

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 – 2 * National Maintenance Agreement

Subject: Article XV – Work Hours Per Day

Application of Shift Additives

In certain local collective bargaining agreements, "shift additives" differ from those contained in the National Maintenance Agreements. The question posed to the NMAPC, Inc., is which prevails, the provisions relating to "shift additives" under the National Maintenance Agreements or those in the local collective bargaining agreement.

Conclusion

The Committee determined that the shift provisions contained in the National Maintenance Agreements supersede those contained in local collective bargaining agreements. The Committee agreed to clarify the question of "shift additives" as follows:

On three (3), eight (8) hour shifts, the first (1st) shift does not provide for an additive, the second (2nd) shift provides for \$ 2.00 per hour, and the third (3rd) shift provides for \$ 2.25 per hour. However, whenever one (1) of the three (3), eight (8) hour shifts goes on overtime, then the shift additive which was paid for that particular shift will continue. Regardless of where the shift starts or ends, an additive of \$ 2.00 per hour will be paid for the second (2nd) shift, and an additive of \$ 2.25 per hour will be paid for the third (3rd) shift.

In the case of two (2) shifts, i.e., two (2), ten (10) hour shifts or two (2), twelve (12) hour shifts, all shift additives will follow the shift.

Stephen R. Lindauer
Impartial Secretary/CEO



June 17, 2011

APPROVED

Re: NMAPC Meeting of 6-17-11
NMAPC Meeting of 9-8-89
NMAPC Meeting of 5-11-78