



NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

1501 Langston Blvd., Suite 202 • Arlington, Virginia 22209-1145
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Daniel M. Hogan
Impartial Secretary/CEO

April 23, 2024

Mr. Anthony Monte
EGM, ME Body Installation Execution
General Motors Company
30400 Van Dyke Ave
Cole Engineering Center 5th Floor
Warren, MI 49093-2368

Dear Mr. Monte:

This is to inform you that the National Maintenance Agreements Policy Committee (NMAPC) – Labor Section, has reviewed the General Motors Company, LLC (GM) letter dated March 23, 2024 wherein GM has requested an addendum to modify the National Maintenance Agreements (NMAs) for work performed at plants located in Arizona, Indiana, Kansas, Kentucky, Maryland, Michigan, Missouri, New York, Ohio, Tennessee, and Texas.

The Committee has determined that this addendum request be approved for all work bid on or after July 23, 2024 and shall remain in effect until July 23, 2029, after which the addendum will officially sunset. This addendum will only apply to projects that receive “Yellow Card Project” status as requested by GM and approved by the NMAPC.

Please be further advised that this notice does not constitute permission for contractors to proceed under the NMAs or to utilize this addendum. Prior to this addendum becoming effective, GM must first submit a work scope request and receive approval for each project that it intends to implement this addendum to, as outlined in NMAPC Policy Decision IV – 6 “Work Scope Determination Process for Application of the National Maintenance Agreement”.

Further, be advised that pursuant to NMAPC Policy Decision XXVIII – 1 entitled, “Proper Implementation of an Approved Addendum” any Employer seeking to invoke an addendum must be in possession of a current approved Site Extension Request (SER) from the appropriate International Union(s) prior to commencing with the work that contains the appropriate addendum approval language, regardless of actions determined by the NMAPC, Inc. In addition, successful contractors and/or subcontractors are directed to conduct Pre-Job Conferences; assign work to the appropriate crafts according to recognized and traditional jurisdiction; and submit work hours to the NMAPC.

Please contact this office if you have any questions.

Very truly yours,

Daniel M. Hogan
Impartial Secretary/CEO

DMH/rms

cc: NMAPC Labor-Management Committee
(all w/attachments)



ME VS Installation Execution
30400 Van Dyke Ave
Cole Engineering Center 5th Floor
Warren, Michigan 49093-2368

March 23, 2024

Mr. Daniel Hogan
Impartial Secretary
National Maintenance Agreements Policy Committee, Inc.
1501 Lee Highway, Suite 202
Arlington, Virginia 22209-1145

Dear Mr. Hogan,

General Motors and the union building trades have mutually benefited and enjoyed a rich history of collaborative work under the National Maintenance Agreements (NMAs). We value our relationship and quality of work delivered by the crafts persons on our construction projects. Over the last four years, we have amassed over 40 million successful work hours under the NMAs. We forecast in the next five years over 40 million hours of work, with a slight downward trend in 2024 and then increasing during the ensuing four years.

GM is requesting to maintain the following items that were part of the amendment to the NMA In 2019 for implementation at all sites.

- Prior to, but within 90 days of referral for employment to the project site, all crafts persons will:
 - Attend a Project Specific Safety Orientation facilitated by the Contractor at mutually agreed upon times and locations.
 - All crafts persons will comply with an annual 10 panel Drug and Alcohol Screening program including opiates and expanded/extended opiates similar to MUST, IMPACT, etc., or an employer with a similar program.
- When shift work is required; second (2nd) shift shall receive a \$1.00 per hour shift additive, and third (3rd) shift shall receive a \$1.25 per hour shift additive.
- Flexible Work Schedules:
 - Utilization of the four (4) day ten (10) hour work week as indicated in the current NMA, Article XV Paragraph 7A, but with an additional feature for inside work (interior to the building without risk of weather). The variation is to work four (4) day ten (10) hour work week not only Monday through Thursday, but also Tuesday through Friday on inside work that has no threat of weather-related interruptions. This provides Contractors flexibility for addressing plant production schedules, trade coordination, tie-ins and the ability to respond to interruptions caused by utility outages. Provisions for a straight time make up day with a Tuesday to Friday work week may be possible if scheduled non-workdays fall between Tuesday to Friday. In this event, Monday can be a makeup day, if site conditions allow.
- Maintaining a stable and dependable workforce is essential to the successful completion of the projects. Therefore, to prevent employees from “jumping” employers at the project site, employees, who voluntarily quit an employer on the project site, will not be eligible for employment with another



GENERAL MOTORS

employer at the project site for thirty (30) days. It is our expectation that the local union halls and contractors monitor this activity and enforce compliance.

The scopes of work, duration and cost for the projects requested under this addendum will be included in our respective "Yellow Card Project" requests to utilize the National Maintenance Agreements. It is understood that unless explicitly noted, certain work may not be included in the aforementioned "Yellow Card Project" request. This may include but not limited to:

- Activities associated with day-to-day Manufacturing Support;
- Facilities related project work generated by the plant;
- Work performed by Third Party Service Provider, e.g., janitorial services, lawn & grounds maintenance, snow removal, and minor building maintenance;
- Work historically performed by the UAW and; -
- Specialty Equipment installation.

General Motors requests that addendum be approved for a five (5) year sunset with an annual review by the NMAPC Labor Section

With respect to the terms identified above, we are submitting them for incorporation at General Motors owned facilities companywide in the following states – Michigan, Ohio, Indiana, Kentucky, New York, Maryland, Tennessee, Missouri, Kansas, Texas, and Arizona

Key to effective implementation of the requested addendum will be adherence to pre-job conference guidelines and the use of Local and/or Regional Tripartite Committees. This body will be utilized to monitor its application, discuss and resolve any issues that may arise.

We look forward to your response and direction in implementing the changes necessary to ensure the success of future GM product programs and non-manufacturing projects involving the use of Building Trades Crafts persons.

Sincerely,

Anthony D. Monte

Anthony D. Monte, PMP

EGM, ME Body Installation Execution

Cc: Liz Walker, Sr. Manager VS Execution
Paul Sinelli, Director, SW

