



Tripartite Principles of Conduct

**Building a Partnership of
Safety, Productivity, Quality, and Strength**



NMAPC

NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

Tripartite Principles of Conduct

The National Maintenance Agreements Policy Committee, Inc. (NMAPC) is pleased to introduce three new Tripartite Principles of Conduct for all users of the National Maintenance Agreements (NMA).

Since its inception in 1971, the NMAPC Program has been administered under a system of tripartite governance and cooperation, with Owners, Contractors and building trades Craft Workers sharing equally in the responsibilities and rewards. It is under this philosophy of tripartite cooperation and mutually beneficial relationships that the NMAPC developed the Tripartite Principles of Conduct, to ensure that the Program's stated goal of "Building a Partnership of Safety, Productivity, Quality and Strength" is adhered to in all phases of work.

The Tripartite Principles of Conduct were created with the input of the NMAPC Owner Advisory Committee and the NMAPC Labor-Management Committee, and were formally approved by the NMAPC Board of Directors in the fall of 2014. The Principles have also been included in the official print and online versions of the National Maintenance Agreement.

With this decision, the NMA becomes the only project labor agreement in the country to have adopted codes of conduct for all three tripartite branches.

Following are the complete NMAPC Tripartite Principles of Conduct.

Contractors and
Subcontractors

Unions

Owners

NMAPC Contractors and Subcontractors shall:

1. Maintain a Zero Injury, drug-free and productive work place;
2. Be signatory to each Participating Union's National Maintenance Agreement (NMA) that you will be employing for the work in question;
3. Have filed and received approval of Site Extension Requests (SERs) of the NMAs at any and all affected facilities/locations prior to commencing with work;
4. Ensure that all subcontractors

under your company's direction are performing work under the terms and conditions of the NMAs as outlined in 1) & 2);

5. Conduct mandatory Pre-job Conferences, as well as initiate addressing any potential concerns at such time as outlined in Article I of the NMA;
6. Adhere to and enforce the respective International Unions' Codes/Standards of Excellence;
7. Report your work hours performed under the NMAs on a quarterly basis via www.nmapc.org;
8. Maintain channels of com-

munication with your Union(s), the local building trades council, and the Owner/Client, as well as participate in local tripartite meetings as necessary;

9. Familiarize and utilize existing resolution processes for addressing any disputes that may arise while working under the NMA Program;
10. Consistently adhere to, and enforce ALL of the terms and conditions of the NMAs, recognizing that it is every Signatory Contractor's and Subcontractor's responsibility to manage all aspects of their work performed under the Agreements.

NMAPC Participating International & Local Unions shall:

1. Maintain a Zero Injury, drug-free and productive work place;
2. Take appropriate and timely action regarding requests to become signatory to the National Maintenance Agreement (NMA), and Site Extension Requests (SERs);
3. Participate in all mandatory Pre-job Conferences and initiate addressing any potential concerns at such time as outlined in Article I of the NMA;
4. Ensure there are NO disruptions

of any and all work performed under the NMAPC Program;

5. Adhere to and enforce the respective International Unions' Codes/Standards of Excellence;
6. Fulfill the promise of providing a highly skilled, trained, and professional workforce;
7. Maintain channels of communication with your NMAPC Contractors, the local building trades council, and the Owner/Client, as well as participate in local tripartite meetings as necessary;
8. Familiarize and utilize existing resolution processes for addressing

any disputes that may arise while working under the NMA Program;

9. Always respect the Owner/Client's and the Contractor's property, equipment and tools;
10. Consistently adhere to ALL of the terms and conditions of the NMAs;
11. Remember that the work you perform and the way you perform it each day on the job could ultimately impact the opportunity for your fellow union members and your Contractors to work for this Owner/Client in the future.

Owner/Clients shall:

1. Embrace and promote the Zero Injury philosophy on all projects performed under the NMAPC Program;
2. Provide work opportunities to NMAPC Contractors and NMAPC Participating Unions;
3. Establish local tripartite committee(s) in order to maintain channels of communication with NMAPC Contractors, Participating Unions, the local building trades councils, and the NMAPC

Administrative Office as well as participate in pre-job conferences;

4. Ensure Contractors are in possession of approved Site Extension Requests (SERs) at your facility(s) prior to commencing with work by utilizing the Owner/Client portal on www.nmapc.org;
5. Ensure Contractors are reporting work hours performed under the National Maintenance Agreements (NMAs) at your facility(s) on a quarterly basis via www.nmapc.org;
6. Make all Owner/Client rules and regulations known in advance to all parties;

7. Consider designating your projects or sites under the NMAPC "Yellow Card" in order to achieve the maximum benefits of the spirit and intent of the NMAPC Program;

8. Provide reasonable access to Union representatives to NMA jobs operated within your plant location(s).



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