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Hanford Site Stabilization Agreement Joint Labor/Management Interpretation

Bulletin 5

Reference: Interpretation of Article XIII

Subject: Hours of Work, Shifts, and Overtime

A question has been raised concerning the issue, that Article XIII Section 2, addresses the lunch break during a regular eight hour shift, but does not address overtime and additional meal breaks for a four (4) day, ten (10) hour work week.

The committee reaffirmed its position that the spirit and intent of the HSSA was to provide some flexibility concerning overtime and lunch breaks.

Therefore, the following proposal is accepted by the committee and will be applicable to a four (4) day, ten (10) hour per day work schedule.

Scheduled Overtime

In case of scheduled overtime, the employee will be responsible for supplying his own meals. Scheduled overtime is overtime that is established prior to the end of an employee's previous shift.

Unscheduled Overtime

In case of unscheduled overtime, the employees will be provided with a hot meal by the employer at no cost to the employee. Unscheduled overtime is overtime scheduled after the beginning of an employee's regularly scheduled shift. Any employee entitled to an overtime meal when said meal is not provided will receive an additional one half (1/2) hour at the applicable overtime rate.

Overtime at the End of a Regularly Scheduled Shift

When an employee is required to work more than one hour past their regularly scheduled shift, they will be entitled to an additional meal break.

When this occurs, the employee will either be given sufficient time to eat and will return to work without loss of pay and would be compensated for the actual time worked, or should the employee continue to work until the end of the shift without sufficient time to eat, they would be compensated for actual time worked plus an additional one half (1/2) hour at the applicable overtime rate.

Overtime Prior to a Regularly Scheduled Shift

When an employee is required to report to work more than one hour prior to the beginning of a regularly scheduled shift, they shall be entitled to an additional meal break no longer than five hours from the start of work.

This additional meal break will be in addition to the regular scheduled meal break.

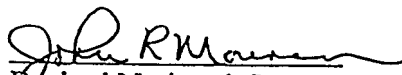
Overtime Meal Break

An overtime meal break shall be defined as a paid break allowing sufficient time to eat a lunch.

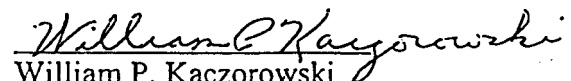
Employees Who Report for Work One Hour or Less, or Work One Hour or Less Past the Regularly Scheduled Shift

These employees will take lunch at the regularly scheduled time and will be compensated at the applicable overtime rate for all time worked before and after the regularly scheduled shift.

This interpretation shall take effect January 1, 2003.


Bechtel National, Inc.


Fluor Daniel North West


William P. Kaczorowski
Administrator, HSSA