The following constitutes an official action of the National Maintenance Agreements Policy Committee, Inc.:

Bulletin XII – 2 * National Maintenance Agreement

Subject: Article XII – Minimum Pay and Reporting Time

Defining a Call-In During Scheduled Days Off or Holidays

The Committee was requested to provide clarification regarding what constitutes a call-in, as contemplated in Article XII, Section 2 of the National Maintenance Agreements.

Conclusion

The Committee noted that Article XII, Section 2 of the Agreement defines a call-in as "the notification to an employee to report for work by whatever means for work outside of his/her regular shift or on his/her regularly scheduled day(s) off or Holiday."

The Committee has determined that when an employee is notified, prior to the end of the employee's shift, that a subsequent shift is scheduled to be worked on a Holiday or a scheduled day off, the scheduled shift will not be considered a call-in, but rather scheduled sporadic overtime.

Conversely, if the employee leaves work and is contacted at some point in time following the end of the regular shift to report for work by whatever means on a day, which may be either a Holiday or a scheduled day off, that work will be considered a call-in and the employee will be entitled to a minimum of four (4) hours pay at the appropriate overtime rate for the call-in period of time, not to exceed double-time. It should be understood that the Committee considers a call-in as notifying any and all employees necessary after they have left the job site to report to work to address unforeseen circumstances or emergencies that may occur and require immediate short-term attention.

Stephen R. Lindauer
Impartial Secretary/CEO

June 17, 2011