



November 22, 2011

TO: All Employers

## CLARIFICATION

### Appropriate Pay Rate for the Holidays - General Reminder

The Association has received multiple phone calls today requesting clarification on the notice which was sent out yesterday regarding the day after Thanksgiving.

In the notice sent out yesterday the **NMA** was referenced. This acronym is referencing the **National Maintenance Agreement**. The National Maintenance Agreements Policy Committee negotiates and administers the National Maintenance Agreements, a series of collective bargaining agreements utilized by more than 2,000 industrial contractor companies who employ members of fourteen building trades international unions.

This is different from the **MSCA - NSMA** (or **NSMA** for short) which is the **Mechanical Service Contractors of America – National Service & Maintenance Agreement**. The rules for the NSMA regarding the Friday following Thanksgiving are the same as for the Local Agreement. Any Employee working under the **NSMA** is paid at the Straight Time Rate as the NSMA does **not** recognize this day as a Holiday.

If you have questions about this notice, please contact Chris Freeman (313) 340-7327 or Carl Evans (313) 341-7661 ext. 216 at MCA Detroit.