

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. XV – 1 * National Maintenance Agreement

Subject: Article XV – Work Hours Per Day

Clarification of Shift Additives by Example

The following examples are intended to clarify the shift rates, shift additives and overtime. \$20.00 per hour is used as a basis for computation.

SINGLE SHIFT SCHEDULE EXAMPLE

Eight (8) hours work performed for eight (8) hours pay:

$$8 \text{ hours work} \times \$20.00 \text{ per hour} = \$160.00$$

Ten (10) hours of work performed for eight (8) hours pay at straight time plus (2) hours at time and one-half the straight time rate of pay:

$$\begin{array}{rcl} 8 \text{ hours straight time} \times \$20.00 \text{ per hour} & = & \$160.00 \\ 2 \text{ hours overtime} \times \$30.00 \text{ per hour} & = & \underline{\$ 60.00} \\ & & \$220.00 \end{array}$$

THREE-SHIFT SCHEDULE EXAMPLE

(Three (3) Eight (8) hour shifts are used as an example with one-half (1/2) over-lap between shifts)

First Shift - Eight (8) hours work for eight (8) hours pay:

Hours:	8:00 AM to Noon	=	4 hours		
(Lunch)	Noon to 12:30 PM	=	0 hours		
	12:30 PM to 4:30 PM	=	4 hours		
	Total hours worked		8 hours (8 hours pay)	=	\$160.00

Second Shift - Eight (8) hours work for eight (8) hours pay:

Hours:	4:00 PM to 8:00 PM	=	4 hours		
(Lunch)	8:00 PM to 8:30 PM	=	0 hours		
	8:30 PM to 12:30 AM	=	4 hours		
	Total hours worked		8 hours (8 hours pay)	=	\$160.00

Shift additive of \$ 2.00 per hour for all hours = \$ 16.00
 Total remuneration for second (2nd) shift = \$176.00

Third Shift - Eight (8) hours work for eight (8) hours pay:

Hours: 12:00 AM to 4:00 AM = 4 hours
 (Lunch) 4:00 AM to 4:30 AM = 0 hours
 4:30 AM to 8:30 AM = 4 hours
 Total hours worked 8 hours (8 hour pay) = \$160.00
 Shift additive of \$ 2.25 per hour for all hours = \$ 18.00
 Total remuneration for third (3rd) shift = \$178.00

TWO- SHIFT SCHEDULE EXAMPLE

(Two (2) Twelve (12) hour shifts are used as an example)

First Shift - Eight (8) hours work for eight (8) hours pay:

Hours: 8:00 AM to Noon = 4 hours
 (Lunch) Noon to 12:30 PM = 0 hours
 12:30 PM to 4:30 PM = 4 hours
 Total s/t hours worked 8 hours (8 hours pay) = \$160.00
 (Overtime) 4:30 PM to 6:30 PM = 2 hours
 Meal break * 6:30 PM to 7:00 PM = 0 hours
 (Overtime) 7:00 PM to 8:00 PM = 1 hour
 Three (3) hours at time and one-half = \$ 90.00
 Total remuneration for first (1st) shift = \$ 250.00

Second Shift - Eight (8) hours work for eight (8) hours pay:

Hours: 8:00 PM to Midnight = 4 hours
 (Lunch) Midnight to 12:30 AM = 0 hours
 12:30 AM to 4:30 AM = 4 hours
 Total s/t hours worked 8 hours (8 hours pay) = \$160.00
 (Overtime) 4:30 AM to 6:30 AM = 2 hours
 Meal break * 6:30 AM to 7:00 AM = 0 hours
 (Overtime) 7:00 AM to 8:00 AM = 1 hour
 Three (3) hours at time and one-half = \$90.00

Shift Additives:

8:00 PM to 4:30 AM
 Eight (8) hours (8 hours x \$ 2.00) = \$16.00

(Overtime)	4:30 AM to 8:00 AM		
	Three (3) hours (excludes ½ hour second 2 nd meal break)		
	(3 hours x \$ 2.00 @ at time and one-half)	=	<u>\$9.00</u>
	Total remuneration for second (2 nd) shift	=	\$275.00

* See Bulletin No. XV-10 for Clarification on Application of Second (2nd) Meal breaks

Stephen R. Lindauer
Impartial Secretary/CEO



June 17, 2011

APPROVED

Re: NMAPC Meeting of 6-17-11
NMAPC Meeting of 11-14-97
NMAPC Meeting of 9-15-89
NMAPC Meeting of 9-14-81
NMAPC Meeting of 8-28-81
NMAPC Meeting of 11-2-77
NMAPC Meeting of 7-20-77
NMAPC Meeting of 4-28-77
NMAPC Meeting of 6-27-74
NMAPC Meeting of 9-12-73
NMAPC Meeting of 5-16-73
NMAPC Meeting of 2-10-73
NMAPC Meeting of 6-21-72