



NMAPC

NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

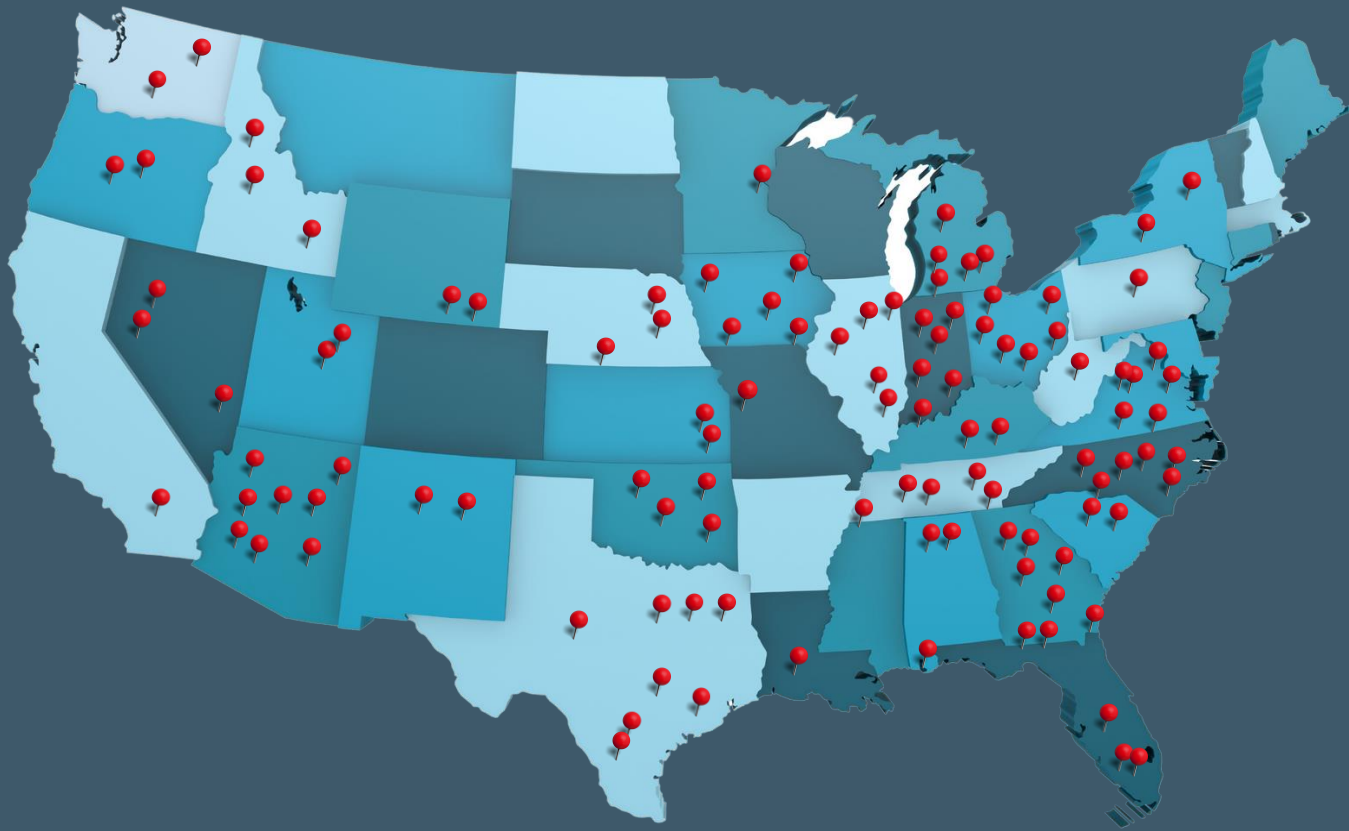
National Electrical Contractors Association

2023 Labor Relations Conference

March 21, 2023

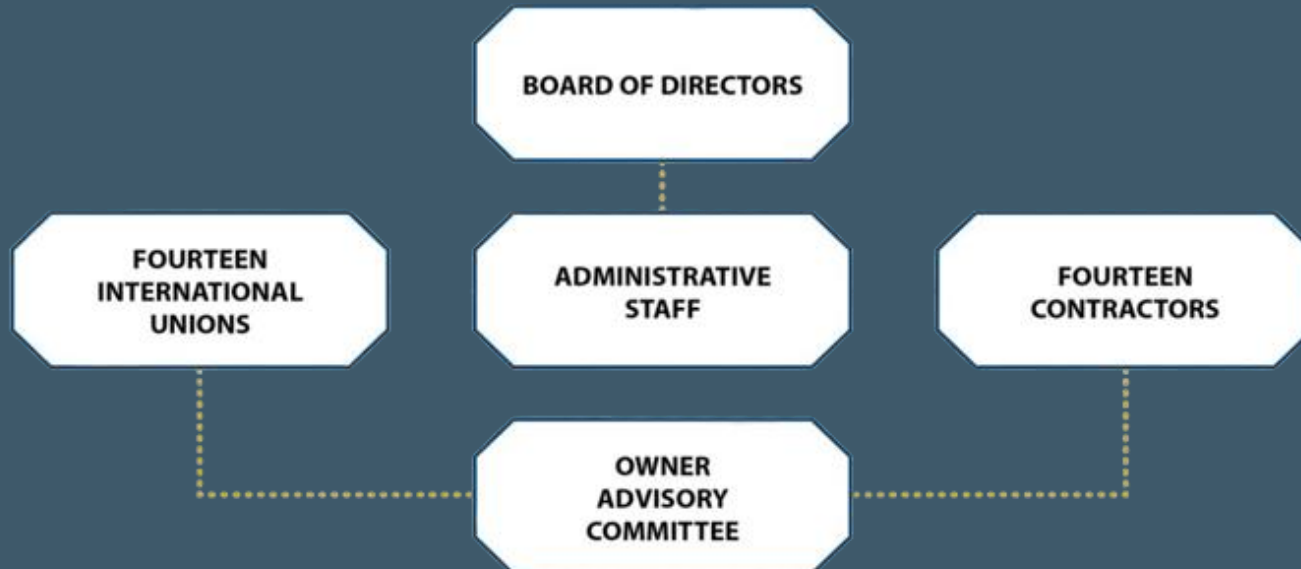


110 Mega Projects (>\$1 Billion)



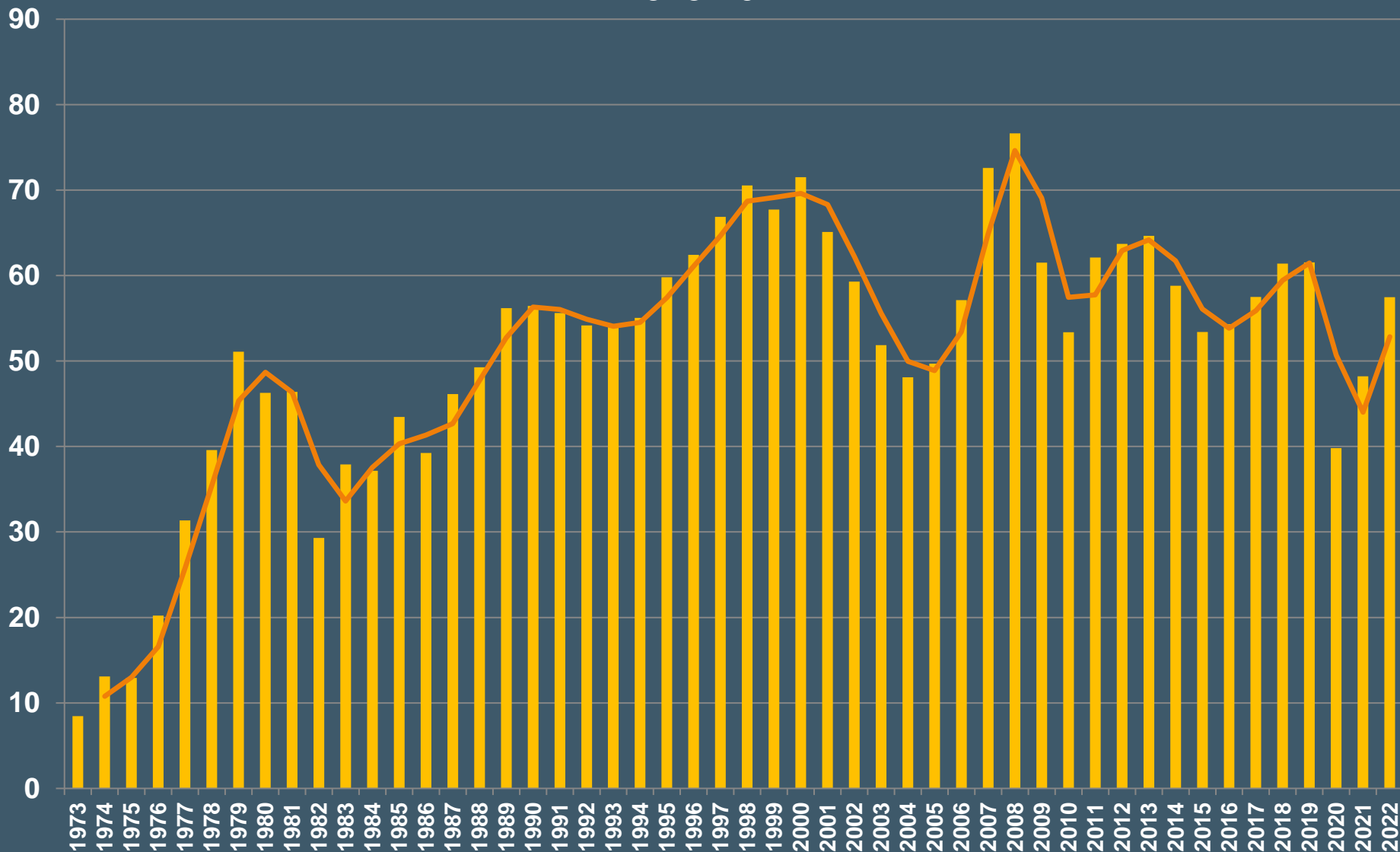
NMAPC at a Glance

- 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

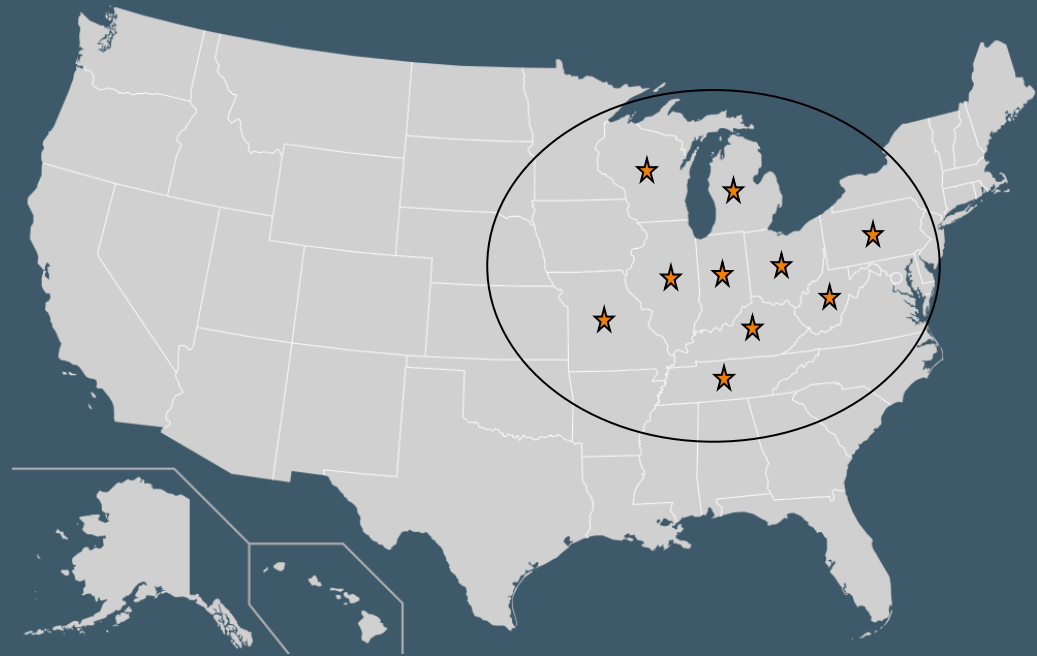


- **57+** million work hours*
- **767** clients and **1,450** plants/facilities serviced throughout the United States
- **1,700+** signatory contractors
- **6,400+** site extension requests; i.e. projects
- **0** job site disruptions

* 2022 Hours are preliminary

2022 Top 10 NMA Work Hours States

Ohio	11,929,051.92
Michigan	10,124,350.31
Indiana	7,988,323.81
Tennessee	3,965,933.60
West Virginia	3,922,063.36
Wisconsin	3,816,752.60
Pennsylvania	3,710,700.97
Illinois	3,335,725.21
Kentucky	2,196,492.97
Missouri	1,257,680.15



* 2022 Hours are preliminary

2021 v. 2022*

Craft Work Hour Comparison

2021 Work Hours	
United Association	9,401,972
Carpenters	8,760,328
Electrical Workers	7,816,461
Laborers	5,235,648
Iron Workers	5,065,185
Boilermakers	4,727,684
Operating Engineers	3,385,319
Painters and Allied Trades	1,627,654
Sheet Metal Workers	1,300,261
Insulators	936,088
Roofers	415,933
Teamsters	309,648
Plasterers/Cement Masons	303,713
Bricklayers	189,829

2022 Work Hours *	
United Association	10,771,344
Carpenters	9,952,586
Electrical Workers	9,764,413
Laborers	6,108,208
Iron Workers	5,414,476
Boilermakers	5,358,149
Operating Engineers	4,573,186
Painters and Allied Trades	1,698,091
Insulators	1,544,645
Sheet Metal Workers	990,764
Roofers	488,846
Teamsters	421,825
Plasterers/Cement Masons	357,267
Bricklayers	174,200

**2022 Hours are Preliminary*

IBEW International Union's NMA

National Maintenance Agreement



Building a Partnership of
Safety, Productivity, Quality and Strength

Effective January 1, 2012

- Contractor requests to become signatory to **IBEW's NMA**;
- Contractor submits **Site Extension Request (SER)**;
- IBEW Construction & Maintenance (**C&M**) Department notifies IVP District Office;
- IVP District Office solicits approval/denial from affected Local IBEW Union;

IBEW International Union's NMA (cont'd)

National Maintenance Agreement



Building a Partnership of
Safety, Productivity, Quality and Strength

Effective January 1, 2012

- IVP District Office submits recommendation to approve/deny to IBEW **C&M** Department;
- IBEW **C&M** Department approves/denies **SER** based upon Local & IVP District Office recommendation;
- Contractor receives **SER** approval/denial notification electronically.

IBEW Specific Hours Worked (2017-2022)

2017: IBEW hours worked => **9,349,817**

2018: IBEW hours worked => **9,897,136**

2019: IBEW hours worked => **8,645,990**

2020: IBEW hours worked => **7,150,767**

2021: IBEW hours worked => **7,816,460**

2022: IBEW hours worked => **9,755,542**

Total for six-year period: **52,615,712**

Figuring 1800 hours for a year worked =

29,231 IBEW years worked



Top Six IBEW Industries (2017-2022)

1. ↔ Automotive (21,837,379 hours)
2. ↔ Utility (9,088,830 hours)
3. ↔ Petroleum/Natural Gas (8,353,253 hours)
4. ↔ Steel/Aluminum (7,866,218 hours)
5. ↔ Chemical (2,498,901 hours)
6. ↔ Wood/Paper (845,840 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 ($1\frac{1}{2}x$), 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

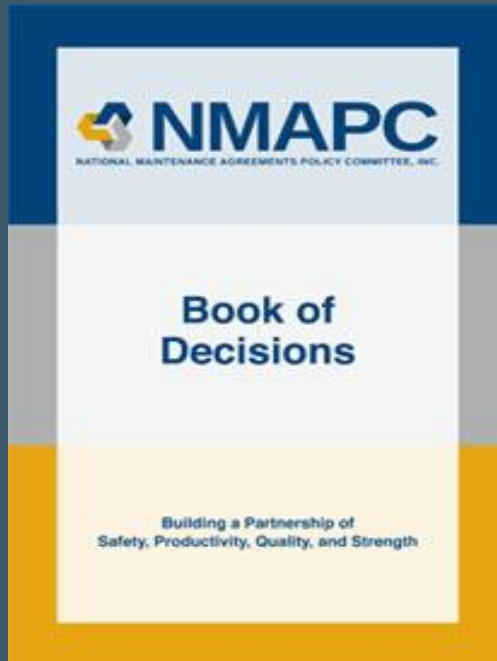
Article XXVI – Reporting Requirements Administrative Fees

- 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 Book of Decisions

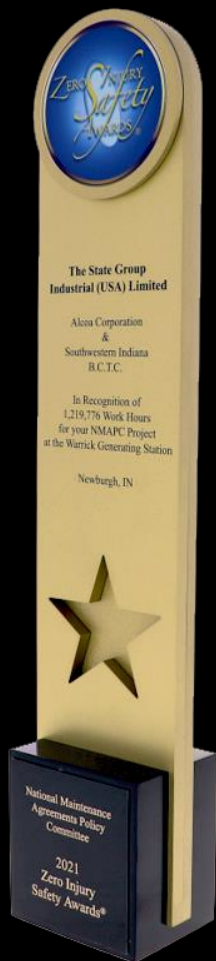


- **Compilation of 80 + interpretations of the NMA**
- **Living document**
 - *Further updates may occur by approval of the NMAPC Committee*
- **Key-word searchable**
- **Available online – (Free)**

www.NMAPC.org



- **Become Signatory**
- **File Site Extension Requests**
- **Terminate Agreements**
- **File Quarterly Work Hours**
- **Pay Administrative Fees**
- **NMAPC documents and instructions**



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eLearning Resource Center

www.NMAIQ.org



Our Opportunities

Automotive Electromobility

Domestic and foreign manufacturers convert facilities for e-mobility.

Renewable Revolution

Utilities move from coal to natural gas to carbon neutral power sources.

Reshoring Manufacturing

Supply chain issues during the pandemic and incentives are creating a new wave of domestic manufacturing.

Federal Investments & PLA Mandates

Historic \$1.2 Trillion investment in US Infrastructure with a mandate to utilize PLAs for large construction projects (\$35 M+).

Leveraging Technology

Increase the adoption of technologies to increase safety, productivity, and efficiency.

Attracting Next Generation

Showcasing the vibrant career opportunities that exist within the union construction industry.



Join Us



Construction Leadership Conference

May 16-19, 2023

Savannah, Georgia



Industrial Grade Innovation Conference & Expo

Sept. 5-8, 2023

Omni Nashville Hotel
Nashville, Tennessee



State of Union Construction - End of Year Meetings

Dec. 5-6, 2023

Washington, D.C.

Thank You



NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

