

# NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

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Impartial Secretary/CEO  
Daniel M. Hogan

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

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Bulletin No. VIII – 2 \* National Maintenance Agreement

Subject: Article VIII – Wages

## **Establishment of Payday and Withholding Period**

A number of local agreements contain language which sets forth specific payday withholding periods.

A question was raised regarding an Employer's ability when working under the terms of the National Maintenance Agreements (NMAs) to establish a payday different from that contained in the local collective bargaining agreement.

## **Conclusion**

Recognizing the burdens imposed on an Employer when the requirements for different paydays and withholding periods vary from the Agreement of one craft to another, the Committee determined that under the (NMAs), the establishment of specific paydays to effect a standard shall be at the option of the Employer. However, withholding periods, and the payment of wages, under the terms of the NMAs will be limited to five (5) days from the close of the pay period, and wages earned shall be distributed prior to the end of the shift.

The intent of the five (5) day withholding period is understood to be five (5) working days, Monday through Friday, excluding Holidays. In addition to complying with the withholding period, Employers are required to provide employees with their proper wages of pay prior to the end of their shift on a day in which they are regularly scheduled to work.

The Committee determined that employees not receiving their wages of pay prior to the end of the last shift within the five (5) day withholding period shall be entitled to receive four (4) hours of compensation (wages and fringe benefits) at the proper straight-time rate of pay for each twenty-four (24) hour waiting period, or portion thereof. It should be noted that the five (5) day withholding period takes precedence over any established payday.

Further, the Committee determined that the Employer, within twenty-four (24) hours of notification by an employee or their immediate supervisor, of not receiving their proper wages of pay shall upon confirmation submit a check correcting the error. Individuals not receiving their corrected check within a twenty-four (24) hour period shall be entitled to receive four (4) hours of compensation (wages and fringe benefits) at the proper straight-time rate of pay for each twenty-four (24) hour waiting period, or portion thereof.

The Committee recognizes that due consideration must be given to unique circumstances beyond the control of the Employer. Further, the Committee advises that the above conclusion does not allow for Employers to continually change the payday and retains the right to address any grievance alleging misuse of this bulletin.

Daniel M. Hogan  
Impartial Secretary/CEO

A handwritten signature in black ink, appearing to read "Daniel M. Hogan", written over a vertical line.

April 21, 2022

APPROVED

Re: NMAPC Meeting of 4-21-22  
NMAPC Meeting of 6-17-11  
NMAPC Meeting of 8-25-10  
NMAPC Meeting of 10-29-08  
NMAPC Meeting of 10-26-06  
NMAPC Meeting of 2-29-96  
NMAPC Meeting of 9-8-89  
NMAPC Meeting of 6-11-81