

NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

1501 Lee Highway, Suite 202
Arlington, Virginia 22209
Phone: (703) 841-9707

Impartial Secretary/CEO
Stephen R. Lindauer

The following constitutes an official action of the National Maintenance Agreements Policy Committee, Inc.:

Bulletin No. VIII – 15 * National Maintenance Agreement

Subject: Article VIII – Wages

Application of Wage/Rate Site Modifications and Shift Additives

The Committee was requested to provide clarification concerning the application of wage/rate site modifications to second (2nd) and third (3rd) shift additives.

Conclusion:

It is the long standing position of the Committee that when a wage/rate site modification has been formally approved by the NMAPC any second (2nd) or third (3rd) shift additives due an employee **shall not** be modified by the wage/rate site modification. The Committee further confirmed that wage/rate site modifications shall only be applied to the appropriate “base” wage/rate.

Example:

Regular journeyman's rate before reduction:	- \$20.00 per hour
Journeyman's modified wage rate @ 90%:	- \$18.00 per hour
Second (2 nd) Shift Additive:	<u>- \$ 2.00 per hour</u>
Total Wage Rate (Excluding Benefits)	<u>\$ 20.00 per hour</u>

Regular journeyman's rate before reduction:	- \$20.00 per hour
Journeyman's modified wage rate @ 90%:	- \$18.00 per hour
Third (3 rd) Shift Additive:	<u>- \$ 2.25 per hour</u>
Total Wage Rate (Excluding Benefits)	<u>\$ 20.25 per hour</u>

Stephen R. Lindauer
Impartial Secretary/CEO



July 20, 2016

APPROVED

Re: NMAPC Meeting of July 20, 2016