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Hanford Site Stabilization Agreement Joint Labor/Management Interpretation

Bulletin 7

Reference: Interpretation of Article XIII, Hours of Work, Shifts, and Overtime, Section 6, B

Subject: Hours of Work, Shifts and Overtime

A question has been raised concerning the established workweek under the 4 x10 work schedule and the proper payment of wages for hours worked by second shift employees prior to the established second shift on Monday.

This issue was addressed by the Committee at the July 21, 2004, meeting of the Hanford Administrative Committee and the following interpretation was provided.

The Committee reaffirmed its position that when the option for a 4 x 10 hour shift is utilized, the work week shall begin with the established starting time for the day shift on Monday.

The workweek shall be Monday through Thursday with each workday being defined as the (24) twenty-four hour period, which begins with the established starting time of the day shift on Monday.

Therefore, all hours worked by second shift employees prior to the start of the established second shift on Monday shall be paid at the rate of time and one half the basic straight time hourly rate.

Terry T. George
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William P. Kaczorowski
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