

# 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 – 15 \* National Maintenance Agreement

Subject: Article XV – Work Hours Per Day

## **Inclusion of Shift Additives in Gross Wages When Calculating Fringe Benefit Contributions**

The Committee was requested to address the inclusion of shift additives in gross wages when calculating fringe benefit contributions that are based on a percentage of gross wages.

### **Conclusion**

Since shift additives have been determined by the Solicitor, U. S. Department of Labor, to be part of wages and subject to applicable overtime provisions, they must be included as part of gross wages for the purpose of calculating fringe benefit contributions that are determined by using a percentage of gross wages, exceptions being provided by appropriate trust documents.

Stephen R. Lindauer  
Impartial Secretary/CEO



June 17, 2011

APPROVED

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