for all Tradespersons, Master Tradespersons, and Residential Apprentices shall be paid for by the employer.

22. This Addendum shall be effective from September 1, 2025, through June 30, 2029, and shall renew from year to year thereafter unless either party, at least 60 days before the expiration of the addendum or the anniversary date of the renewal to the addendum, shall inform the other party in writing of its intention to terminate or modify the addendum. In the event of a timely notice of termination, the parties shall retain their rights to economic recourse following expiration.

Dated this 28th day of June, 2025.

For the Party of the First Part
NATIONAL FIRE SPRINKLER ASSOCIATION, INC.

By: 

For the Party of the Second Part
SPRINKLER FITTERS AND APPRENTICES LOCAL UNION NO. 699, SEATTLE, WASHINGTON

By: 

