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Building and Construction Trades Department

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March 20, 2008

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(Hard copy to follow)

Mr. Terry George
Bechtel National, Inc.
5272 Westview Drive
Frederick, MD 21703

Dear Mr. George:

Re: Interpretation of Article XIII
Hours of Work, Shifts, and Overtime
Clarification of Labor/Management Bulletin 5

Subject: 2nd Meal Break on Unscheduled Overtime

A question has been raised concerning the appropriate compensation for a craft worker when required to work unscheduled overtime and is due an additional meal break and meal under Labor Management Bulletin 5 and said meal and meal break are not provided.

After considerable review it is the position of the HAC that the intent of Bulletin 5, was that when an employee is entitled to an overtime meal and that meal is not provided that the employee is entitled to an additional (1/2) hour pay at the applicable overtime rate of pay in lieu of the meal. This compensation is in addition to the (1/2) hour at the applicable overtime rate of pay due when an overtime meal break is due and not provided.

It is not the intent of the committee to penalize a contractor who must work unscheduled overtime and the HAC recognizes the contractors' prerogative to manage their work to avoid these payments to the extent possible.

Sincerely,

William P. Kaczorowski

Wm. P. Kaczorowski
Administrator

WPK:msk

cc: PRC