



JOINT UA/MSCA OVERSIGHT COMMITTEES

Purpose and Responsibilities

What is an Oversight Committee

- Oversight Committees are established in the National Service and Maintenance Agreement, paragraph 74, when a local Schedule A is being considered or has been approved (see NOTE on Schedule A below). An Oversight Committee is a local labor-management committee appointed by the MSCA and the UA. MCA-affiliated local execs play an important role in recommending to the MSCA appropriate contractors for a committee appointment.
- Typically an Oversight Committee oversees a geographic area which expands over several local union jurisdictions, or in many instances an entire state. Thus the composition of an Oversight Committee is broader than any one specific local collective bargaining committee.
- The Oversight Committee is not a local collective bargaining agreement negotiating committee.

Members

- The Oversight Committee members are appointed by the Joint UA/MSCA Labor Committee with input from the local MCA exec and international rep.
- The committee will consist of an equal number of local contractor representatives for management and local business managers for labor.
- All MCA-affiliated local association executive(s) within the jurisdiction are encouraged to play an active role on the committee in an advisory capacity. It is important for them to attend the meetings, so they can report back to other national signers in their area on the activities of the Oversight Committee. They can also help organize the meetings and take notes.
- Likewise, local training coordinators, recruiters and the UA international representative should also be invited to each meeting in an advisory capacity.
- The committee will elect their own chairman and secretary from among the contractor and local business manager committee members. The chairman will be responsible for setting up the meetings and notifying all committee members of meetings. The secretary will be responsible for keeping minutes and notes. These positions should rotate annually between management and labor.

Purpose

Although the committee is established in response to the implementation of a Schedule A, its function is much broader:

- To establish positive and open communications between labor and management service representatives
- To grow market share for the unionized service sector in the heating, air conditioning, ventilation, refrigeration and plumbing service industries
- To assist local contractors and unions in recognizing new potential business opportunities and to provide necessary tools/support to succeed in these new markets
- To ensure the terms, conditions and provisions of the National Service and Maintenance Agreement are understood and utilized as intended
- To oversee the implementation of the Schedule A to the NSMA locally, ensure it is understood, and provide recommendations to the National UA/MSCA Labor Committee to modify as needed
- To quantify the number of service labor hours being worked within the jurisdiction. This is important to help track service growth and market share.
- To actively involve the local training coordinators in Oversight Committee activities to ensure adequate local service training for all service apprentices, servicemen and journeymen is available and utilized. This includes implementation of the UA's 5 year HVACR apprentice training programs, journeyman upgrade programs and specialty training
- To promote all educational programs and resources offered by MSCA.
- To establish a joint local recruitment program to attract qualified workers to the service industry and ensure young people, parents and guidance counselors understand the value and benefits of a career in the HVACR industry. Through utilization of the UA recruitment program, the committee should promote the value of UA training, the UA STAR program, the college degree program and the benefits of working for an MSCA contractor to potential recruits. The committee should also strive to identify local technical career training schools, develop partnerships with such schools and encourage their graduates to enter local apprenticeships through direct entry.
- To promote the value of "energy efficient" mechanical service and green skills training for all employees. This should include ensuring "green awareness training and certification" is offered locally for all technicians and sales personnel, incorporate energy training into local apprenticeship programs and utilize the UA's green and HVACR training trailers for local training, public relations, recruitment and educational purposes.

Meetings

- Meetings should be held on a quarterly basis
- Training coordinators should be invited to meetings at least twice a year to report on local training activities/program. Committee should be encouraged to move the meeting among the various local unions on the committee and to visit local training centers.
- Following each meeting a report, including meeting agenda and minutes, should be sent directly to the UA Director of HVACR Services and the MSCA Executive Director. This report should also include information on when the meeting was held, who was in attendance, items which were discussed and any recommendations for revisions to the Schedule A which should be considered by the Joint UA/MSCA Labor Committee.

NOTE: Schedule A

- A Schedule A is an addendum to the National Service and Maintenance Agreement for a defined jurisdiction. It modifies certain provisions of the National Agreement based on local market conditions and competition. Its primary function is to ensure the competitiveness of local service contractors in the jurisdiction and grow service labor hours.
- Once approved by the UA/MSCA, the Schedule A becomes a part of the National Agreement for that specific jurisdiction and all contractors signed to the National Agreement working in that jurisdiction are bound to its provisions.
- The National Agreement and Schedule A takes precedent over any local UA agreement for all work covered under the scope of the National Agreement. When there is a conflict or discrepancy between the two agreements, the National Agreement prevails.
- The following are examples of some common provisions modified by a Schedule A:
 - Establishing wage rates and benefits for Servicemen and Tradesmen (classifications which may not be included in the local CBA)
 - Modify the scope of the Serviceman's duties
 - Modify the Tradesmen duties including facility management
 - Modify installation and remodel of refrigeration systems provisions to enhance competitiveness