

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. VIII – 7 * National Maintenance Agreement

Subject: Article VIII – Wages

Calculating Foreman's Wages Subject to Wage/Rate Site Modifications

Wage differentials for foremen are established by the procedure set forth in the applicable local collective bargaining agreement and the established differential is then added to the journeyman's maintenance wage rate when working under the terms of the National Maintenance Agreement and/or the National Power Generation Maintenance Agreement.

When a foreman's wage rate is determined by adding a specific amount of compensation (or a percentage) to a reduced journeyman's wage rate, those incentive amounts shall not be affected by the wage/rate site modification.

Example:

Regular journeyman's rate before reduction:	- \$20.00 per hour
Journeyman's modified wage rate @ 90%:	- \$18.00 per hour
Established foreman's supervision incentive:	- \$ 2.00 per hour

Please note that in this instance the 90% wage/rate site modification shall apply to the journeyman's rate and the established foreman's supervision incentive of \$2.00 per hour shall be added to the modified journeyman wage rate, (i.e., $\$18.00 + \$2.00 = \$20.00$), thus providing the foreman's wage rate.

Likewise, in those instances where the foreman's wage rate is a flat rate in the form of a classification (not subject to incentives), the differential for the foreman shall not be affected by the wage/rate site modification and such wage rate shall be calculated as follows:

Local journeyman's wage rate:	- \$20.00 per hour
Local foreman's wage rate (as classification):	- \$22.00 per hour
Established foreman's wage differential:	- \$ 2.00 per hour

Journeyman's modified wage rate @ 90%:	- \$18.00 per hour
Add: established foreman's wage differential:	- \$ 2.00 per hour
Local foreman's modified wage rate @ 90%:	- \$20.00 per hour

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June 17, 2011

APPROVED

Re: NMAPC Meeting of 6-17-11
NMAPC Meeting of 9-14-93
NMAPC Meeting of 9-8-89