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

Bulletin No. XV – 1 * National Maintenance Agreement

Subject: Article XV – Work Hours Per Day

Clarification of Shift Additives by Example

The following examples are intended to clarify the shift rates, shift additives and overtime. $20.00 per hour is used as a basis for computation.

SINGLE SHIFT SCHEDULE EXAMPLE

Eight (8) hours work performed for eight (8) hours pay:

\[
8 \text{ hours work} \times \$20.00 \text{ per hour} = \$160.00
\]

Ten (10) hours of work performed for eight (8) hours pay at straight time plus (2) hours at time and one-half the straight time rate of pay:

\[
8 \text{ hours straight time} \times \$20.00 \text{ per hour} = \$160.00 \\
2 \text{ hours overtime} \times \$30.00 \text{ per hour} = \$ 60.00 \\
\]

\[
\text{Total} = \$220.00
\]

THREE-SHIFT SCHEDULE EXAMPLE

(Three (3) Eight (8) hour shifts are used as an example with one-half (½) over-lap between shifts)

First Shift - Eight (8) hours work for eight (8) hours pay:

Hours: 
- 8:00 AM to Noon = 4 hours
- Noon to 12:30 PM = 0 hours
- 12:30 PM to 4:30 PM = 4 hours

Total hours worked = 8 hours (8 hours pay) = \$160.00

Second Shift - Eight (8) hours work for eight (8) hours pay:

Hours:
- 4:00 PM to 8:00 PM = 4 hours
- 8:00 PM to 8:30 PM = 0 hours
- 8:30 PM to 12:30 AM = 4 hours

Total hours worked = 8 hours (8 hours pay) = \$160.00
Shift additive of $ 2.00 per hour for all hours = $ 16.00

Total remuneration for second (2\textsuperscript{nd}) shift = $176.00

Third Shift - Eight (8) hours work for eight (8) hours pay:

Hours: 
- 12:00 AM to 4:00 AM = 4 hours
- 4:00 AM to 4:30 AM = 0 hours
- 4:30 AM to 8:30 AM = 4 hours

Total hours worked = 8 hours (8 hour pay) = $160.00

Shift additive of $ 2.25 per hour for all hours = $ 18.00

Total remuneration for third (3\textsuperscript{rd}) shift = $178.00

**TWO-SHIFT SCHEDULE EXAMPLE**

(Two (2) Twelve (12) hour shifts are used as an example)

First Shift - Eight (8) hours work for eight (8) hours pay:

Hours:
- 8:00 AM to Noon = 4 hours
- Noon to 12:30 PM = 0 hours
- 12:30 PM to 4:30 PM = 4 hours

Total s/t hours worked = 8 hours (8 hours pay) = $160.00

(Overtime) 4:30 PM to 6:30 PM = 2 hours
Meal break * 6:30 PM to 7:00 PM = 0 hours
(Overtime) 7:00 PM to 8:00 PM = 1 hour

Three (3) hours at time and one-half = $ 90.00

Total remuneration for first (1\textsuperscript{st}) shift = $250.00

Second Shift - Eight (8) hours work for eight (8) hours pay:

Hours:
- 8:00 PM to Midnight = 4 hours
- Midnight to 12:30 AM = 0 hours
- 12:30 AM to 4:30 AM = 4 hours

Total s/t hours worked = 8 hours (8 hours pay) = $160.00

(Overtime) 4:30 AM to 6:30 AM = 2 hours
Meal break * 6:30 AM to 7:00 AM = 0 hours
(Overtime) 7:00 AM to 8:00 AM = 1 hour

Three (3) hours at time and one-half = $90.00

Shift Additives:

8:00 PM to 4:30 AM
Eight (8) hours (8 hours x $ 2.00) = $16.00
(Overtime)  4:30 AM to 8:00 AM
Three (3) hours (excludes ½ hour second 2nd meal break)
(3 hours x $ 2.00 @ at time and one-half)       =       $9.00

Total remuneration for second (2nd) shift       =       $275.00

* See Bulletin No. XV-10 for Clarification on Application of Second (2nd) Meal breaks

Stephen R. Lindauer
Impartial Secretary/CEO

June 17, 2011

APPROVED
Re:    NMAPC Meeting of 6-17-11
       NMAPC Meeting of 11-14-97
       NMAPC Meeting of 9-15-89
       NMAPC Meeting of 9-14-81
       NMAPC Meeting of 8-28-81
       NMAPC Meeting of 11-2-77
       NMAPC Meeting of 7-20-77
       NMAPC Meeting of 4-28-77
       NMAPC Meeting of 6-27-74
       NMAPC Meeting of 9-12-73
       NMAPC Meeting of 5-16-73
       NMAPC Meeting of 2-10-73
       NMAPC Meeting of 6-21-72