



NMAPC REVISIONS

Executive Summary

This report summarizes the revisions to the National Maintenance Agreements (NMA's) as approved by the National Maintenance Agreements Policy Committee, Inc. (NMAPC) on June 17, 2011 in conjunction with its Second Quarter meeting.

Article I – Recognition

- Requirement to provide “written craft work assignments” within 10 days of holding pre-job conferences.
- Potential \$500 fine for failure to hold pre-job conferences.
- Jurisdictional dispute resolution process language changed to mirror the criteria of that contained in “The Plan for the Settlement of Jurisdictional Disputes.”
- 5-day timeline to notify umpire is not absolute and should not be used to dismiss a dispute.
- Cost of arbitration shall be the responsibility of the losing party/parties.

Article II – Union Security

- Change current 30-day requirement to 8-day membership requirement in the Union as condition of employment.

Article V – Definitions

- Delete current Article V – Definitions
- New Article V – Subcontracting
- Subcontracting to be performed under the NMA's, or approved “Compatible Agreement.”
- Grievance may be filed by a Signatory Union for failure to abide by Subcontracting requirement, which may result in the award of monetary damages.

Article VI – Grievances

- Expansion of definition as to what constitutes a Grievance (Excludes: Jurisdictional and Wage Rate Disputes).

Article VIII – Wages

- Elimination of “Me-Too” proviso throughout the Agreement. (Bulletin No. VIII-11, To be deleted)

Article IX – Benefits and Other Monetary Funds

- Add language that states Industry Advancement or Promotion Funds; if approved by the NMAPC then funds must be paid.
- Add language that states Employers delinquent with benefit fund contributions will not be allowed to file Site Extension Requests with ANY Craft.

Article XI – Holidays

- Elimination of “Me-Too” proviso for holiday pay. (See Bulletin No. XI-3, to be deleted)

Article XIV – Travel and Subsistence

- Elimination of “Me Too” proviso throughout the Agreement.

Article XV – Work Hours Per Day

- Second (2nd) shift; eight (8) hours work for eight (8) hours pay, plus a \$2.00 per hour shift additive.
- Third (3rd) shift; eight (8) hours work for eight (8) hours pay, plus a \$2.25 per hour shift additive.
- Eliminate requirement for NMAPC approval prior to the implementation of a four (4) day ten (10) hour, and two (2) shift – four (4) day ten (10) hour flexible work schedule(s).
- Second (2nd) Shift on a two (2) shift – four (4) day ten (10) hour flexible work schedule; ten (10) hours work for ten (10) hours pay, plus a \$2.00 per hour shift additive.
- Elimination of “Me-Too” proviso throughout the Agreement. (See Bulletin No. XV-9, to be deleted)

Article XXII – Lockout and Work Stoppage

- Increased “Yellow Card Site” fines to \$15,000 for the first (1st) shift and \$50,000 a shift thereafter. (See revised Bulletin No. XXII-3)

Article XXVII – Administrative Procedure

- Reinforces that Employers must file site extension request(s) for each location.
- Further clarifies and reinforces that NMA’s are stand-alone agreements.