

# 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.:**

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Bulletin No. XV – 9 \* National Maintenance Agreement

Subject: Article XV – Work Hours Per Day

### **Proper Remuneration for Second (2<sup>nd</sup>) and Third (3<sup>rd</sup>) Shifts**

The question was raised as to the proper payment of wages for employees engaged on the second (2<sup>nd</sup>) or third (3<sup>rd</sup>) shift when said employees report tardy for work and/or leave the project before the completion of the regularly scheduled shift.

### **Conclusion**

In such instances, the Employer will compensate the employee for the full eight (8) hours pay, including the appropriate shift additive, less those hours not worked.

EXAMPLE: 2<sup>nd</sup> shift – Work eight (8) hours, paid for eight (8) hours, including the applicable shift additive, and employee reports two (2) hours late for work.

Eight (8) hours pay, plus \$ 2.00 per hour at the journeyman rate of \$20.00 per hour	-	\$176.00
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Less: two (2) hours pay @ \$20.00 per hour, plus \$ 2.00 per hour for those hours reporting late	-	<u>(\$44.00)</u>
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Proper pay for abbreviated shift	-	\$132.00
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Stephen R. Lindauer  
Impartial Secretary/CEO



June 17, 2011

APPROVED

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