



November 11, 2004

Robert V. Nord  
BECHTEL HANFORD INC.  
3070 George Washington Way  
MSIN: HO-08  
Richland, WA 99354

RE: HSSA Wage Review Settlement  
Bulletins 6 and 7

Dear Bob,

Enclosed for your information and files are the 2004 Hanford Site Stabilization Wage Review and interpretations of Bulletin 6 and Bulletin 7 from the Hanford Site Stabilization Committee.

The HSSA agreement, addendums, and Schedule A of Wages can also be accessed on line by visiting [www.waste2glass.com](http://www.waste2glass.com).

Please advise should you have any questions or concerns.

Respectfully,

A handwritten signature in black ink, appearing to read "Terry T. George". The signature is fluid and cursive.

Terry T. George  
Labor Relations Manager  
Tel: 509-373-8209  
Fax: 509-373-8279

**HANFORD SITE STABILIZATION AGREEMENT  
WAGE ADJUSTMENT AND OTHER REVISIONS  
JULY 21, 2004**


On July 21, 2004, the Administrative Committee of the Hanford Site Stabilization Agreement (HSSA) concluded a review of wages and fringe benefits paid under the Appendix A of the HSSA as provided by Article XV thereof. Set forth below are the terms of the agreement on wage and fringe benefit adjustments and other provisions, which were subsequently and jointly agreed upon by the Employers and the Unions.


1. Effective August 30, 2004 at the start of the regular day shift an hourly wage increase of up to \$1.00 per hour shall be added to the wage and/or fringe benefit scales currently in effect under separate Schedule A's, **PROVIDED**, however:
  - (A) The net total hourly wage and fringe benefit rates for each union shall not exceed the net "Pasco Wage and Fringe Benefit Rates" set forth in the respective local building trades agreements applicable to construction work in the Benton and Franklin Counties in the State of Washington, except that.
  - (B) Future adjustments of wage rates and fringe benefit and apprenticeship contributions shall be made in accordance with Section 1 of Article XV of the HSSA; however at no time will such wages and fringe benefit contributions exceed the applicable local collective bargaining agreements wage and fringe benefit contributions.
  - (C) If wage differential is reached, the balance of the wage settlement up to \$1.00, may be applied to recognized pensions of the local union not to exceed the established pension rate(s).
  - (D) This shall apply to any wage/fringe increase either previously negotiated or previously scheduled for regular negotiations and to be effective on or before December 31, 2004.
  - (E) The committee recognizes that the Iron Workers have wage/fringe disparity between the HSSA wages/fringes and those contained in the applicable local agreement. Accordingly, the disparity as of August 30, 2004 will be resolved in the following manner:
    - (1) Up to \$0.40 per hour will be added to the wage/fringe total effective August 30, 2004.
    - (2) This equity adjustment is based on a unique condition existing July 21, 2004.
  - (F) The committee recognizes that the Electricians have wage/fringe disparity between the HSSA wages/fringes and those contained in the applicable local agreement. Accordingly, the disparity as of August 30, 2004 will be resolved in the following manner:
    - (1) Up to \$0.81 per hour will be added to the wage/fringe total effective August 30, 2004.
    - (2) This equity adjustment is based on a unique condition existing July 21, 2004.
  - (G) The committee recognizes that the United Association - Pipe Fitters have wage/fringe disparity between the HSSA wages/fringes and those contained in the applicable local agreement. Accordingly, the disparity as of August 30, 2004 will be resolved in the following manner:

- (1) Up to \$1.24 per hour to be added to the wage/fringe total effective August 30, 2004.
  - (2) This equity adjustment is based upon a unique condition existing July 21, 2004.
- (H) The committee recognizes that the United Association-Sprinkler Fitters have wage/fringe disparity between the HSSA wages/fringes and those contained in the applicable local agreement. Accordingly, the disparity as of August 30, 2004 will be resolved in the following manner.
- (1) Up to \$0.05 per hour will be added to the wage/fringe total effective August 30, 2004.
  - (2) This equity adjustment is based on a unique condition existing July 21, 2004.
2. As soon as practicable, these revisions shall be prepared and distributed to each local union and to the Building and Construction Trades Department, AFL-CIO.
  3. By agreement of the Administrative Committee of the HSSA, the review of the wage scales, fringe benefits and apprenticeship contributions set forth in Article XV shall be made on the basis of future adjustments in the applicable wage scales and contributions set forth in the respective local building trades agreements then in effect in the cities of PASCO and Spokane, Washington and Portland, Oregon. The data from these agreements in these cities shall be used only as "guidelines", it being specifically agreed that any resultant modifications shall be made by the Administrative Committee without regard to any predetermined "indexing" or "formalization of such data."

EMPLOYERS

UNION BUILDING AND  
CONSTRUCTION  
TRADES DEPARTMENT, AFL-CIO

  
\_\_\_\_\_  
Frank A. Blowe Jr.  
Fluor Hanford, Inc.

  
\_\_\_\_\_  
Edward C. Sullivan  
President

  
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J. M. Hanna  
Fluor Government Group

  
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William P. Kaczorowski  
Director, Field Services

  
\_\_\_\_\_  
Terry T. George  
Bechtel National, Inc.

  
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Robert V. Nord  
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EDWARD C. SULLIVAN, President  
JOSEPH MALONEY, Secretary-Treasurer

FRANK HANLEY, 1st Vice President  
JOHN J. DOUGHERTY, 2nd Vice President  
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JAMES P. HOFFA, 5th Vice President  
JOHN J. FLYNN, 6th Vice President



CCN: 116944

TERENCE M. O'SULLIVAN, 7th Vice President  
DANA A. BRIGHAM, 8th Vice President  
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JOSEPH J. HUNT, 10th Vice President  
JAMES A. GROGAN, 11th Vice President  
JAMES A. WILLIAMS, 12th Vice President  
DOUGLAS J. McCARRON, 13th Vice President  
JOHN C. MARTINI, 14th Vice President  
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## Building and Construction Trades Department

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

#### Bulletin 6

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

Subject: Make Up Day Provision

A question has been raised concerning the utilization of the make up day provision contained in Article XIII, Section 6, B.

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

When contractors utilize the make up day provision contained in Article XIII, Section 6, B, the following conditions will apply:

- The contractor may shut down the affected work prior to the end of the two hours allotted for reporting pay. This may not include shutting down work where essential personnel are required to secure the affected work.
- The contractor will schedule Friday as a full shift and schedule the employees affected by the work that was shut down.
- All hours worked in excess of 10 hours per day and/or 40 hours per week will be paid at the applicable overtime rate.

The Committee reaffirmed its position that in the event the job is shut down due to weather conditions or other conditions beyond the control of the employer, then Friday may be worked as a make up day at the straight time rate.



Terry T. George  
Bechtel National, Inc.



William P. Kaczorowski  
Administrator, HSSA



Frank Blowe  
Flour Hanford, Inc.

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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  
Bechtel National, Inc.

William P. Kaczorowski  
Administrator, HSSA

Frank Blowe  
Flour Hanford, Inc.