

NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

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Impartial Secretary/CEO
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The following constitutes an official action of the National Maintenance Agreements Policy Committee, Inc.

Bulletin No. VIII – 8 * National Maintenance Agreement

Subject: Article VIII – Wages

Calculating Wages Subject to Wage/Rate Site Modifications

Whenever reduced wages are applied to local union agreements, as a result of Wage/Rate Site Modifications granted by the National Maintenance Agreements Policy Committee, Inc., such modifications shall apply to the most recently published rates contained in the local union's current collective bargaining agreements.

Voluntary Rollbacks or Wage Rate Reductions affected in the last bargaining session shall be applied in the following manner (In the absence of an official written communication from the local parties to the contrary, these arrangements will be recognized by the NMAPC indefinitely):

If the Committee granted 90% of the published local union wage rate, the 90% shall apply to the last published wage rate, irrespective of whether the published rate is the result of an "increase" and/or a "freeze."

However, in those instances whereby the local union reduced their wages by a certain percentage at the bargaining session, then the local union wage rate shall be affected by only that manner equivalent to achieve the 90% wage rate reduction.

Example:

If a local union reduced their wage by 5% during the last bargaining period, then only a 5% reduction would apply to the most recently published wage rate. In this instance, the Employer would be obligated to apply 95% of the local wage rate. In those instances whereby the local union reduced their wage rate by 10%, the same as the Committee's modification, then the published wage rate would remain the same. However, in those instances whereby the local union reduced their wages more than the modifications granted by the Committee, then that wage rate shall stand as the recognized rate for the ensuing period.

Please Note:

When applying the above examples, only the most recently published rates as a result of the last bargaining session shall be considered.

Stephen R. Lindauer
Impartial Secretary/CEO



June 17, 2011

APPROVED

Re: NMAPC Meeting of 6-17-11
NMAPC Meeting of 5-24-07
NMAPC Meeting of 10-26-06
NMAPC Meeting of 2-29-96
NMAPC Meeting of 9-8-89
NMAPC Meeting of 6-11-81