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. XI – 1 * National Maintenance Agreement
Subject: Article XI – Holidays

In-Plant Holidays

In most instances, industrial facilities observe designated Holidays. A portion of these being different from those observed under the terms of the National Maintenance Agreements.

Conclusion

When such occasions are present, the Employer is required to make in-plant holidays known to all employees by publishing them as part of the project rules and regulations.

It has been an accepted policy of the National Maintenance Agreements Policy Committee, Inc., that the Client/Owner may shutdown the entire facility, or any portion of a facility, with regards to outside contracting when observing an in-plant holiday.

If no work orders are given to the Employer performing maintenance within the plant, and all of the Employer's employees are required by the Owner not to work that day, the Employer will not be penalized for hours not worked and out of the Employer's control. The Employer will also provide the affected local union(s) with advanced notification when these situations exist.

Stephen R. Lindauer Impartial Secretary/CEO

June 17, 2011

APPROVED

Re: NMAPC Meeting of 6-17-11 NMAPC Meeting of 10-26-06 NMAPC Meeting of 9-8-89