

# NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

1501 Lee Highway, Suite 202  
Arlington, Virginia 22209  
Phone: (703) 841-9707

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 – 13 \* National Maintenance Agreement

Subject: Article XV – Work Hours Per Day

### **Proper Remuneration for "Split Shifts"**

The Committee considered a situation wherein an employee was requested to work three (3) hours into the regularly established shift starting at 7:00 AM, and completing at 10:00 AM. The employee was then sent home and required to return at 11:00 PM on a newly established shift within the same twenty-four (24) hour time frame. The Committee was requested to determine the proper remuneration for this employee's hours worked during this twenty-four (24) hour period.

### **Conclusion**

The Committee determined that consistent with Article XII, the employee would be paid a minimum two (2) hours or the actual time worked for the abbreviated established shift. Further, consistent with Article XV, Section 3 all time worked before and after the established work day and within the twenty-four (24) hour time frame should be paid at the applicable overtime rate.

It is understood that if this employee is required to report for work on subsequent shifts, then Bulletin No. XV - 1 is applicable.

Also, refer to Bulletin No. XV - 9, Proper Remuneration for Second (2<sup>nd</sup>) and Third (3<sup>rd</sup>) Shifts.

Stephen R. Lindauer  
Impartial Secretary/CEO



June 17, 2011

APPROVED

Re: NMAPC Meeting of 6-17-11  
NMAPC Meeting of 8-30-90