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## Building and Construction Trades Department

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

#### Bulletin 3

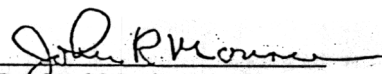
**Reference:** Interpretation of Article XX

**Subject:** General Working Conditions

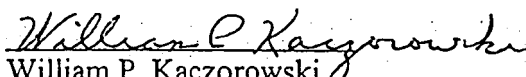
A question has been raised concerning Bechtel National's requirement that employees badge in, don the appropriate construction attire, and report to their place of work as designated by the Employer at the start of shift.

The committee reaffirmed its position that Article XX General Working Conditions Section 4, states in part that "Employees shall be at the place of work designated by the EMPLOYER at the starting time and shall remain at their place of work until quitting time".

Therefore, the committee agrees that the craft are expected to travel in prior to the start of shift, don proper construction attire, and report to the location designated by the employer at the start of the shift. In addition, the committee expects the craft to be given an equitable amount of time at the end of the shift to exit the work area.

  
Bechtel National, Inc.

  
Fluor Daniel North West

  
William P. Kaczorowski  
Administrator, HSSA