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## Building and Construction Trades Department

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### Hanford Site Stabilization Agreement Joint Labor/Management Interpretation

#### Bulletin 12

Reference: Interpretation of Article XVII, Payment of Wages— Checking In & Out

A question has been raised as to the interpretation of Sections 1,2 and 3 of Article XVII, Payment of Wages – Checking In & Out, when an increase is due under a local collective bargaining agreement that may be due under the HSSA, but has not yet been approved or implemented.

The Committee has reviewed and interpreted these provisions as follows:

Article XVII, Section 2. The committee agrees that there is a defined process in place at the Hanford Reservation that requires review by the signatory contractors of any increases in wages and fringes and final approval from the Department of Energy (DOE) prior to being implemented. An employer would be in compliance with the requirements contained in this section as long as employees receive their weekly pay or who are discharged or laid off are paid in full in accordance with the approved and published Appendix-A on the date of termination of employment.

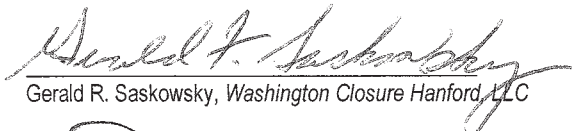
Article XVII, Section 3. The committee agrees that prior to implementing a new Appendix A, regardless of the due date that the unions must provide the proper documentation, the signatory contractors must review any changes, which may include review and approval from the Hanford Administrative Committee, and the changes must be approved by the DOE and published. Therefore, no penalty or addition compensation is due during the review or approval process regardless of the waiting time. It is the expectation of the committee that when new Appendix-A's are approved and published that employers implement the adjusted rates in a timely manner to avoid the payment of a penalty.

  
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