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Hanford Site Stabilization Agreement Joint Labor/Management Interpretation Bulletin 1

Reference: Interpretation of Article XIII

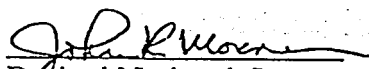
Subject: Hours of Work, Shifts, and Overtime

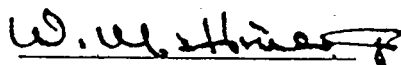
A question has been raised concerning the proper payment of overtime for time worked prior to the start of the regular work day on Monday, and the applicability of the language in Article XIII Section 1, to a four-ten (4 x 10) work schedule.

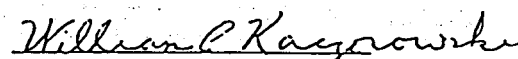
This issue was addressed at the December 18, 2002 meeting of the Hanford Administrative Committee and the following interpretation was provided.

All hours worked prior to the start of the regularly scheduled shift on Monday is considered Sunday and shall be paid twice the basic straight time hourly wage rate. This interpretation is based on the work day being defined as the twenty-four (24) hour period which begins with the starting time of the regular scheduled shift on Monday and continuing for twenty-four (24) hour periods each day thereafter.

This interpretation shall take effect January 1, 2003


Bechtel National, Inc.


Fluor Daniel North West


William P. Kaczorowski
Administrator, HSSA