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Revised National Maintenance Agreement (NMA) Now In Effect; Incorporates First Major Changes Since 1996

NMA is widely used in the industrial maintenance and heavy construction sectors; revisions increase flexibility and efficiency, make Agreement more “user-friendly”

ARLINGTON, VA. – A revised version of the National Maintenance Agreement (NMA), one of the most widely used project labor agreements in the U.S., went into effect on January 1, 2012.

The NMA is utilized by more than 2,000 union contractor firms and 14 building trades unions. More than two billion work hours have been performed under the terms of the NMA since its inception in 1971. In 2011, contractor clients requested that more than \$8.7 billion worth of work be completed exclusively under the NMA.

“The NMA has come a long way since its creation in 1971,” said Steve Lindauer, Impartial Secretary and CEO of the National Maintenance Agreements Policy Committee, Inc. (NMAPC), the organization that administers the Agreement. “If we want it to continue to be successful and relevant, then it has to evolve and adapt along with the business needs of the marketplace. It has been 15 years since the last round of revisions. During that time, a lot of things have changed for contractors, the signatory unions and our owner-clients. It was simply the right time for an update.”

The revisions mark the first significant overhaul of the Agreement since 1996, and are designed to make it more flexible and efficient for all three parties involved – contractors, their owner clients and the union craft workers. The NMAPC is confident that implementing these “user-friendly” changes will encourage further participation in the NMA program, thereby increasing union construction market share in the U.S. The changes were agreed to by NMAPC members from both labor and management.

Some of the major revisions to the NMA include:

- **Work schedules:** Contractors or owners will no longer have to receive NMAPC approval prior to implementing a 4-10 work schedule with Friday as a straight-time make-up day; one can be implemented as the need arises. This change will result in the elimination of time-consuming administrative requests and allow contractors and owners to respond more quickly to unexpected changes and tight deadlines, which in turn will help keep projects on schedule and on budget.
- **Work hours and shifts:** The “shift additive” – the extra pay workers receive for working second or third shift – has been increased significantly, from 25 cents per hour to \$2 per hour for second shift, and from 50 cents per hour to \$2.25 per hour for third shift. “This benefits not only the union workers, but also the contractors and owners,” Lindauer noted. “In most industrial facilities where the NMA is used, maintenance is a constant 24-7 operation. Many ‘critical path’ maintenance tasks can only be completed after hours, but it can be difficult to attract essential skilled workers willing to work the late-night and early-morning shifts. By increasing the shift additive, you create a powerful incentive to bring them in. That helps everyone: the worker makes more money, the contractor gets the necessary manpower, and the owner receives a high-quality product.”
- **Subcontracting:** Under the revised Agreement, all subcontracting work on an NMA job must be done under the terms of either the NMA or an approved compatible agreement.
- **Industry funds:** Industry advancement or promotion funds required by a local labor agreement may be paid at the discretion of the employer. However, if approved by the NMAPC, these funds must be paid.

A complete overview of all the revisions can be found at <http://www.nmapc.org/agreement>.

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ABOUT NMAPC

The National Maintenance Agreements Policy Committee, Inc. (NMAPC) negotiates and administers the National Maintenance Agreement, a project labor agreement utilized by more than 2,000 industrial contractor firms who employ members of 14 building trades international unions. The agreements provide a cost-effective vehicle for contractors and skilled building trades workers to perform construction, maintenance and repair work for the country’s industrial and manufacturing base.

The NMAPC was the first national labor management organization in the construction industry to become incorporated, and is based in the philosophy of tripartite cooperation between the customer, contractor and union craft personnel. To date, the NMAPC program has accounted for more than 2 billion work-hours for the building trades and contractors.

For more information, visit us at www.nmapc.org.