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

Bulletin No. XV – 9 * National Maintenance Agreement

Subject: Article XV – Work Hours Per Day

Proper Remuneration for Second (2nd) and Third (3rd) Shifts

The question was raised as to the proper payment of wages for employees engaged on the second (2nd) or third (3rd) shift when said employees report tardy for work and/or leave the project before the completion of the regularly scheduled shift.

Conclusion

In such instances, the Employer will compensate the employee for the full eight (8) hours pay, including the appropriate shift additive, less those hours not worked.

EXAMPLE: 2nd shift – Work eight (8) hours, paid for eight (8) hours, including the applicable shift additive, and employee reports two (2) hours late for work.

Eight (8) hours pay, plus $2.00 per hour at the journeyman rate of $20.00 per hour - $176.00

Less: two (2) hours pay @ $20.00 per hour, plus $2.00 per hour for those hours reporting late - ($44.00)

Proper pay for abbreviated shift - $132.00

Stephen R. Lindauer
Impartial Secretary/CEO

June 17, 2011

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