NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

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> Impartial Secretary/CEO Stephen R. Lindauer

Proper Implementation of an Approved Wage Modification

The Committee was requested to provide clarification as to when an Employer may implement a Wage Modification once it has been approved by the National Maintenance Agreements Policy Committee (NMAPC) at a particular facility.

Conclusion

The Committee acknowledges that once a Wage Modification has been formally approved at a facility by the NMAPC then it shall be recorded within the NMAPC's electronic database and made available for all Employers seeking to work under the terms of the National Maintenance Agreements (NMA) at the aforementioned facility.

The Committee determined that any Employer seeking to invoke the Wage Modification must be in possession of a current approved Site Extension Request (SER) that contains the appropriate Wage Modification approval language. Therefore, Employers that previously requested and are in possession of approved SERs at a facility, <u>prior</u> to a Wage Modification having been approved by the NMAPC, must submit new SERs for said facility in order for the Wage Modification to become effective.

Important Note: The NMAPC Administrative Office maintains records of all approved Wage Modifications. When a Wage Modification has been approved at a facility by the NMAPC the appropriate Wage Modification language will automatically appear on all future SER requests made by an Employer.

Stephen R. Lindauer Impartial Secretary/CEO

October 22, 2015

APPROVED

Re: NMAPC Meeting of 10-22-15