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.:

Bulletin No. VIII – 12 * National Maintenance Agreement

Subject: Article VIII - Wages

Failure to Provide Proper Wage Payments on Payday

The Committee was requested to review NMAPC policy when a Employer fails to provide proper wage payments on payday in the form of unfunded checks.

Conclusion

The Committee determined that if an Employer fails to provide properly funded payroll checks for work performed as of payday as required under Article VIII of the National Maintenance Agreements, the provisions of Article XXII, and NMAPC Bulletin XXII – 3 shall not apply and the Union may legally withhold its services. However, it is understood that such action consistent with Article XXII, does not allow said craft to establish any picket lines or disrupt the work of other craft.

Further, consistent with NMAPC Bulletin VIII – 2, employees not receiving their proper wages of pay on payday shall be entitled to four (4) hours of compensation at the proper straight-time rate of pay for each twenty-four (24) hour waiting period or portion thereof.

Stephen R. Lindauer Impartial Secretary/CEO

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June 17, 2011

APPROVED Re: NMAPC Meeting of 6-17-11 NMAPC Meeting of 1-16-06