

PSA Sites			Exhibit B - Compensation Effective June 1, 2014 thru May 31, 2015 (Revised August 12th, 2014)													Published Street Rates			
Branch	Site	Business Unit	Tier 1 (Apprentice)			Tier 2 (Mechanical Light/HVAC Commercial)			Tier 3 (Chiller Heavy/Mechanical Heavy)			Controls	Tier 1	Tier 2	Tier 3	Controls			
			ST	OT T1/2	OT D.T.	ST	OT T1/2	OT D.T.	ST	OT T1/2	OT D.T.								
Houston	La Porte	DuPont	\$ 90.64	\$ 135.96	\$ 181.28	\$ 99.44	\$ 149.16	\$ 198.88	\$ 116.16	\$ 174.24	\$232.32	\$155.70	\$ 103.00	\$ 113.00	\$ 132.00	\$ 173.00			
Houston	Bayport	DuPont	\$ 90.64	\$ 135.96	\$ 181.28	\$ 99.44	\$ 149.16	\$ 198.88	\$ 116.16	\$ 174.24	\$232.32	\$155.70	\$ 103.00	\$ 113.00	\$ 132.00	\$ 173.00			
Houston	Baytown	DuPont	\$ 90.64	\$ 135.96	\$ 181.28	\$ 99.44	\$ 149.16	\$ 198.88	\$ 116.16	\$ 174.24	\$232.32	\$155.70	\$ 103.00	\$ 113.00	\$ 132.00	\$ 173.00			
Beaumont	Sabine River Works	DuPont	N/A	N/A	N/A	\$ 85.50	\$ 128.25	\$ 171.00	\$ 103.50	\$ 155.25	\$207.00	\$136.80	N/A	\$ 95.00	\$ 115.00	\$ 152.00			
Beaumont	Beaumont	DuPont	N/A	N/A	N/A	\$ 85.50	\$ 128.25	\$ 171.00	\$ 103.50	\$ 155.25	\$207.00	\$136.80	N/A	\$ 95.00	\$ 115.00	\$ 152.00			
Corpus Christi	Victoria	DuPont	\$ 71.76	\$ 107.64	\$ 143.52	\$ 100.28	\$ 150.42	\$ 200.56	\$ 111.32	\$ 166.98	\$222.64	\$130.50	\$ 78.00	\$ 109.00	\$ 121.00	\$ 145.00			
Corpus Christi	Corpus	DuPont	\$ 71.76	\$ 107.64	\$ 143.52	\$ 100.28	\$ 150.42	\$ 200.56	\$ 111.32	\$ 166.98	\$222.64	\$130.50	\$ 78.00	\$ 109.00	\$ 121.00	\$ 145.00			
New Orleans	Pontchartrain	DuPont	\$ 76.44	\$ 114.66	\$ 152.88	\$ 88.14	\$ 132.21	\$ 176.28	\$ 105.30	\$ 157.95	\$210.60	\$140.40	\$ 98.00	\$ 113.00	\$ 135.00	\$ 156.00			
Mobile	Delisle	DuPont	N/A	N/A	N/A	\$ 92.00	\$ 138.00	\$ 184.00	\$ 102.27	\$ 153.40	\$204.53	\$144.00	N/A	\$ 110.00	\$ 113.00	\$ 160.00			
New Orleans	LaPlace	DuPont	\$ 76.44	\$ 114.66	\$ 152.88	\$ 88.14	\$ 132.21	\$ 176.28	\$ 105.30	\$ 157.95	\$210.60	\$140.40	\$ 98.00	\$ 113.00	\$ 135.00	\$ 156.00			
Mobile	Axis	DuPont	N/A	N/A	N/A	\$ 92.00	\$ 138.00	\$ 184.00	\$ 102.27	\$ 153.40	\$204.53	\$144.00	N/A	\$ 110.00	\$ 113.00	\$ 160.00			
West Virginia	Washington Works	DuPont	\$ 82.60	\$ 123.90	\$ 165.20	\$ 96.18	\$ 144.27	\$ 192.36	\$ 111.20	\$ 166.80	\$222.40	\$146.70	\$ 95.00	\$ 114.00	\$ 139.00	\$ 163.00			
West Virginia	Bell	DuPont	\$ 82.60	\$ 123.90	\$ 165.20	\$ 96.18	\$ 144.27	\$ 192.36	\$ 111.20	\$ 166.80	\$222.40	\$146.70	\$ 95.00	\$ 114.00	\$ 139.00	\$ 163.00			
Columbus	Circleville	DuPont	\$ 77.43	\$ 116.15	\$ 154.86	\$ 109.62	\$ 164.43	\$ 219.24	\$ 135.72	\$ 203.58	\$271.44	\$165.60	\$ 89.00	\$ 126.00	\$ 156.00	\$ 184.00			
Louisville	Louisville	DuPont	N/A	N/A	N/A	\$ 87.55	\$ 131.33	\$ 175.10	\$ 112.56	\$ 168.84	\$225.12	\$146.70	N/A	\$ 100.00	\$ 134.00	\$ 163.00			
Nashville	N. Johnsonville	DuPont	\$ 80.96	\$ 121.44	\$ 161.92	\$ 101.20	\$ 151.80	\$ 202.40	\$ 125.12	\$ 187.68	\$250.24	\$153.00	\$ 88.00	\$ 110.00	\$ 136.00	\$ 170.00			
Nashville	Old Hickory	DuPont	\$ 80.96	\$ 121.44	\$ 161.92	\$ 101.20	\$ 151.80	\$ 202.40	\$ 125.12	\$ 187.68	\$250.24	\$153.00	\$ 88.00	\$ 110.00	\$ 136.00	\$ 170.00			
Memphis	Memphis	DuPont	\$ 67.33	\$ 101.00	\$ 134.67	\$ 102.87	\$ 154.31	\$ 205.74	\$ 125.32	\$ 187.97	\$250.63	\$144.00	\$ 72.00	\$ 110.00	\$ 134.00	\$ 160.00			
Buffalo	Yerkes	DuPont	N/A	N/A	N/A	\$ 93.00	\$ 139.50	\$ 186.00	\$ 108.50	\$ 162.75	\$217.00	\$157.50	N/A	\$ 120.00	\$ 140.00	\$ 175.00			
Buffalo	Niagara	DuPont	N/A	N/A	N/A	\$ 93.00	\$ 139.50	\$ 186.00	\$ 108.47	\$ 162.71	\$216.95	\$157.50	N/A	\$ 120.00	\$ 140.00	\$ 175.00			
Richmond	Spruance	DuPont	\$ 81.90	\$ 122.85	\$ 163.80	\$ 94.50	\$ 141.75	\$ 189.00	\$ 107.42	\$ 161.13	\$214.84	\$137.70	\$ 91.00	\$ 105.00	\$ 131.00	\$ 153.00			
Raleigh	Fayetteville	DuPont	N/A	N/A	N/A	\$ 95.04	\$ 142.56	\$ 190.08	\$ 119.68	\$ 179.52	\$239.36	\$143.10	N/A	\$ 108.00	\$ 136.00	\$ 159.00			
Delaware	Edgemore	DuPont	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$293.44	\$167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00			
Delaware	Ex Station	DuPont	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$293.44	\$167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00			
Delaware	Stine Haskill	DuPont	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$293.44	\$167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00			
Delaware	Tralee Park	DuPont	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$293.44	\$167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00			
Delaware	Cal Res	DuPont	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$293.44	\$167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00			
Delaware	Red Lion	DuPont	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$293.44	\$167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00			
Delaware	Chestnut Run	DuPont	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$293.44	\$167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00			
Delaware	Barley Mill	DuPont	\$ 96.82	\$ 145.23	\$ 193.64	\$ 109.13	\$ 163.70	\$ 218.26	\$ 146.72	\$ 220.08	\$293.44	\$167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00			
New Jersey	Marshall Lab	DuPont	N/A	N/A	N/A	\$ 136.51	\$ 204.77	\$ 273.02	\$ 153.34	\$ 230.01	\$306.68	\$181.80	N/A	\$ 146.00	\$ 164.00	\$ 202.00			
New Jersey	Parlin	DuPont	N/A	N/A	N/A	\$ 136.51	\$ 204.77	\$ 273.02	\$ 153.34	\$ 230.01	\$306.68	\$181.80	N/A	\$ 146.00	\$ 164.00	\$ 202.00			
South Jersey	Chamberworks	DuPont	N/A	N/A	N/A	\$ 143.49	\$ 215.24	\$ 286.98	\$ 153.08	\$ 229.62	\$306.16	\$169.20	N/A	\$ 167.00	\$ 172.00	\$ 188.00			

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Branch	Site	Business Unit	Tier 1 (Apprentice)			Tier 2 (Mechanical Light/HVAC Commercial)			Tier 3 (Chiller Heavy/Mechanical Heavy)			Controls	Tier 1	Tier 2	Tier 3	Controls	
			ST	OT T1/2	OT D.T.	ST	OT T1/2	OT D.T.	ST	OT T1/2	OT D.T.						
Cedar Rapids	Ft Madison	DuPont	\$ 78.30	\$ 117.45	\$ 156.60	\$ 104.40	\$ 156.60	\$ 208.80	\$ 130.24	\$ 195.36	\$260.48	\$140.40	\$ 87.00	\$ 116.00	\$ 148.00	\$ 156.00	
Detroit	Mt. Clemons	DuPont	\$ 82.23	\$ 123.35	\$ 164.46	\$ 115.26	\$ 172.89	\$ 230.52	\$ 137.07	\$ 205.61	\$274.14	\$175.50	\$ 119.00	\$ 130.00	\$ 178.00	\$ 195.00	
Peoria	El Paso, IL	DuPont	\$ 95.40	\$ 143.10	\$ 190.80	\$ 125.10	\$ 187.65	\$ 250.20	\$ 139.50	\$ 209.25	\$279.00	\$124.20	\$ 106.00	\$ 139.00	\$ 155.00	\$ 138.00	
LA Metro	Goletta - Displays	DuPont	N/A	N/A	N/A	\$ 118.68	\$ 178.02	\$ 237.36	\$ 144.00	\$ 216.00	\$288.00	\$160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00	
LA Metro	Pomona	DuPont	N/A	N/A	N/A	\$ 118.68	\$ 178.02	\$ 237.36	\$ 144.00	\$ 216.00	\$288.00	\$160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00	
LA Metro	Santa Barbara - Displays	DuPont	N/A	N/A	N/A	\$ 118.68	\$ 178.02	\$ 237.36	\$ 144.00	\$ 216.00	\$288.00	\$160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00	
LA Metro	Ontario - Liquid Box	DuPont	N/A	N/A	N/A	\$ 118.68	\$ 178.02	\$ 237.36	\$ 144.00	\$ 216.00	\$288.00	\$160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00	
Bay Area Metro	Danville - Electronics	DuPont	N/A	N/A	N/A	\$ 129.53	\$ 194.30	\$ 259.06	\$ 164.34	\$ 246.51	\$328.68	\$184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00	
Bay Area Metro	Hayward - EKC Technology	DuPont	N/A	N/A	N/A	\$ 129.53	\$ 194.30	\$ 259.06	\$ 164.34	\$ 246.51	\$328.68	\$184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00	
Bay Area Metro	Redwood City - Pioneer Seeds	DuPont	N/A	N/A	N/A	\$ 129.53	\$ 194.30	\$ 259.06	\$ 164.34	\$ 246.51	\$328.68	\$184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00	
Sacramento	Sacramento - Liquid Box	DuPont	N/A	N/A	N/A	\$ 115.04	\$ 172.56	\$ 230.08	\$ 123.12	\$ 184.68	\$246.24	\$155.70	N/A	\$ 135.00	\$ 152.00	\$ 173.00	
Sacramento	Woodland - Pioneer Hybrid	DuPont	N/A	N/A	N/A	\$ 115.04	\$ 172.56	\$ 230.08	\$ 123.12	\$ 184.68	\$246.24	\$155.70	N/A	\$ 135.00	\$ 152.00	\$ 173.00	
Fresno / Bakersfield	Pioneer Ag Seeds	DuPont	N/A	N/A	N/A	\$ 105.43	\$ 158.15	\$ 210.86	\$ 120.54	\$ 180.81	\$241.08	\$126.00	N/A	\$ 125.00	\$ 147.00	\$ 140.00	
San Diego		DuPont	N/A	N/A	N/A	\$ 112.03	\$ 168.05	\$ 224.06	\$ 135.52	\$ 203.28	\$271.04	\$160.20	N/A	\$ 125.00	\$ 154.00	\$ 178.00	
Ottawa	Maitland	DuPont	\$ 77.40	\$ 116.10	\$ 154.80	\$ 90.33	\$ 135.50	\$ 180.66	\$ 109.06	\$ 163.59	\$218.12	\$143.10	\$ 86.00	\$ 107.00	\$ 133.00	\$ 159.00	
Ottawa	Kingston	DuPont	\$ 77.40	\$ 116.10	\$ 154.80	\$ 90.33	\$ 135.50	\$ 180.66	\$ 109.06	\$ 163.59	\$218.12	\$143.10	\$ 86.00	\$ 107.00	\$ 133.00	\$ 159.00	
Toronto	Mississauga	DuPont	\$ 91.37	\$ 137.06	\$ 182.74	\$ 114.22	\$ 171.33	\$ 228.44	\$ 156.24	\$ 234.36	\$312.48	\$175.50	\$ 102.00	\$ 125.00	\$ 168.00	\$ 195.00	
Toronto	Ajax	DuPont	\$ 91.37	\$ 137.06	\$ 182.74	\$ 114.22	\$ 171.33	\$ 228.44	\$ 156.24	\$ 234.36	\$312.48	\$175.50	\$ 102.00	\$ 125.00	\$ 168.00	\$ 195.00	
London	Sarnis	DuPont	\$ 83.60	\$ 125.40	\$ 167.20	\$ 104.50	\$ 156.75	\$ 209.00	\$ 136.80	\$ 205.20	\$273.60	\$146.70	\$ 88.00	\$ 110.00	\$ 144.00	\$ 163.00	
Montreal	Thetford Mines	DuPont	\$ 111.25	\$ 166.88	\$ 222.50	\$ 129.05	\$ 193.58	\$ 258.10	\$ 147.74	\$ 221.61	\$295.48	\$154.80	\$ 125.00	\$ 145.00	\$ 166.00	\$ 172.00	
Albany	Valdosta	DuPont	N/A	N/A	N/A	\$ 88.34	\$ 132.51	\$ 176.68	\$ 99.19	\$ 148.79	\$198.38	\$150.30	N/A	\$ 99.00	\$ 109.00	\$ 167.00	
Charleston, SC	Cooper River	DuPont	\$ 68.80	\$ 103.20	\$ 137.60	\$ 92.02	\$ 138.03	\$ 184.04	\$ 103.20	\$ 154.80	\$206.40	\$144.90	\$ 80.00	\$ 107.00	\$ 120.00	\$ 161.00	
Madison	Beloit	Danisco	\$ 90.00	\$ 135.00	\$ 180.00	\$ 117.00	\$ 175.50	\$ 234.00	\$ 140.40	\$ 207.90	\$ 277.20	\$154.80	\$ 100.00	\$ 130.00	\$ 156.00	\$ 172.00	
Bay Area Metro	Palo Alto	Danisco	N/A	N/A	N/A	\$ 129.53	\$ 194.30	\$ 259.06	\$ 164.34	\$ 246.51	\$328.68	\$184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00	
Cedar Rapids	Genencor	Danisco	\$ 78.30	\$ 117.45	\$ 156.60	\$ 104.40	\$ 156.60	\$ 208.80	\$ 130.24	\$ 195.36	\$260.48	\$140.40	\$ 87.00	\$ 116.00	\$ 148.00	\$ 156.00	
Milwaukee	Wisconsin	Danisco	\$ 75.60	\$ 113.40	\$ 151.20	\$ 111.60	\$ 167.40	\$ 223.20	\$ 140.40	\$ 210.60	\$280.80	\$162.00	\$ 84.00	\$ 124.00	\$ 156.00	\$ 180.00	
Eastern Iowa/Quad City	Moline	Danisco	\$ 80.10	\$ 120.15	\$ 160.20	\$ 106.20	\$ 159.30	\$ 212.40	\$ 134.10	\$ 201.15	\$268.20	\$144.00	\$ 89.00	\$ 118.00	\$ 149.00	\$ 160.00	
<i>Only Plants with existing Planned Service Agreements will receive the above Hourly Rates.</i>																	
LABOR Calculations																	
Straight Time Rates will apply to working hours determined by the local union agreement between the UA and Johnson Controls																	
Time and 1/2 Rates will apply to working hours determined by the local union agreement between the UA and Johnson Controls																	
Double Time Rates will apply to working hours determined by the local union agreement between the UA and Johnson Controls																	
Travel Time Rates will apply to hours deemed travel time as determined by the local union agreement between the UA and Johnson Controls																	
Unscheduled Service requests for service will be charged "Portal to Portal" from the time the Technician halts work at the current work site and arrives at the DuPont site. And the reverse thereof.																	
Off Site Requests requests for Technicians to leave the DuPont site for tools or materials will be documented on the Technicians documentation and included into the calculated working hours																	
Site Training requests for DuPont site specific training will be billed as working hours																	

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			ST	OT T1/2	OT D.T.	ST	OT T1/2	OT D.T.	ST	OT T1/2	OT D.T.					
MATERIAL Calculations																
York Brand Parts	DuPont will receive a 10% discount from Johnson Controls " Market Price List" for parts and materials supplied through York Brand parts distribution.															
Johnson Brand Parts	DuPont will receive a 50% discount from Johnson Controls " Market Price List" for parts and materials supplied through Johnson Brand parts distribution.															
Materials	1.45 "mark-up" on all materials outside York parts distribution at DuPont request. (Dupont's may seek to supply materials "by others" and Johnson Controls not liable for those materials)															
Perishable Tools	1.10 "mark-up" on the repair or replacement of tools when it is agreed & documented by DuPont and York that item was damaged as a direct result of use during repairs for DuPont.															
Materials Usage and Disposal																
Usage	DuPont will receive an itemized invoice for all materials used in the course of DuPont work request. Any unused portion of a purchased material will remain the property of DuPont															
Disposal	DuPont will be responsible for receipt of all materials for disposal. No materials will be removed from the DuPont site for disposal by York.															
(Revised August 12th, 2014)																

Non PSA Sites			Exhibit B Compensation Effective June 1, 2014 thru May 31, 2015 (Revised August 12th, 2014)										Published Street Rates			
Branch	Site	Business Unit	Tier 1 (Apprentice)			Tier 2 (Mechanical Light / HVAC Commercial)			Tier 3 (Chiller Heavy/Mechanical Heavy)			Controls	Tier 1	Tier 2	Tier 3	Controls
			ST	OT T1/2	OT DT	ST	OT1/2	OT DT	ST	OT1/2	OT DT					
Houston	La Porte	DuPont	\$ 97.85	\$ 146.78	\$ 195.70	\$ 107.35	\$ 161.03	\$ 214.70	\$ 125.40	\$ 188.10	\$ 250.80	\$ 155.70	\$ 103.00	\$ 113.00	\$ 132.00	\$ 173.00
Houston	Bayport	DuPont	\$ 97.85	\$ 146.78	\$ 195.70	\$ 107.35	\$ 161.03	\$ 214.70	\$ 125.40	\$ 188.10	\$ 250.80	\$ 155.70	\$ 103.00	\$ 113.00	\$ 132.00	\$ 173.00
Houston	Baytown	DuPont	\$ 97.85	\$ 146.78	\$ 195.70	\$ 107.35	\$ 161.03	\$ 214.70	\$ 125.40	\$ 188.10	\$ 250.80	\$ 155.70	\$ 103.00	\$ 113.00	\$ 132.00	\$ 173.00
Beaumont	Sabine River Works	DuPont	N/A	N/A	N/A	\$ 90.25	\$ 135.38	\$ 180.50	\$ 109.25	\$ 163.88	\$ 218.50	\$ 136.80	N/A	\$ 95.00	\$ 115.00	\$ 152.00
Beaumont	Beaumont	DuPont	N/A	N/A	N/A	\$ 90.25	\$ 135.38	\$ 180.50	\$ 109.25	\$ 163.88	\$ 218.50	\$ 136.80	N/A	\$ 95.00	\$ 115.00	\$ 152.00
Corpus Christi	Victoria	DuPont	\$ 74.10	\$ 111.15	\$ 148.20	\$ 103.55	\$ 155.33	\$ 207.10	\$ 114.95	\$ 172.43	\$ 229.90	\$ 130.50	\$ 78.00	\$ 109.00	\$ 121.00	\$ 145.00
Corpus Christi	Corpus	DuPont	\$ 74.10	\$ 111.15	\$ 148.20	\$ 103.55	\$ 155.33	\$ 207.10	\$ 114.95	\$ 172.43	\$ 229.90	\$ 130.50	\$ 78.00	\$ 109.00	\$ 121.00	\$ 145.00
New Orleans	Pontchartrain	DuPont	\$ 93.10	\$ 139.65	\$ 186.20	\$ 107.35	\$ 161.03	\$ 214.70	\$ 128.25	\$ 192.38	\$ 256.50	\$ 140.40	\$ 98.00	\$ 113.00	\$ 135.00	\$ 156.00
Mobile	Delisle	DuPont	N/A	N/A	N/A	\$ 104.50	\$ 156.75	\$ 209.00	\$ 107.35	\$ 161.03	\$ 214.70	\$ 144.00	N/A	\$ 110.00	\$ 113.00	\$ 160.00
New Orleans	LaPlace	DuPont	\$ 93.10	\$ 139.65	\$ 186.20	\$ 107.35	\$ 161.03	\$ 214.70	\$ 128.25	\$ 192.38	\$ 256.50	\$ 140.40	\$ 98.00	\$ 113.00	\$ 135.00	\$ 156.00
Mobile	Axis	DuPont	N/A	N/A	N/A	\$ 104.50	\$ 156.75	\$ 209.00	\$ 107.35	\$ 161.03	\$ 214.70	\$ 144.00	N/A	\$ 110.00	\$ 113.00	\$ 160.00
West Virginia	Washington Works	DuPont	\$ 90.25	\$ 135.38	\$ 180.50	\$ 108.30	\$ 162.45	\$ 216.60	\$ 132.05	\$ 198.08	\$ 264.10	\$ 146.70	\$ 95.00	\$ 114.00	\$ 139.00	\$ 163.00
West Virginia	Bell	DuPont	\$ 90.25	\$ 135.38	\$ 180.50	\$ 108.30	\$ 162.45	\$ 216.60	\$ 132.05	\$ 198.08	\$ 264.10	\$ 146.70	\$ 95.00	\$ 114.00	\$ 139.00	\$ 163.00
Columbus	Circleville	DuPont	\$ 84.55	\$ 126.83	\$ 169.10	\$ 119.70	\$ 179.55	\$ 239.40	\$ 148.20	\$ 222.30	\$ 296.40	\$ 165.60	\$ 89.00	\$ 126.00	\$ 156.00	\$ 184.00
Louisville	Louisville	DuPont	N/A	N/A	N/A	\$ 95.00	\$ 142.50	\$ 190.00	\$ 127.30	\$ 190.95	\$ 254.60	\$ 146.70	N/A	\$ 100.00	\$ 134.00	\$ 163.00
Nashville	N. Johnsonville	DuPont	\$ 83.60	\$ 125.40	\$ 167.20	\$ 104.50	\$ 156.75	\$ 209.00	\$ 129.20	\$ 193.80	\$ 258.40	\$ 153.00	\$ 88.00	\$ 110.00	\$ 136.00	\$ 170.00
Nashville	Old Hickory	DuPont	\$ 83.60	\$ 125.40	\$ 167.20	\$ 104.50	\$ 156.75	\$ 209.00	\$ 129.20	\$ 193.80	\$ 258.40	\$ 153.00	\$ 88.00	\$ 110.00	\$ 136.00	\$ 170.00
Memphis	Memphis	DuPont	\$ 68.40	\$ 102.60	\$ 136.80	\$ 104.50	\$ 156.75	\$ 209.00	\$ 127.30	\$ 190.95	\$ 254.60	\$ 144.00	\$ 72.00	\$ 110.00	\$ 134.00	\$ 160.00
Buffalo	Yerkes	DuPont	N/A	N/A	N/A	\$ 114.00	\$ 171.00	\$ 228.00	\$ 133.00	\$ 199.50	\$ 266.00	\$ 157.50	N/A	\$ 120.00	\$ 140.00	\$ 175.00
Buffalo	Niagra Falls	DuPont	N/A	N/A	N/A	\$ 114.00	\$ 171.00	\$ 228.00	\$ 133.00	\$ 199.50	\$ 266.00	\$ 157.50	N/A	\$ 120.00	\$ 140.00	\$ 175.00
Richmond		DuPont	\$ 86.45	\$ 129.68	\$ 172.90	\$ 99.75	\$ 149.63	\$ 199.50	\$ 124.45	\$ 186.68	\$ 248.90	\$ 137.70	\$ 91.00	\$ 105.00	\$ 131.00	\$ 153.00
Raleigh	Fayetteville	DuPont	N/A	N/A	N/A	\$ 102.60	\$ 153.90	\$ 205.20	\$ 129.20	\$ 193.80	\$ 258.40	\$ 143.10	N/A	\$ 108.00	\$ 136.00	\$ 159.00
Delaware	Edgemore	DuPont	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
Delaware	Ex Station	DuPont	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
Delaware	Stine Haskill	DuPont	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
Delaware	Tralee Park	DuPont	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
Delaware	Cal Res	DuPont	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
Delaware	Red Lion	DuPont	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
Delaware	Chestnut Run	DuPont	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
Delaware	Barley Mill	DuPont	\$ 116.85	\$ 175.28	\$ 233.70	\$ 118.61	\$ 177.92	\$ 237.22	\$ 153.90	\$ 230.85	\$ 307.80	\$ 167.40	\$ 123.00	\$ 162.00	\$ 162.00	\$ 186.00
New Jersey	Marshall Lab	DuPont	N/A	N/A	N/A	\$ 138.70	\$ 208.05	\$ 277.40	\$ 155.80	\$ 233.70	\$ 311.60	\$ 181.80	N/A	\$ 146.00	\$ 164.00	\$ 202.00
New Jersey	Parlin	DuPont	N/A	N/A	N/A	\$ 138.70	\$ 208.05	\$ 277.40	\$ 155.80	\$ 233.70	\$ 311.60	\$ 181.80	N/A	\$ 146.00	\$ 164.00	\$ 202.00
South Jersey	Chamberworks	DuPont	N/A	N/A	N/A	\$ 158.65	\$ 237.98	\$ 317.30	\$ 163.40	\$ 245.10	\$ 326.80	\$ 169.20	N/A	\$ 167.00	\$ 172.00	\$ 188.00
Cedar Rapids	Ft Madison	DuPont	\$ 82.65	\$ 123.98	\$ 165.30	\$ 110.20	\$ 165.30	\$ 220.40	\$ 140.60	\$ 210.90	\$ 281.20	\$ 140.40	\$ 87.00	\$ 116.00	\$ 148.00	\$ 156.00
Detroit	Mt. Clemons	DuPont	\$ 113.05	\$ 169.58	\$ 226.10	\$ 123.50	\$ 185.25	\$ 247.00	\$ 169.10	\$ 253.65	\$ 338.20	\$ 175.50	\$ 119.00	\$ 130.00	\$ 178.00	\$ 195.00
Peoria	El Paso, Il.	DuPont	\$ 100.70	\$ 151.05	\$ 201.40	\$ 132.05	\$ 198.08	\$ 264.10	\$ 147.25	\$ 220.88	\$ 294.50	\$ 124.20	\$ 106.00	\$ 139.00	\$ 155.00	\$ 138.00

Non PSA Sites			Exhibit B Compensation Effective June 1, 2014 thru May 31, 2015 (Revised August 12th, 2014)											Published Street Rates			
Branch	Site	Business Unit	Tier 1 (Apprentice)			Tier 2 (Mechanical Light / HVAC Commercial)			Tier 3 (Chiller Heavy/Mechanical Heavy)			Controls	Tier 1	Tier 2	Tier 3	Controls	
			ST	OT T1/2	OT DT	ST	OT1/2	OT DT	ST	OT1/2	OT DT						
LA Metro	Pomona	DuPont	N/A	N/A	N/A	\$ 122.55	\$ 183.83	\$ 245.10	\$ 152.00	\$ 228.00	\$ 304.00	\$ 160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00	
LA Metro	Santa Barbara - Displays	DuPont	N/A	N/A	N/A	\$ 122.55	\$ 183.83	\$ 245.10	\$ 152.00	\$ 228.00	\$ 304.00	\$ 160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00	
LA Metro	Ontario - Liquid Box	DuPont	N/A	N/A	N/A	\$ 122.55	\$ 183.83	\$ 245.10	\$ 152.00	\$ 228.00	\$ 304.00	\$ 160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00	
LA Metro	Goletta - Displays	DuPont	N/A	N/A	N/A	\$ 122.55	\$ 183.83	\$ 245.10	\$ 152.00	\$ 228.00	\$ 304.00	\$ 160.20	N/A	\$ 129.00	\$ 160.00	\$ 178.00	
Bay Area Metro	Danville - Electronics	DuPont	N/A	N/A	N/A	\$ 166.25	\$ 249.38	\$ 332.50	\$ 188.10	\$ 282.15	\$ 376.20	\$ 184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00	
Bay Area Metro	Hayward - EKC Technology	DuPont	N/A	N/A	N/A	\$ 166.25	\$ 249.38	\$ 332.50	\$ 188.10	\$ 282.15	\$ 376.20	\$ 184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00	
Bay Area Metro	Redwood City - Pioneer Seeds	DuPont	N/A	N/A	N/A	\$ 166.25	\$ 249.38	\$ 332.50	\$ 188.10	\$ 282.15	\$ 376.20	\$ 184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00	
Sacramento	Sacramento - Liquid Box	DuPont	N/A	N/A	N/A	\$ 128.25	\$ 192.38	\$ 256.50	\$ 144.40	\$ 216.60	\$ 288.80	\$ 155.70	N/A	\$ 135.00	\$ 152.00	\$ 173.00	
Sacramento	Woodland - Pioneer Hybrid	DuPont	N/A	N/A	N/A	\$ 128.25	\$ 192.38	\$ 256.50	\$ 144.40	\$ 216.60	\$ 288.80	\$ 155.70	N/A	\$ 135.00	\$ 152.00	\$ 173.00	
Fresno / Bakersfield	Pioneer Ag Seeds	DuPont	N/A	N/A	N/A	\$ 118.75	\$ 178.13	\$ 237.50	\$ 139.65	\$ 209.48	\$ 279.30	\$ 126.00	N/A	\$ 125.00	\$ 147.00	\$ 140.00	
San Diego		DuPont	N/A	N/A	N/A	\$ 118.75	\$ 178.13	\$ 237.50	\$ 146.30	\$ 219.45	\$ 292.60	\$ 160.20	N/A	\$ 125.00	\$ 154.00	\$ 178.00	
Ottawa	Maitland	DuPont	\$ 81.70	\$ 122.55	\$ 163.40	\$ 101.65	\$ 152.48	\$ 203.30	\$ 126.35	\$ 189.53	\$ 252.70	\$ 143.10	\$ 86.00	\$ 107.00	\$ 133.00	\$ 159.00	
Ottawa	Kingston	DuPont	\$ 81.70	\$ 122.55	\$ 163.40	\$ 101.65	\$ 152.48	\$ 203.30	\$ 126.35	\$ 189.53	\$ 252.70	\$ 143.10	\$ 86.00	\$ 107.00	\$ 133.00	\$ 159.00	
Toronto	Mississauga	DuPont	\$ 96.90	\$ 145.35	\$ 193.80	\$ 118.75	\$ 178.13	\$ 237.50	\$ 159.60	\$ 239.40	\$ 319.20	\$ 175.50	\$ 102.00	\$ 125.00	\$ 168.00	\$ 195.00	
Toronto	Ajax	DuPont	\$ 96.90	\$ 145.35	\$ 193.80	\$ 118.75	\$ 178.13	\$ 237.50	\$ 159.60	\$ 239.40	\$ 319.20	\$ 175.50	\$ 102.00	\$ 125.00	\$ 168.00	\$ 195.00	
London	Sarnia	DuPont	\$ 83.60	\$ 125.40	\$ 167.20	\$ 104.50	\$ 156.75	\$ 209.00	\$ 136.80	\$ 205.20	\$ 273.60	\$ 146.70	\$ 88.00	\$ 110.00	\$ 144.00	\$ 163.00	
Montreal	Thetford Mines	DuPont	\$ 118.75	\$ 178.13	\$ 237.50	\$ 137.75	\$ 206.63	\$ 275.50	\$ 157.70	\$ 236.55	\$ 315.40	\$ 154.80	\$ 125.00	\$ 145.00	\$ 166.00	\$ 172.00	
Albany	Valdosta	DuPont	N/A	N/A	N/A	\$ 94.05	\$ 141.08	\$ 188.10	\$ 103.55	\$ 155.33	\$ 207.10	\$ 150.30	N/A	\$ 99.00	\$ 109.00	\$ 167.00	
Charleston, SC	Cooper River	DuPont	\$ 76.00	\$ 114.00	\$ 152.00	\$ 101.65	\$ 152.48	\$ 203.30	\$ 114.00	\$ 171.00	\$ 228.00	\$ 144.90	\$ 80.00	\$ 107.00	\$ 120.00	\$ 161.00	
Madison	Beloit	Danisco	\$ 95.00	\$ 142.50	\$ 190.00	\$ 123.50	\$ 185.25	\$ 247.00	\$ 148.20	\$ 222.30	\$ 296.40	\$ 154.80	\$ 100.00	\$ 130.00	\$ 156.00	\$ 172.00	
Cedar Rapids	Cedar Rapids	Danisco	\$ 82.65	\$ 123.98	\$ 165.30	\$ 110.20	\$ 165.30	\$ 220.40	\$ 137.75	\$ 206.63	\$ 275.50	\$ 140.40	\$ 87.00	\$ 116.00	\$ 145.00	\$ 156.00	
Madison	Madison	Danisco	\$ 146.30	\$ 219.45	\$ 292.60	\$ 219.45	\$ 329.18	\$ 438.90	\$ 292.60	\$ 438.90	\$ 585.20	\$ 154.80	\$ 154.00	\$ 231.00	\$ 308.00	\$ 172.00	
Kansas City	New Century	Danisco	N/A	N/A	N/A	\$ 129.20	\$ 193.80	\$ 258.40	\$ 144.40	\$ 216.60	\$ 288.80	\$ 150.30	N/A	\$ 136.00	\$ 152.00	\$ 167.00	
Bay Area Metro	Palo Alto	Danisco	N/A	N/A	N/A	\$ 166.25	\$ 249.38	\$ 332.50	\$ 188.10	\$ 282.15	\$ 376.20	\$ 184.50	N/A	\$ 175.00	\$ 198.00	\$ 205.00	
Rochester, NY	Rochester (N&H)	Danisco	N/A	N/A	N/A	\$ 104.50	\$ 156.75	\$ 209.00	\$ 128.25	\$ 192.38	\$ 256.50	\$ 141.30	N/A	\$ 110.00	\$ 135.00	\$ 157.00	
Rochester, NY	Rochester (Biosciences)	Danisco	N/A	N/A	N/A	\$ 104.50	\$ 156.75	\$ 209.00	\$ 128.25	\$ 192.38	\$ 256.50	\$ 141.30	N/A	\$ 110.00	\$ 135.00	\$ 157.00	
Kansas City	St. Joseph	Danisco	N/A	N/A	N/A	\$ 129.20	\$ 193.80	\$ 258.40	\$ 144.40	\$ 216.60	\$ 288.80	\$ 150.30	N/A	\$ 136.00	\$ 152.00	\$ 167.00	
Indianapolis	Terre Haute (aka Vigo)	Danisco	\$ 95.00	\$ 142.50	\$ 190.00	\$ 105.45	\$ 158.18	\$ 210.90	\$ 152.00	\$ 228.00	\$ 304.00	\$ 160.20	\$ 100.00	\$ 111.00	\$ 160.00	\$ 178.00	
Cedar Rapids	Thomson	Danisco	\$ 82.65	\$ 123.98	\$ 165.30	\$ 110.20	\$ 165.30	\$ 220.40	\$ 137.75	\$ 206.63	\$ 275.50	\$ 140.40	\$ 87.00	\$ 116.00	\$ 145.00	\$ 156.00	
Milwaukee	Waukesha	Danisco	\$ 79.80	\$ 119.70	\$ 159.60	\$ 117.80	\$ 176.70	\$ 235.60	\$ 148.20	\$ 222.30	\$ 296.40	\$ 162.00	\$ 84.00	\$ 124.00	\$ 156.00	\$ 180.00	
Des Moines	Nevada	Danisco	\$ 85.50	\$ 128.25	\$ 171.00	\$ 113.05	\$ 169.58	\$ 226.10	\$ 141.55	\$ 212.33	\$ 283.10	\$ 144.90	\$ 90.00	\$ 119.00	\$ 149.00	\$ 161.00	
Eastern Iowa/Quad City	Moline	Danisco	\$ 84.55	\$ 126.83	\$ 169.10	\$ 112.10	\$ 168.15	\$ 224.20	\$ 141.55	\$ 212.33	\$ 283.10	\$ 144.00	\$ 89.00	\$ 118.00	\$ 149.00	\$ 160.00	
Tulsa	Pryor	Solae	\$ 76.00	\$ 114.00	\$ 152.00	\$ 87.40	\$ 131.10	\$ 174.80	\$ 98.80	\$ 148.20	\$ 197.60	\$ 118.80	\$ 80.00	\$ 92.00	\$ 104.00	\$ 132.00	
St. Louis	St. Louis	Solae	\$ 103.55	\$ 155.33	\$ 207.10	\$ 122.55	\$ 183.83	\$ 245.10	\$ 141.55	\$ 212.33	\$ 283.10	\$ 152.10	\$ 109.00	\$ 129.00	\$ 149.00	\$ 169.00	
Calumet City, IL	Remington	Solae	N/A	N/A	N/A	\$ 147.25	\$ 220.88	\$ 294.50	\$ 161.50	\$ 242.25	\$ 323.00	\$ 148.50	N/A	\$ 155.00	\$ 170.00	\$ 165.00	
Toledo	Bellevue	Solae	\$ 88.35	\$ 132.53	\$ 176.70	\$ 118.75	\$ 178.13	\$ 237.50	\$ 160.55	\$ 240.83	\$ 321.10	\$ 157.50	\$ 93.00	\$ 125.00	\$ 169.00	\$ 175.00	

Non PSA Sites			Exhibit B Compensation Effective June 1, 2014 thru May 31, 2015 (Revised August 12th, 2014)									Published Street Rates				
Branch	Site	Business Unit	Tier 1 (Apprentice)			Tier 2 (Mechanical Light / HVAC Commercial)			Tier 3 (Chiller Heavy/Mechanical Heavy)			Controls	Tier 1	Tier 2	Tier 3	Controls
			ST	OT T1/2	OT DT	ST	OT1/2	OT DT	ST	OT1/2	OT DT					
Peoria	Gibson City	Solae	\$ 100.70	\$ 151.05	\$ 201.40	\$ 132.05	\$ 198.08	\$ 264.10	\$ 147.25	\$ 220.88	\$ 294.50	\$ 126.00	\$ 106.00	\$ 139.00	\$ 155.00	\$ 140.00
Memphis	Memphis	Solae	\$ 68.40	\$ 102.60	\$ 136.80	\$ 104.50	\$ 156.75	\$ 209.00	\$ 123.50	\$ 185.25	\$ 247.00	\$ 144.00	\$ 72.00	\$ 110.00	\$ 130.00	\$ 160.00
<i>Plants without existing Planned Service Agreements will pay above hourly rates rates for Tier 1 & 2 work.</i>																
LABOR Calculations																
Straight Time Rates	will apply to working hours determined by the local union agreement between the UA and Johnson Controls															
Time and 1/2 Rates	will apply to working hours determined by the local union agreement between the UA and Johnson Controls															
Double Time Rates	will apply to working hours determined by the local union agreement between the UA and Johnson Controls															
Travel Time Rates	will apply to hours deemed travel time as determined by the local union agreement between the UA and Johnson Controls															
Unscheduled Service	requests for service will be charged "Portal to Portal" from the time the Technician halts work at the current work site and arrives at the DuPont site. And the reverse thereof.															
Off Site Requests	requests for Technicians to leave the DuPont site for tools or materials will be documented on the Technicians documentation and included into the calculated working hours															
Site Training	requests for DuPont site specific training will be billed as working hours															
MATERIAL Calculations																
York Brand Parts	DuPont will receive a 10% discount from Johnson Controls " Market Price List" for parts and materials supplied through York Brand parts distribution.															
Johnson Brand Parts	DuPont will receive a 50% discount from Johnson Controls " Market Price List" for parts and materials supplied through Johnson Brand parts distribution.															
Materials	1.45 "mark-up" on all materials outside York parts distribution at DuPont request. (Dupont's may seek to supply materials "by others" and Johnson Controls not liable for those materials)															
Perishable Tools	1.10 "mark-up" on the repair or replacement of tools when it is agreed & documented by DuPont and York that item was damaged as a direct result of use during repairs for DuPont.															
Materials Usage and Disposal																
Usage	DuPont will receive an itemized invoice for all materials used in the course of DuPont work request. Any unused portion of a purchased material will remain the property of DuPont															
Disposal	DuPont will be responsible for receipt of all materials for disposal. No materials will be removed from the DuPont site for disposal by York.															
(Revised August 12th, 2014)																