

# NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

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Impartial Secretary/CEO  
Stephen R. Lindauer

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

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Bulletin No. VIII – 1 \* National Maintenance Agreement

Subject: Article VIII – Wages

## **Lay-Off/Termination and Request for Time Extension on "Pay-Off"**

The Committee was requested to review the situation where Employers withhold proper compensation at the time of layoff/termination and incidents when employees are laid off/terminated during overtime hours or during weekend work where the Employer's payroll department is closed because the work being performed is during non-business hours.

## **Conclusion**

The Committee reviewed the issue and re-affirmed, that layoff/termination is “pay-off.”

The Committee determined that employees not receiving **their proper pay** at the time of layoff/termination shall be entitled to receive four (4) hours of compensation (wages and fringe benefits) at the proper straight time rate of pay for each twenty-four (24) hour waiting period or a portion thereof. The Committee also recognized that special circumstances exist relative to overtime hours, weekend work and the remuneration for employees during situations when the Employer's payroll department may be closed. When such instances occur, the checks should be prepared and furnished immediately upon resumption of the first normal business day, and the penalty **shall not apply**.

The determination on where checks will be delivered shall be reviewed during the pre-job conference.

When lay-offs are anticipated during week-end work, the Employer shall be required to compensate all employees upon lay-off for **at least** all hours of work accrued through the close of business on Friday. Further, the Committee retains the right to address any grievance alleging misuse of this Bulletin.

Stephen R. Lindauer  
Impartial Secretary/CEO



October 22, 2015

APPROVED

Re: NMAPC Meeting of 10-22-15  
NMAPC Meeting of 6-17-11  
NMAPC Meeting of 8-24-05  
NMAPC Meeting of 8-26-99  
NMAPC Meeting of 2-29-96  
NMAPC Meeting of 9-14-93  
NMAPC Meeting of 8-30-90  
NMAPC Meeting of 9-08-89  
NMAPC Meeting of 10-21-74