



NMAPC

NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.



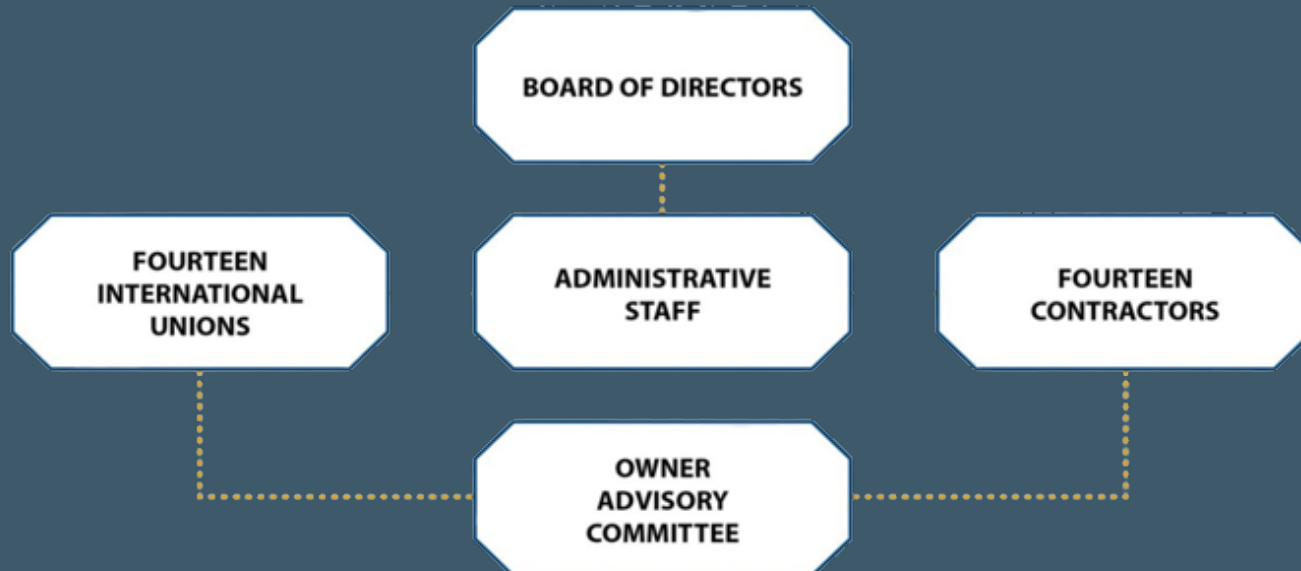
Insulators New Officers Training

February 6, 2023

Linthicum Heights, MD

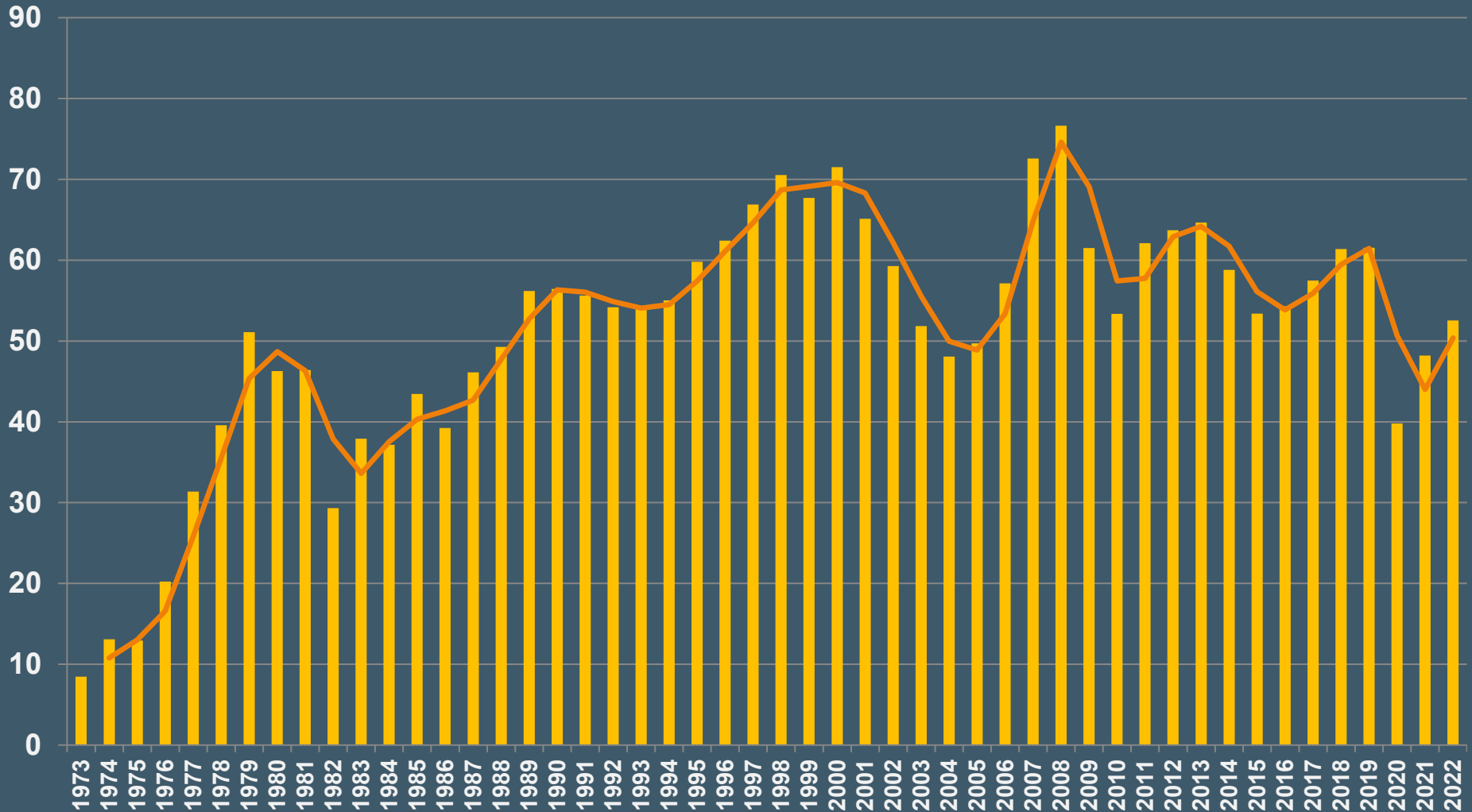
NMAPC at a Glance

- The NMAPC is an incorporated, joint labor-management committee that negotiates, interprets and administers the National Maintenance Agreements (NMAs), with the first NMA signed in **1971**
- The NMAs are **14** individual craft collective bargaining agreements that are 99.9% similar
- The NMAs are used by more than **1,700** contractors throughout the United States



NMA Usage Based on Work Hours

1973-2022



* 2022 Hours are preliminary

National Maintenance Agreements 2022 Year in Review



- **52.5** million work hours*
- **767** clients and **1,450** plants/facilities serviced throughout the United States
- **1,700+** signatory contractors
- **6,400+** site extension requests; i.e. projects
- **0** job site disruptions

* 2022 Hours are preliminary

Insulators 2022 in Review



- **1,332,196** work hours*
- **40** signatory contractors
- **309** site extension requests approved (projects) at more than **200** facilities located in **19** different states

* **2022 Hours are preliminary**

Member Hours Worked (2017-2022)

2017: Insulators Member hours worked => **1,749,393**

2018: Insulators Member hours worked => **1,791,336**

2019: Insulators Member hours worked => **1,706,707**

2020: Insulators Member hours worked => **1,119,255**

2021: Insulators Member hours worked => **930,482**

2022: Insulators Member hours worked => **1,332,196**

Total for six-year period: **8,629,369**

Figuring 1800 hours for a year worked = **4,794** Insulators
Member years worked



Top Six Industries (2017-2022)

1. ↔ Utilities (3,103,579 hours)
2. ↔ Petroleum/Natural Gas (2,935,961 hours)
3. ↔ Chemical (1,116,687 hours)
4. ↔ Steel/Aluminum (581,645 hours)
5. ↔ Automotive (336,143 hours)
6. ↔ Pharmaceutical/Healthcare (274,934 hours)



Modes of NMA Utilization

- **Yellow Card Site**
- **Yellow Card Project**
- **Traditional NMA**

Article I - Recognition

- All Employers are required to conduct Pre-Job Conferences before commencing with work (See Policy Decision I-3)
- Employers must provide written work assignments within 10 days of holding Pre-Job
- Employers are required to assign work to the appropriate craft(s)

Article V – Subcontracting

- All subcontracting of work at any tier must be performed under the NMAs or an agreement approved as compatible by the NMAPC (See Policy Decision V-1)

Article VI – Grievances

- The NMAPC Grievance process is a five (5) step process commencing at the local level before being escalated to the NMAPC Grievance Review Subcommittee (GRS) (Contractors and Unions may obtain a detailed NMAPC Grievance Procedure from the NMAPC website; www.nmapc.org)
- Disputes involving applicable wages rate are not covered under Article VI (See Policy Decision VI-2)

Article VIII – Wages

- Wage Rates paid under the NMAs are those found in the applicable Craft's local agreement for the area where the work is to take place
- The NMAPC Wage Appeals Subcommittee reviews and issues determinations for matters related to wage rates (See Policy Decision VI-2)

Article IX – Benefits and Other Monetary Funds

- Fringe Benefits paid under the NMAs are those found in the applicable Craft's local agreement for the area where the work is to take place

Article XI – Holidays

- 7 Uniform Holidays

New Year's Day

Memorial Day

Labor Day

Christmas Day

Presidents' Day (Federal) *

Independence Day

Thanksgiving Day

- Presidents' Day may be considered as a floating Holiday and celebrated on an alternate day if requested by the local building trades council and approved by the NMAPC
- Holidays that fall on a Saturday are observed on the previous Friday
- Holidays that fall on Sunday are observed on the following Monday

Article XIII – Supervision

- Supervision refers to the craft supervision (i.e. foreman and/or general foreman)
- There is a requirement for initial Supervision; however, the designation, appointment and determination as to the number of foreman is the sole responsibility of the Employer
- Top hourly craft supervisor(s) is guaranteed forty (40) hours straight time per week (See Policy Decision XIII-1)
- Union Representation
 - *Stewards are appointed by the local union*
 - *Stewards are to be the last person to be laid-off provided they can perform the remaining work*

Article XV – Work Hours Per Day

NMA – Three shifts

1st Shift: 8 hours work = 8 hours pay

2nd Shift: 8 hours work = 8 hours pay + \$2.00 shift additive

3rd Shift: 8 hours work = 8 hours pay + \$2.25 shift additive

- All time worked before or after the established shift is premium time
- Premium time M-F & Sat. is time and one-half (1 ½x), Sunday and Holiday premium time is not to exceed double time (2x)

Article XV – Work Hours Per Day (cont'd)

NMA – Four-Tens (4/10s)

1st Shift: 10 hours work = 10 hours pay

2nd Shift: 10 hours work = 10 hours pay + \$2.00 shift additive

All ten (10) hours are at the straight-time rate

- Friday is an optional make-up day, employees must inform their Employer on Thursday if they are not willing to work the make-up day and shall NOT be penalized
- 4-10's Q & A (See Policy Decision No. XV-20)

Article XVII – Safety

- Employees are required to follow all Owner and Employer safety rules as well as all applicable safety laws
- Drug and alcohol “substance abuse” testing may be performed under the NMA, including; pre-employment, reasonable suspicion, post-accident, and random
- Employers shall submit their substance abuse programs to the NMAPC for review and distribution to Unions prior to implementation

Article XIX – Hiring & Transfer of Craft Workers

- Employers are required to follow the hiring procedures in the area where work is to be performed
- If a local union is unable to provide the requested manpower within 48 hours (excluding weekends & Holidays) then the Employer can obtain employees from any source
- The Employer has the right to determine the competency of all employees
- The Employer shall determine crew-size as well as when and whom to lay-off

Article XXII – Lockout and Work Stoppage

- All Lockouts and Work Stoppages are prohibited under the NMAs
- If a Contractor is actively participating in a local collective bargaining agreement's negotiations and does not have a waiver to do so, then the Union may withhold manpower from that Employer

NMA – Penalties for Lockouts & Work Stoppages

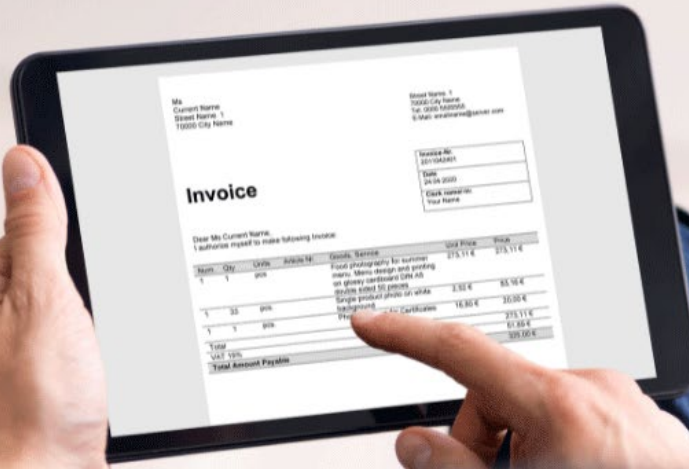
	Non-Yellow Card	Yellow Card Project	Yellow Card Site
First Shift	\$10,000	\$10,000	\$15,000
Shift(s) Thereafter	\$10,000	\$20,000	\$50,000

Article XXVI – Reporting Requirements Administrative Fees

- Requires Employers to report work hours performed under the NMAPC Program on a quarterly basis, for each craft, at each location
- Administrative Fees \$1,200 annually, per Employer, per craft. (evergreen)
- Administrative Fees are invoiced during December of each year and must be remitted by end of January

Article XXVII – Administrative Procedure

- Reinforces that Employers must file site extension request(s) (SER) for each location
- Owners are encouraged to regularly review SER activity at their sites to ensure Employer compliance
- Emphasizes NMAPC Book of Decisions are a part of the NMA
- Further clarifies and reinforces that NMAs are stand-alone agreements



NMAPC INTRODUCES NEW ELECTRONIC INVOICING SYSTEM

We're making it easier to pay your administrative fees! Find out how.

[LEARN MORE](#)



NMA I.Q.
eLEARNING

BECOME A
SIGNATORY

SITE EXTENSION
REQUESTS

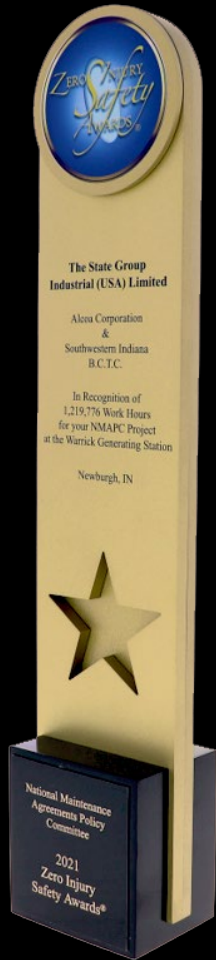
REPORT WORK
HOURS

PAY ADMIN
FEES

BOOK OF
DECISIONS

TERMINATE
NMA

www.NMAPC.org



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OCTOBER 2023

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UNION CRAFT
LABOR SUPPLY

TAKE THE SURVEY.
MAKE YOUR VOICE COUNT.

This banner features a logo on the left consisting of a grid of colored dots (blue, grey, teal) in the top-left corner. The text is arranged in two main sections: 'UNION CRAFT LABOR SUPPLY' in a white box at the top, and 'TAKE THE SURVEY. MAKE YOUR VOICE COUNT.' in a teal box at the bottom.



AWARDS
NOMINATIONS &
APPLICATIONS OPEN

This banner features a background image of a construction worker in a hard hat and safety vest standing next to three tall, silver award trophies. The trophies have the FAUC logo on them. The text 'AWARDS NOMINATIONS & APPLICATIONS OPEN' is written in large, bold, white letters on the right side of the banner.



eLearning Resource Center

www.NMAIQ.org