

**COLLECTIVE BARGAINING  
AGREEMENT**

**BETWEEN**

**INTERNATIONAL BROTHERHOOD  
OF TEAMSTERS, CHAUFFERS, WAREHOUSMAN AND HELPERS  
LOCAL NO. 983**

**AND**

**BECHTEL BWXT IDAHO, LLC**

**EFFECTIVE  
THROUGH  
JUNE 17, 2002  
THROUGH  
JUNE 17, 2007**

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## ARTICLE 1

### RECOGNITION

- 1.1. This Agreement between Bechtel BWXT, Idaho, LLC (BBWI), hereinafter called the "Company" and International Brotherhood of Teamster, Chauffeurs, Warehousemen & Helpers Union, Local No. 983. Hereinafter called the "Union," WITNESSETH:

The Company recognizes the Union as the exclusive collective bargaining agent with respect to wages, hours, and working conditions for the following employees:

All BBWI warehouse, procurement, and property disposal department employees in facilities formerly employed by EG&G Idaho, Inc., prior to October 1, 1994 at the Idaho National Engineering and Environmental Laboratory (INEEL) Site near Arco, Idaho, and Idaho Falls Facilities, including plant clerical employees and warehouse truck drivers making scheduled and special deliveries from the warehouse to points on the Site or between warehouses, but excluding drivers from plants and areas delivering or picking up for delivery to or from plants or areas on the Site, bus drivers, buyers, office clerical employees, administrative employees, technical employees, professional employees, guards and supervisors as defined in the Act and all other employees.

- 1.2 The purpose of this Agreement is to provide orderly collective bargaining relations between the Company and the Union, to secure a prompt and fair disposition of grievances, to eliminate interruptions of work and interferences with efficient operations.
- 1.3 In emergencies, or for training, technical, supervisory, and professional employees may perform work in classifications covered by this bargaining unit.
- 1.3.1 Emergencies: The Steward will be informed as soon as possible of the emergency and what work was performed.
- 1.4 This agreement contains all subject matter and stipulations agreed upon between the parties and no amendments or modifications to this Agreement can be made except when mutually agreed upon in writing by both parties.

## ARTICLE 2

### FAIR EMPLOYMENT PRACTICES

- 2.1** Neither the Company nor the Union shall harass or discriminate against any employee on the basis of race, color, creed, gender, age, religion, nationality, union activity, nonunion membership, veteran's status, or disability. References in the Working Agreement to he, him, and his include the female sex and are not references to gender.

The parties acknowledge that they are subject to and intend to abide by the requirements off the Americans with Disabilities Act (ADA).

## **ARTICLE 3**

### **MANAGEMENT RIGHTS**

- 3.1** All the rights, duties, and prerogatives of the Company to manage, control and direct its business, operations, and activities are vested in and retained by the Company, including, but not limited to, the assignment and direction of its employees.
- 3.2** In making work assignments, the Company shall be the judge of the competence of its employees and of the number of employees required to perform any work subject to this Agreement.
- 3.3** The Company retains the right to establish the location and number of work groups, work areas, and/or bid areas, which are used in administering the provision of this Agreement.

## **ARTICLE 4**

### **PERIOD OF AGREEMENT**

This Agreement shall become effective 12:01 a.m., June 17, 2002 and shall remain in effect through 11:59 p.m., June 17, 2007 and shall continue in effect thereafter unless and until either party shall give at least sixty (60) days, but not more than ninety (90) days prior notice in writing of its desire to terminate or amend this Agreement. Such notice shall be given no earlier than ninety (90) days prior to June 17, 2007 with the understanding, however that such terms shall not in any case extend beyond the term of Bechtel BWXT Idaho, LLC Company's contract with the Department of Energy (Contract No. DE-ACO7-99ID13727) as such contract may be hereafter terminated, modified, or extended.

## ARTICLE 5

### UNION SECURITY

- 5.1 Union membership will be on a voluntary basis for employees of the Company employed in positions covered by this Agreement.
- 5.2 Employees covered by this Agreement will not be required to pay any Union membership dues covering any period during which the employee was not in the bargaining unit or was on layoff status or not on the Company's active payroll.
- 5.3 The Union will make membership in the Union available to all employees covered by this Agreement on a voluntary basis and on the same terms and conditions as are applicable to other Union members.
- 5.4 The Company agrees to deduct from the wages of employees covered by this Agreement, who voluntarily authorize such deductions, their Union dues or fees and to remit such dues or fees promptly to the Secretary-Treasurer of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers Union, Local No. 983; provided that in an event of a change in the amount of the Union dues or fees, the Company will deduct such changed amount only after thirty (30) days notice, in writing, to the manager of Labor Relations from the Local Union Secretary.
- 5.5 The Union agrees there will be no solicitation of employees for Union membership on Company premises during working hours by the Union or its members.
- 5.6 The Company shall not be required to take any action against an employee for failure to become a Union member or tender monthly Union dues.
- 5.7 The Company shall notify the Secretary-Treasurer of the Union, in writing monthly of all terminations, transfers, or hires of employees into or from the bargaining unit.
- 5.8 In the event Idaho's right to Work Law, Fair Share or other such legislation affecting union security is repealed/enacted during the term of this agreement, the parties will discuss the affected provision (s) and come to a mutually agreed upon settlement.
- 5.9 The Conditions controlling the voluntary deduction of Union dues shall be as stated on the following Check-Off Authorization form.

**“Example of Union Form”**

**CHECKOFF AUTHORIZATION AND ASSIGNMENT**

I, (Employee Name) hereby authorize and direct my employer every month to deduct  
(Please Print)

from my wages all initiation fees, reinitiation or reinstatement fees, membership dues and uniform assessments as required by the Teamster, Chauffeurs, Warehousemen & Helpers Local No. 983 or its legal successor. I further authorize and direct that these monies so deducted be turned over each month to the Secretary-Treasurer of Teamsters Local Union No. 983.

This Authorization is voluntary and is not conditioned on my present or future membership in the Union.

This authorization and assignment shall be irrevocable for a period of one year or until the termination of the applicable collective bargaining agreement whichever occurs first, and shall thereafter be automatically renewed for successive periods of one year or until the termination of the applicable collective bargaining agreement, whichever occurs first, unless written notice is given by me to my employer and the Union at least 45 days but not more than 60 days prior to the expiration of each one year period or of the applicable collective bargaining agreement, whichever occurs first.

The authorization and assignment is made pursuant to Section 302 of the National Labor Relations Act, as amended, and is in full force and effect to the extent permitted by the Act. I understand the Union dues are not deductible as charitable contributions for Federal Income Tax purposes.

Signature \_\_\_\_\_  
Social Security Number \_\_\_\_\_ Date \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_  
State \_\_\_\_\_ Zip \_\_\_\_\_ Employer \_\_\_\_\_

Original to Employer

Copy to local Union

## ARTICLE 6

### EMPLOYER-EMPLOYEE DUTIES AND RESPONSIBILITIES

- 6.1** The Company and the Union recognize that mutual respect and confidence will aid greatly in carrying out the provisions of this Agreement and will also go far toward bringing about the harmonious relations which both desire. The Company and the Union further agree that collective bargaining can best succeed in a friendly atmosphere in which both parties bargain in good faith and with a honest desire to understand each other's point of view.
- 6.1.1** Any proposed changes to the established collective bargaining agreement will be presented to the Union.
- 6.2** Employees will be assigned work by a designated supervisor and will be responsible to the designated supervisor for their proper performance. Employees will be informed of supervisory changes.
- 6.3** When reporting to work, employees will report at a place and time designated by their supervisor.
- 6.4** Employees who find themselves unable to report for work when due, will provide proper notice to their supervisor of their expected absence, stating the reason or necessity for such absence. The giving of notice does not ensure that the absence will be approved or paid. It is the intention of the Company to administer this provision as uniformly as consistent with the facts in each case.
- 6.5** Each employee will observe prescribed rules regarding work performance, personal conduct, safety, radiological control, substance abuse, and security.
- 6.6** The Union recognizes that it is the responsibility and the right of the Company to maintain discipline and efficiency, and agrees that Management shall have the freedom of action necessary to discharge its responsibility for the successful operation of the facility. However, such action may be subject to the grievance procedure.
- 6.7** The disposition and number of the working force, the right to hire, layoff, and discharge for just and lawful cause rests solely and exclusively in the Company, except as limited by the terms of the Agreement.
- 6.8** No employee shall cease work until their relief begins work; where relief is regularly scheduled; or until they are released by their supervisor.

**6.9** The Workmen's Committee and/or employees will, when requested, cooperate with and assist the Company in formulating, establishing and maintaining, and/or applying programs of job analysis, job instruction, improved job methods, personnel evaluation, safety, training, and performance tests. Employees will cooperate to the extent of furnishing information to the Company concerning their work, of which they have knowledge.

## ARTICLE 7

### HOURS OF WORK AND WORK SCHEDULES

- 7.1 Hours of Work.** Each employee will have an established work schedule that complies with this article. Changes to the established schedules will be discussed with affected employees; and the Union will be given the opportunity to provide alternatives prior to implementation.
- 7.1.1** The workweek will commence on the start of the shift Monday and conclude at the end of the shift the following Sunday.
- 7.1.1.a** The workweek for all employees working the 9X80 schedule will start at noon on Friday and end seven days later on Friday noon.
- 7.2 Work Schedule for Day Workers**
- 7.2.1 Standard Work Schedules.** The standard work schedule will be one of the following:
- 7.2.1.1 5X8.** This schedule will be an eight (8) hour workday Monday through Friday inclusive. Additionally, an unpaid lunch period of either one-half (1/2) or one (1) hour will be provided. Start time will be between 6 a.m. and 10 a.m. Release times will be between 2:30 p.m. and 7:00 p.m.
- 7.2.1.2 4X10.** This schedule will be four (4) consecutive days either Monday through Thursday or Tuesday through Friday. Work will be scheduled for ten and one-half (10 ½) hours with a thirty (30) minute unpaid lunch period. Start time will be between 6 a.m. and 10 a.m. Release times will be ten and one-half (10 ½) hours later between 4:30 p.m. and 8:30 p.m.
- 7.1.2.3 9X80 Schedule.** This schedule will be a nine (9) hour workday Monday through Thursday, and an eight (8) hour workday on alternating Fridays. Additionally, an unpaid lunch period of either one-half (1/2) or one (1) hour will be provide. Start times will be between 7 a.m. and 8 a.m. Release times will be between 4:30 p.m. and 6:00 p.m.
- 7.2.2 Alternate Work Schedules.** In order to meet the business needs of a competitive marketplace and to adapt to the needs of an increasingly diverse work force, schedules other than those described in section 7.2.1 may be implemented. Before being implemented, such schedules will be discussed with the Union and Labor Relations to ensure contract items (meal periods, overtime, holidays, etc.) are properly addressed. The possible options are numerous and cannot be anticipated in all cases. However, the attributes of such schedules can be described as:

- 7.2.2.1 Work Days.** The alternative work schedule will be composed of four (4) or five (5) days.
- 7.2.2.2 Scheduled Off Days.** The alternative work schedule will normally contain no less than two (2) consecutive scheduled days off.
- 7.2.2.3 Work Hours.** The alternative work schedule will normally contain forty (40) regularly scheduled hours with no more that twelve (12) and no less than four (4) hours in any work day.
- 7.2.2.4 Meal Period.** Thirty (30) minutes or one (1) hour unpaid meal periods will normally be provided on any alternative work schedule.

### **7.3 Work Schedules for Shift Workers**

- 7.3.1 Requirements for Shift Work.** The seven-day operations at the site may require employees to work schedules to support those operations.
- 7.3.2 Types of Shifts.** Any employee may be assigned to any of these shift schedules to support site operational activities.
  - 7.3.2.a Rotating Shifts.** Where an employee rotates on an eight (8) hour schedule between the day, evening and night shifts, or where an employee rotates on a twelve (12) hour schedule between the day and night shifts.
  - 7.3.2.b Fixed shifts.** Where an employee works a steady shift other than days.
  - 7.3.2.c Alternating shifts.** Where an employee alternates between two (2) shifts.
- 7.3.3 Rotating Shift Work Schedule**
  - 7.3.3.a Rotating Eight's (8s).** Normally the day shift will be from 8:00 a.m. until 4:00 p.m.; the evening shift will be form 4:00 p.m. until 12:00 midnight; the night shift will be from 12:00 midnight until 8:00 a.m.
  - 7.3.3.b Rotating Twelve's (12s).** Normally the day shift will be from 7:00 a.m. to 7:00 p.m. and the night shift will be from 7:00 p.m. until 7:00 a.m.
  - 7.3.3.c Work Weeks.** For rotating eight's (8s) work weeks will normally contain consecutive work days and be based on forty (40) hours Monday through Sunday inclusive. For rotating twelve's (12s), work weeks will normally contain consecutive work days and be based on either forty-eight (48) hours or thirty-six (36) hours Monday through Sunday. Days off will be scheduled on consecutive days whenever possible.

- 7.4 Shift Worker Meal Break.** As business needs allow, shift workers will be allowed reasonable time to eat every four (4) hours.
- 7.5 Scheduling Days Off.**
- 7.5.1** A request for individual days (day) off must be made in writing to the immediate supervisor at least one (1) day in advance of such date, except in the case of an emergency.
- 7.5.2** By the fifth workday each November and May, the Union will call each employee by seniority with in a bid area and group for their first vacation choice for the period. The finalized list will be submitted by the last workday of November and May to the supervisor for review and approval by the second week of December and June. Any cancellation of pre-authorized vacation will require two (2) weeks prior notice except in an emergency or unusual cases. Requests for vacation after the list has been posted will be determined by date of written request, but will not take precedence over the established schedules. Employees will be expected to work out any conflicts between employees.
- 7.6 Paid Leave.** Leave will be paid in accordance with employee's assigned shift schedule. Paid leave will be at the straight time rate of pay.

## ARTICLE 8

### COMPENSATION

**8.1 Base Wage Rate.** The base wage rates as shown on Exhibit A, Column 1, attached hereto and made a part hereof, shall be come effective June 17, 2002 through June 15, 2003. The base wage rates as shown on Exhibit A, Column 2, attached hereto and made a part hereof shall become effective 12:01 a.m., June 16, 2003, through June 13, 2004. The base wage rates as shown on Exhibit A, Column 3, attached hereto and made a part hereof shall become effective 12:01 a.m., June 12, 2004 through June 12, 2005. The base wage rates as shown on Exhibit A, Column 4, attached hereto and made a part hereof shall become effective 12:01 a.m., June 13, 2005 through June 11, 2006. The base wage rates as shown on Exhibit A, Column 5, attached hereto and made a part hereof, shall become effective 12:01a.m., June 12, 2006 through June 17, 2007. These base rates of pay shall also be the base hourly rates of pay for time worked in the job classifications shown on Exhibit A and are hereinafter referred to as “regular base rate.”

### **8.2 Overtime.**

**8.2.1 Overtime Worked.** Overtime rates, computed at one and one-half (1-1/2) times the regular base rate shall be paid in lieu of regular wages for wok performed by an employee in excess of forty (40) hours in any work week (thirty-six (36) hours scheduled work week for 12-hour rotating shifts. (Unpaid leave shall not be counted as time worked for the purpose of computing overtime.) “Regular base rate” for overtime pay purpose shall be the rate applicable to the particular work performed during the overtime period. For the purpose of computing fractional overtime hours worked, such overtime shall be computed to the nearest thirty (30) minutes.

**8.2.1.1** The Company will not require employees to estimate overtime hours on their time sheets.

**8.2.2 Work on Scheduled Days Off.** All hours worked by employees on their scheduled days off shall be paid by the Company at one and one-half (1-1/2) times their hourly rate of pay subject to the 40 hour requirement in Section 8.2.1.

**8.2.3** Overtime will be distributed, as equitable as practicable, among qualified employees within a classification in a specific area. Overtime will be offered to the qualified employee with the least amount of overtime hours within a bid classification in a specific area first. If sufficient personnel cannot be obtained in this manner, qualified personnel from other area warehouses may be utilized. For the purpose of overtime equalization within each area, overtime assigned or offered, but declined by the employee for any reason, will be considered the same as if accepted and worked. Only those hours worked will be charged to the accumulated overtime record of the respective employee(s).

- 8.2.3.1** If qualified employees do not want to work overtime outside their schedule, they will not be required to do so unless, and until, the Company supervision has offered the work to all other available qualified employees within the work overtime roster area where the overtime work is to be performed. If this method fails to supply the necessary manpower, the Company may then force acceptance of an overtime assignment by the low qualified employee in the overtime roster area where the overtime occurs. If sleeping accommodations or transportation to either the employees home or personal vehicle cannot be provided, the employee will not be forced to remain at work for overtime.
- 8.2.4** New or temporary employees in any area will be credited with the number of overtime hours equal to the average number of overtime hours on the respective overtime list. New or temporary employees will not be eligible for overtime assignments until they have completed thirty (30) days employment with the Company or all other qualified employees within the work areas have turned down the overtime.
- 8.2.5** Employees who are promoted, demoted, or transferred will be credited with the average number of overtime hours on the respective overtime list, to which the employee is promoted, demoted, or transferred.
- 8.2.6** Employees absent from work for fourteen (14) days or more, except for vacation, and employees who are not eligible to work overtime will be credited with the average number of overtime hours on the respective overtime list upon returning to work or becoming eligible for overtime assignments.
- 8.2.7** Overtime lists for all employees will be zeroed out the first week in the fiscal year.
- 8.2.8** The current overtime record for all unit employees will be made available to employees upon request.
- 8.2.9** A scheduled overtime assignment at an off-site location, excluding extension of an employee's regular work shift, will be paid a minimum of one (1) hour's pay at the applicable overtime rate.
- 8.2.10** A scheduled overtime assignment at the Site, excluding an extension of an employee's regular work shift, will be paid a minimum of four (4) hours pay at the applicable overtime rate.

### **8.3 Shift Differential Rates**

- 8.3.1 Rotating Shifts.** Employees assigned to a rotating shift on a full-time basis will receive a differential of \$.50 per hour for all hours worked.
- 8.3.2 Fixed or Alternating Shifts.** Employees assigned to a fixed or alternating shift on a full-time basis will receive a shift differential of \$.75 per hour for all hours worked

on the evening shift (4 p.m. to 12 midnight) and shift differential of \$1.00 per hour for all hours worked on the night shift (12 midnight to 8 a.m.)

**8.3.3 Shift Workers on Overtime.** Overtime rates will be computed at one and one-half (1-1/2) times the sum of the regular base rate and any applicable shift differential.

**8.3.4 Day Workers.** Regular day workers who are required to work overtime or perform call-in/out work shall not be entitled to shift differential.

**8.3.5 Restricted Application of Shift Differential.** Shift differential will apply only to hours worked. For example: shift differential will not be paid during vacations, holidays not worked, or other absences from work.

**8.4 Call-out and Hold Over.** Employees called out to start work within four (4) hours of their scheduled starting time will be paid through to their scheduled starting time at the appropriate rate.

Employee called out to start work at the Site prior to four (4) hours of their scheduled starting time or on scheduled days off will receive a minimum of four (4) hours pay at the appropriate rate. Employees called out to start work off-site prior to two (2) hour of their scheduled starting time or scheduled days off will receive a minimum of two (2) hours pay at the appropriate rate

The Union recognizes the needs of the Company to accomplish a mission during a call-out and will not hold the Company to Article 8.2.3.

When transportation is not available and an employee is authorized by the Company to drive a privately owned vehicle, the employee shall receive the mileage rate equal to the maximum allowed employees of BBWI by DOE for the miles necessary to travel from home to work and back home. The Company shall not require employees to transport other employees in their privately owned vehicle. Employees who volunteer to drive another employee home, in a government or private vehicle, will receive one (1) hour pay the appropriate rate.

**8.5 Reporting Pay.** Whenever employees report for work at their regular starting time, without at least six (6) hours notice not to report, they shall be guaranteed four (4) hours continuous work. If the Company fails to provide the expected four (4) hours work, then the employee shall be paid for four (4) hours at their regular base rate. If employees begin work on their regular schedule and works four (4) hours or more, they shall be permitted to complete their scheduled workday.

## **8.6 Work in Higher and Lower Classifications**

**8.6.3 Higher Classifications.** If employees are temporarily assigned to a job classification having a higher hourly rate than the rate of their regular classification, for other than training purposes, they shall receive the hourly rate of

pay of the job classification to which they are temporarily assigned; however, in no event shall they receive less than four (4) hours of pay at the rate of the higher rated job to which the employee is transferred during the day. If employees work four (4) or more hours on a higher rate job during a workday, they shall receive the higher rate of pay for all hours worked that day.

**8.6.4 Lower Classifications.** If employees are assigned temporarily by their supervisor to perform work in a lower classification, no reduction in rate shall be made.

**8.7 Pyramiding of Premium and/or Overtime Pay.** Overtime or premium payment for any hour worked eliminates that hour from consideration for payment on any other basis. If time worked falls under two or more overtime and/or premium pay classifications, the higher rate shall prevail.

**8.8 Temporary Hire.** The Company may hire employees for work of a temporary nature, which shall not exceed one hundred eighty (180) days per year. Extension of a one-hundred eighty (180) day assignment can be made upon mutual agreement between the Company and the Union.

**8.8.1** The Union will be informed prior to temporaries being hired for bargaining unit work. If there is a need for a regular full time position, assignments will be made according to Article 11.5.

**8.9 Safety Shoe Allowance.** Personnel required to wear safety shoes are eligible to receive an annual voucher in accordance with Company policy in the amount not to exceed \$150.00 per contract year for the purchase of safety shoes. Employees may request an additional voucher in the event that safety shoes are damaged or destroyed under circumstances where the employees were not negligent in use.

**8.10 Incentive Awards.** The Company shall consider unit employees for individual incentive awards. The base rate of pay for unit employees shall not be affected by participation in incentive awards.

**8.11 Company Furnished Items.** The Company will continue to furnish tools, equipment, clothing (such as, gloves, coats, coveralls, and winter bibs) and other safety related protective apparel and devices as necessary for completion of assigned tasks. It is understood that employees will be required to use and/or wear Company furnished tools, equipment, clothing, and safety related protective apparel and devices. Company furnished items will be at the discretion of management.

**8.12 Furnishing Lunches for Unscheduled Overtime**

**8.12.1** Employees who work more than two (2) hours immediately proceeding or after their regularly scheduled shift without twenty four (24) hours notice shall be furnished a meal and allowed reasonable time to eat it on Company time. Where employees continue to work for more than eight (8) hours beyond their regularly scheduled shift they shall be furnished an additional meal and allowed to eat the

same on Company time. Employees who work the full night shift and continue to work the day shift (two consecutive shifts) will, at their request, be furnished not more than two (2) meals.

- 8.12.2** When employees working on the day shift is held over from the day shift to work five (5) or more hours on the evening shift, such employees shall be provided the option of spending the night on the Site and being furnished two (2) additional meals or utilizing available transportation in accordance with the Company's current practices.
- 8.12.3** The cost of each meal furnished to employees under the provisions of this Section 8.12 shall not exceed the amount allowed under Company policy. If operational duties prohibit employees from leaving the job to eat, a meal shall be brought to them, if available. Where reasonably available, a hot meal will be provided. Employees who are eligible for a meal while working in off-site areas will be reimbursed the amount allowed under Company policy upon presentation of a satisfactory receipt.
- 8.12.4 Intent of Company Furnished Meals.** The furnishing of meal referenced above is intended to cover only those employees who are unable to furnish their own meals as opposed to furnishing meals to employees who know about the overtime before they come to work and can reasonable be expected to provide their own meals.

## ARTICLE 9

### SENIORITY

- 9.1 Definitions.** Unit Seniority, as used in this Agreement, is the measure of an employee's length of continuous service in the described bargaining unit and shall be considered with qualifications in respect to promotions, demotions, layoff, and reemployment. Seniority for all other cases such as vacations, unavoidable absences, and other benefits is the length of service on a continuous basis at the Idaho National Engineering and Environmental Laboratory.
- 9.2 Seniority List.** Seniority will be recorded on a seniority list and provided to the Union. The seniority list will be issued within thirty (30) days after the signing of the Agreement, and employees shall have thirty (30) days, to make any protest. If there is not a protest within the thirty (30) day period, the list becomes final. Seniority shall be governed by information shown on Company records.
- 9.3 Probation.** During the first ninety (90) calendar days of employment, all new employees shall be considered on probation insofar as continued employment with the Company is concerned, the termination of an employee's service, prior to accumulation of ninety (90) calendar days continuous service, shall not be subject to arbitration. Such probationary employees continued in the service of the Company after ninety (90) calendar days probationary period shall have seniority status in accordance with their length of continuous service from the date hiring. Employees will be considered to have completed their probationary period if within a six (6) month period they accrue ninety (90) or more calendar days of employment.
- 9.4 Administrative Leave.** An employee returning to work from Administrative Leave of Absence authorized by the Company shall retain the amount of seniority, which they accrued prior to going on administrative leave.
- 9.5 Inactive Status, Union Leaves of Absence.** Employees returning to work from Inactive Status of less than twelve (12) months, or Union Leave of Absence of less than twelve (12) months shall retain their seniority; in addition, shall be credited with any seniority they would have accrued had they not been on Inactive Status, or Union Leave of Absence.
- 9.6 Layoff.** Employees returning from involuntary layoff for a period of less than thirty (30) months shall be credited with any seniority they would have had had they not been on layoff status. This includes both Union seniority and Company service.
- 9.7 Resignation or Discharge.** Seniority or length of service terminates in case of resignation or discharge.

## ARTICLE 10

### LAYOFFS AND REEMPLOYMENT

#### 10.1 Definitions

**10.1.1** "Discharge" - termination for just cause and discharge creates an unsatisfactory service record.

**10.1.2** "Resignation"- an employee's voluntary termination of employment.

**10.1.3** "Layoff" - as used herein, means termination for lack of work. An employee laid off retains satisfactory record of performance with the Company.

**10.1.4** "Release from Employment" –any termination other than discharge, resignation, or layoffs as defined in 10.1.1, 10.1.2, and 10.1.3.

#### 10.2 Layoffs

**10.2.1** Layoffs due to force reduction will be made on the basis of unit seniority.

**10.3 Reemployment.** For period of thirty (30) months following layoff, said laid off employees with at least ninety (90) calendar days continuous employment in the bargaining unit immediately prior to layoff shall be given preference in the matter of reemployment, provide they notify the Manager of Labor Relations in writing within thirty (30) calendar days after the layoff and at least every three (3) months thereafter of their desire to be reemployed. When employees are needed, said laid off employees shall be given notice in writing to apply in person for reemployment. A copy of this notice will be sent to the Union (reemployment is subject to meeting the Company's preemployment standards and being qualified for the job to be filled). The Company will give such notice by certified mail, addressed to the employee's last post office address, as shown by the Company's records and the Company shall not be required to consider any employee who does not notify the Company of their desire to be reemployed within fifteen (15) work days from the date of mailing of said notice.

## ARTICLE 11

### BIDDING

**11.1** Except for the CFA 696 bid area, the remaining areas will be posted for bidding and completed within thirty (30) days of the ratification of this contract and every twenty-four (24) months thereafter. The successful bidders will be transferred to their new area within a reasonable period of time, which will be dependent on the amount of training required to qualify transferring employees for a position. The Company has the right to void an employee's bid with the concurrence of the Union to protect a process. The Company and Union will actively work toward having qualified coverage in processes that are staffed by only one employee.

**11.1.1** CFA –696 (Parts Room) is to be considered a specialized area within IBT. Should a current ASE certified Parts Specialist fail the recertification test, the individual will be given two chances to pass the certification within the ensuing year.

A Department of Labor (DOL) Bureau of Apprentice and Training (BAT) apprentice program will be created for the CFA 696 (parts room) so that the existing warehouse employees will be given preference in obtaining an existing opening. However, only up to 40% can be in the program at any given time.

**11.1.2** When vacancies occur in a classification within the work unit; the employee having the most seniority shall be given consideration; provided in the opinion of management; the employee has the proper qualification to perform the duties.

**11.2 New Positions.** An opening resulting in an increase of employees covered under this Agreement will be open for bid. The new position and one subsequent position will be bid with remaining opening(s) being filled by assignment.

**11.3 Job Abolishment.** Employees affected by job abolishment, resulting in no decrease of employees covered by this Agreement, will be allowed to bump positions held by employees with less seniority. The bumping process will be limited to the initial and one subsequent positions with remaining openings being filled by the junior employee if qualified. If a job abolishment with in a classification within area the senior employees will be asked first (senior choice, junior force).

**11.4 Reduction in Force.** Employees affected by reduction in force will be allowed to bump positions held by employees with less seniority.

**11.5 Temporary Assignments.** Qualified and available employees may be temporarily transferred, for absentee relief, vacation relief, or other temporary situations. It is understood that such temporary assignments will be for a period not to exceed forty-five (45) calendar days per employee per contract year. When it is known that the temporary assignment will exceed forty-five (45) calendar days but less than 180 days, the Union,

Company and affected employee agree to the assignment for the duration of the temporary period. This time frame can be extended if an agreement is reached between the Union, Company and affected employee. Such temporary assignments will not be regarded as a permanent promotion. Temporarily assigned employees will be considered as continuing to accumulate seniority in their permanent classification.

**11.6 Direct Reassignment:** The Company shall not require employees to transfer to a job in another unit. If the Company has identified excess personnel in a classification covered by this working agreement and a full-time regular job vacancy within the Company exists, the vacancy will be offered to the senior qualified volunteer in the classification that has the excess. If there are no qualified volunteers and the low senior employee within the classification is qualified, he/she will be offered the vacancy. If this employee declines the offer, they will be released from employment. If the offer was not at a wage comparable to the employee's current position, he/she will receive severance pay in accordance with Article 13. If there is a qualified volunteer and the low senior employee is not qualified, he/she will be laid off in accordance with Article 10.

## ARTICLE 12

### HOLIDAYS

#### 12.1 Holidays

**12.1.1 Schedule.** Employees will be eligible for eighty (80) hours of holiday per year observed under the Company's annual holiday schedule.

**12.1.2 Holiday Pay Reconciliation.** Employees will have a holiday pay reconciliation at the end of each calendar year to ensure they are paid no more or less than 80 hours prorated on the basis of the number of holidays for which they were entitled.

**12.2 Pay for Holidays.** Employees will receive straight time pay for all their scheduled holiday hours whether worked or not. Employees will also receive time and one-half (1-1/2) for all hours worked on a holiday, including applicable shift differential. (Reference Article 8.7.)

**12.3 Holiday Pay Restrictions.** Pay under Section 12.2 above is not applicable to those employees on leaves of absence, inactive status, and unapproved absence. Employees who are off work in another paid leave status shall receive their daily straight time base pay for the appropriate holiday hour schedule in lieu of any other paid leave benefits.

**12.4 Additional Holiday.** In the event that an additional holiday is extended throughout the Company, such holiday will be extended to members of this unit.

**12.5 Holiday Curtailment.** The Company may have a holiday curtailment during the Christmas/New Year time period, which will be mandatory for all non-essential workers. During the holiday curtailment, employees not required to work will need to record either personal leave or "O" time (unpaid leave) to cover any hours above the yearly allotted eighty (80) hours.

## ARTICLE 13

### SECURITY PLANS AND BENEFITS

- 13.1** Qualified employees are eligible to participate in the following INEEL benefit programs:
- Personal Leave
  - Medical Plan
  - Dental Insurance Plan
  - Vision Insurance Plan
  - Health Care Flexible Spending Account
  - Dependent Day Care Flexible Spending Account
  - Employee Life Insurance
  - Spouse Life Insurance
  - Dependent Children Life Insurance
  - Accidental Death and Dismemberment Insurance
  - Short-Term Disability Insurance
  - Long-Term Disability Insurance
  - Workers Compensation
  - Long Term Care Insurance
  - Service Awards
  - Leaves of Absence
  - Retirement Plan
  - Investment Plan
  - Holidays
  - Severance Pay

All security plans and benefits arranged by the Company for its employees, as a whole, will be available to employees covered by this Agreement and will be administered equally, including that portion of the cost by all employees.

The Union will be informed in advance of any additions or substantive changes to, or deletions from, the benefit programs.

## ARTICLE 14

### UNION COMMITTEES AND REPRESENTATION

**14.1** The Company will recognize one (1) Steward and one (1) Alternate Steward (2 alternates if membership exceeds 30), selected by the Union rank and file who are employees of the Company with at least ninety (90) days service, and covered by this bargaining unit. The Union shall notify the Company in writing within thirty (30) days from the signing of the Agreement of the names of the Steward and Alternate selected and shall give the Company five (5) days written notice of any changes in the Steward. Stewards will be permitted, when working conditions permit, as determined by their supervisor, to investigate complaints arising under the interpretation and application of this Agreement.

#### **14.2 Workmen's Committee**

**14.2.1** The Company shall recognize a Workmen's Committee not to exceed the members selected by the Union and who are employees of the Company as referenced in Article 14.

**14.2.2** Representatives of the Company shall meet with the Union Workmen's Committee and/or duly authorized representatives of the Union at regular monthly intervals for discussion of individual or mutual problems and questions arising under the terms of this Agreement. Additional employees over the amount authorized in 14.2.1 above may, with the mutual consent of Labor Relations and the Union, attend such monthly meetings.

**14.2.3** Employees attending Workmen's Committee shall not lose scheduled base pay (excluding shift differential, where applicable) by reason of attendance of said meetings, including meetings provided for in Article 15, but excluding arbitration hearings.

## ARTICLE 15

### SETTLEMENT OF COMPLAINTS

**15.1** Any complaint and/or difference of opinion, which involves the application or interpretation of the terms of this Agreement, shall be handled in the following manner:

**Step 1** The employee and/or Union representative shall present the complaint in writing (hand or electronic) to the employee's immediate supervisor within ten (10) work days after knowledge of occurrence, but not more than sixty (60) work days from the date of the occurrence, and advise the supervisor that such complaint is being filed as a grievance under Step 1 of this Article, except that grievances involving discharge or disciplinary suspension will be filed according to the provision outlined under subsection 15.2 of this Article. The supervisor shall give his decision within ten (10) work days after presentation.

**Step 2** If a satisfactory understanding or adjustment is not reached with the supervisor, the grievance may be presented in writing (hand or electronic) within ten (10) work days of the supervisor's decision to the next level of supervision. Supervision will meet with the Union to discuss the grievance, date and sign such a written grievance (hand or electronic) documenting that a discussion has occurred and forward the written grievance to the Company Labor Relations representative administering this agreement. The written grievance shall then be considered at the next scheduled monthly Workmen's Committee Meeting; however, an emergency meeting may be called by mutual agreement at any time. If the grievance is presented by the Union and a satisfactory understanding or adjustment is not reached in the Workmen's Committee meeting, the Union may within ten (10) work days of the Workmen's Committee meeting request a written response from the Manager of Labor Relations. The Manager shall render to the Union decision in writing within fifteen (15) work days of such request.

**Step 3** If the Union is not satisfied with the written decision from the Manager of Labor Relations, the Union may refer, within ten (10) work days of receipt of the written decision, the written grievance to the Grievance Board consisting of two (2) Company personnel and two (2) Union representatives. Each party will present its case to the Grievance Board. The Grievance Board will meet immediately after the grievance presentation in an attempt to resolve the grievance by majority vote. The decision of the Board will be final and binding upon both parties. If the Grievance Board fails to agree upon a solution, the matter may be referred to arbitration under Step 4.

**Step 4** If the Grievance Board does not reach a solution and if the dispute involves the application or interpretation of the provisions of this Agreement, such dispute may be submitted to arbitration. If the Union desires to submit such dispute to arbitration, it will so notify the Manager of Labor Relations in writing within thirty

(30) calendar days from the date of the Grievance Board's decision provided in Step 3 above. In such event, the parties shall, within ten (10) calendar days, join in a request to the Federal Mediation and Conciliation Service to submit the names of five (5) arbitrators. The Union and the Company shall alternately strike a name from the list (the first to strike shall be determined by lot) until the name of one individual remains. The remaining individual shall be the sole arbitrator of the question involved. His decision shall be final and binding on both parties. The arbitrator shall not have the power to add to, disregard, or modify any of the terms of this Agreement. The fees and expenses of the arbitrator shall be borne equally by the Union and the Company. Each party shall bear the expense of preparing their case and shall make arrangements for and pay the expenses of witnesses called by the respective party. Unless the parties agree in writing to the contrary, an arbitrator may hear only one (1) grievance.

- 15.2** In the event of discharge or disciplinary suspension, the individuals concerned, if they believe that they have been discharged or suspended without just cause, may present the matter in writing to the Manager of Labor Relations within ten (10) working days from the time of such discharge or disciplinary suspension and not thereafter. Within ten (10) days after such matter is presented to the Manager of Labor Relations, or his designee, he will render a decision in writing. If the parties remain in disagreement at the conclusion of the foregoing steps, such complaint may be presented through the regular grievance procedure starting with Step 3 of this Article.
- 15.3** Lapsed time references in this Article do not include Fridays, Saturdays, Sundays, or Holidays. Lapsed time within this Article can be extended by agreement of both parties when requested in writing not to exceed 15 workdays.
- 15.4** An item can be tabled during the Workmen's Committee Meeting, if agreed upon by both parties, for a period not to exceed thirty (30) calendar days or the next workmen's.

## ARTICLE 16

### LEAVES OF ABSENCE FOR UNION BUSINESS

- 16.1** If conditions permit, leaves of absence aggregating not more than fifteen (15) calendar days will be granted during the period of this Agreement provided that not more than one (1) employee shall be granted a leave at any one time. Provided further, that seventy-two (72) hours prior notice is given to the Company of the dates the employee desires to leave and return. It is understood that such prior notice will be written whenever possible; however, in the event the notice is given verbally, a written confirmation will be made during the seventy-two (72) hour notice. For such leaves of absence the employee may use personal leave (PL) or time off without pay, but shall not affect the status of employees with respect to service benefits or seniority.
- 16.2** To conduct Collective Bargaining for a new contract, a union bargaining committee consisting of the 2 representatives shall be established to conduct negotiations with the Company. The Company will pay regular straight time wages, not to exceed 40 hours per week.

## ARTICLE 17

### HEALTH AND SAFETY

- 17.1** The Company and the Union recognize the importance of maintaining a safe working environment, promoting occupational health and accident prevention, and the general elimination of hazards to health and safety in the work place.
- 17.2** The Company will continue to make provisions for the health and safety of employees while at work and agrees to comply with applicable federal laws and DOE rules and regulations pertaining to the health and safety of employees covered by this Agreement.
- 17.3** The Union and appropriate representative(s) from within the Company shall meet with the Company managers as necessary to discuss general work area safety related items that are pending or have come to their attention during the intervening period. These meetings may also be utilized to discuss other related concerns, but in no way should be construed by either party to substitute for the Workmen's Committee meetings provided for in Article 14.
- 17.4** All employees shall cooperate by following safe work practices and complying with health and safety rules during employment; the proven violation of which shall be cause for disciplinary action. Conversely, nothing in this Health and Safety Article is intended to take away the right of the employee to process complaints through the grievance procedure as provided for in Article 15.
- 17.5** No Union representative(s) from within the Company shall lose time or pay for their respective work schedule by reason of attending a meeting provided for under this Article. Union representative(s) will code their timecards to reflect the actual hours performing official Union business and give a brief description of activities.
- 17.6** Joint minutes shall be recorded of all such meeting and copies distributed to both Union and management officials.
- 17.7** The Union Steward and Alternate may be an observer on all accident investigations conducted by the Company affecting an employee covered under the bargaining unit. This observer shall receive a copy of all reports covering the investigation.

## ARTICLE 18

### NO STRIKE – NO LOCKOUTS

- 18.1 Strikes and Lockouts.** There shall be no work stoppage, slowdown, sit-down, sympathy strike or lockout during the term of this Agreement. The Union shall not be liable because of any unauthorized work stoppage, slowdown, sit-down, or sympathy strike by the employees. However, in the event of an unauthorized work stoppage, slowdown, sit-down, or sympathy strike, the Union agrees to cooperate with the Company and use its full authority and best efforts to immediately terminate such action.
- 18.2** Except as allowed by this Agreement, Union or anti-Union activities during work time will not be permitted nor shall such activities be permitted that interfere with work performance. However, a special Union meeting will be allowed during employees' lunch time with supervisory approval.

## ARTICLE 19

### DISCIPLINARY ACTIONS

**19.1 Warning Notices.** Any unsatisfactory report or rating which is to be filed as a Matter of Record shall be filed within fourteen (14) calendar days following completion of the investigation and shall be brought to the attention of the employee within said period excluding vacation, sick leave, death-in-family leave, holidays, court leave, military leave, and excused leave. The employee shall be given two (2) copies of such notice. The extra copy may be given to the Union Workmen's Committee Chairman, if the employee desires. The employee shall sign such notice indicating that the matter was brought to their attention, but with the understanding that such signature in no way implies that his/her agree with the contents of such notice

**19.1.1 Removal of Warning Notices.** Warning notices, Avoid Verbal Orders (AVO's) are documented verbal reprimands and shall remain in the employee's file for at least twelve (12) months. After the twelve (12) months the employee may request the warning notice be removed from his/her file. If there has been no further disciplinary action, the notice will be removed.

**19.1.2 Removal of Employee Performance Notices (EPNS).** Notices EPNs are second step documented reprimands or documented disciplinary action for more serious employee deficiencies. Such notices shall warn an employee that further reoccurrence may result in further disciplinary action, including dismissal, and will remain in an employee's file for at least eighteen (18) months. After eighteen (18) months, the employee may request the notice be removed from his/her file. If there has been no further disciplinary action, the notice can be removed with the concurrence of the employee's supervisor and the manager of Employee Relations, but will not remain in the file beyond two years unless further disciplinary action has been noted.

**19.1.3 Employee Rights:** If employees disagree with a Warning Notice they can write a letter of rebuttal attaching any documentation and have this made part of and filed with the Warning Notice that was placed in their file.

**ARTICLE 20**  
**MISCELLANEOUS**

- 20.1 Physical and Mental Examination.** If, after consultation between the INEEL Occupational Medical Program (OMP) Industrial Physician, an employee's personal physician and/or a recognized specialist as applicable, there exists a dispute between the Union and the Company as to the physical or mental fitness of employees to return to work or to continue to work their regular job assignment, a board of three (3) accredited doctors of medicine shall be selected; one (1) by the Company, one (1) by the Union, and one (1) by the two (2) so named. The decision of the majority of this board shall be final. The Company shall bear the expense of the doctor of medicine of its choice and one-half (1/2) the expense of the doctor of medicine chosen by the first two (2). The Union shall bear the expense of the doctor of medicine of Union choice and one-half (1/2) the expense of the doctor of medicine chosen by the first two (2).
- 20.2 Assignment Outside the Bargaining Unit.** Employees temporarily assigned by the Company to a position outside this bargaining unit, provided employees have served their probationary period may, upon termination of the assignment, if within one (1) year, return to their former job or, in event such job does not exist, they may exercise their seniority for a job of like status and pay in the same section. They shall be credited with seniority they would have acquired had they remained in the Unit, in addition to the seniority they had on date of assignment.
- 20.3** The Company will pay for all required licenses and/or certifications; this includes one opportunity for renewal of licenses required of employees to perform their duties.

**20.4 Privatization.** The parties recognize that one of the primary goals of the Department of Energy (DOE) is to transition our regional economy from a dependence on Federal funding to private industry and to increase efficiency of the work accomplished at the INEEL. Privatization is one means for accomplishing these goals, and BBWI, as the INEEL consolidation contractor, has responsibility to support DOE in this effort. Privatization is the transfer of most, if not all, of a function to the private sector with a goal of transferring people and equipment whereby BBWI no longer performs most if not all of the function.

The parties also recognize the need to work cooperatively to minimize the impact on affected employees, the community and the operations of the INEEL. In this regard, BBWI will conduct open, forthright, two-way communications with IBT representatives, to develop options for dealing with the impact.

BBWI will develop and implement an evaluation process for functions identified as candidates for privatization. This process will provide for advance notification to the Union of candidate functions affecting IBT represented employees and an opportunity for the Union to provide input and alternative recommendations. The process applied to employees as a whole will be applied equally to IBT represented employees. Application of this process is subject to the grievance process. The technical merits of the evaluation, e.g. cost-benefit analysis and community impact, are not subject to the grievance process.

The parties will comply with any DOE contracting officer direction to privatize a function recognizing that a privatization action, including subcontracting, outsourcing, or any other similar approach, is in furtherance of DOE's Contract Reform objectives, and that any undue delay would significantly impair the achievement of those or other important Department objectives. Privatization of such functions will not be subject to the grievance process contained in the bargaining agreement.

This agreement is designed to provide a frame work of open and continuing communication. The parties agree to work together to ensure efficient implementation of INEEL privatization initiatives.

**20.5 Bus Transportation.** While the Company encourages employees to ride the buses, it is neither mandatory nor is it a guaranteed service. Bus transportation made available to employees as a whole, will be made available to employees covered by this Agreement and will be administered equally, including that portion of the cost paid by all employees.

The Union will be informed in advance of any additions or substantive changes to, or deletions from, the bus transportation program.

**20.6** The employee is authorized to review his personal file, created and held by the Company, by making a prior appointment with records, it is also understood that the employee can have a copy of any information contained in his personal file.

**20.7** In accordance with Company policy, management will provide or reimburse an employee for the cost of travel for mandatory training as directed by management.

**20.8** The parties recognize that it is in the best interest of both the Company and the Union for joint involvement in the inventory process. It is also recognized that it is the right and responsibility of the Company to establish procedures and processes as well as assign personnel as defined in Article 3 of the Agreement.

The following is agreed regarding inventories performed in warehouses at the Idaho National Engineering and Environmental Laboratory (INEEL) that are covered under the current working Agreement.

- To the extent deemed practical by management, material/parts specialists will be utilized jointly with non-represented employees to conduct inventories.
- When a question of inventory discrepancies are identified that require additional information or clarification by the custodian, the represented employee will be involved in the reconciliation process.
- Represented employees will be utilized in the inventory should it be necessary to physically move materials that are excessively or require material handling equipment.
- It is agreed by both parties that the inventory specialist within the warehouse is free to conduct daily inventories by himself.

**20.9** It is understood that the receiving of material, by hand or electronic, is an IBT covered activity that includes material delivered to the warehouse, drop shipped to the requestor, picked up by the requestor or bulk shipments currently handled by IBT (i.e. salt, gas, fuels).

**20.10 First Drop Rights.** In practice, materials delivered by vendors or their representatives to one of the receiving warehouses are distributed from the warehouses to the designated first drop points by Teamster represented employees. The only exceptions to this practice are when a customer pickup at the warehouse is provided to meet special situations, and/or credit card purchases are urgently needed. Situations other than those discussed above will require the preapproval of warehouse operations and shall not bypass the receiving function. It is further understood that Management retains the right to pursue changes to the operation that are more economical/cost effective. Any such changes will be discussed with the Union prior to implementation.

## ARTICLE 21

### VALIDITY

**21.1 Contract Subject to DOE Directives.** The Company's operations are subject to certain prevailing authorities, including the Company's Management and Operating contract with the Department of Energy (contract DE-ACO7-99ID13727), the orders and directives of said department and all valid and applicable state and federal laws. Therefore, the parties intend that this agreement will be construed in a manner consistent with the prevailing authority. If any provision of this Agreement is, or becomes inconsistent with, a prevailing authority, the prevailing authority will prevail. Nevertheless, any such inconsistent provisions of the Agreement shall be separable and the remaining provisions shall remain in full force and effect. The parties shall meet for the purpose of negotiating a mutually satisfactory substitute provision if either party demands such a meeting within thirty (30) days or the identification of an inconsistent provision.

**EXHIBIT "A"**

**CLASSIFICATION AND BASE WAGE RATES**

**Material/Parts Specialist**

	<u>Equity</u>	<u>Column 1</u>	<u>Column 2</u>	<u>Column 3</u>	<u>Column 4</u>	<u>Column 5</u>
	<u>Increase</u>	Effective	Effective	Effective	Effective	Effective
	effective	12:01 a.m.				
	upon	6/17/02	6/16/03	6/14/04	6/13/05	6/12/06
	ratification	through	through	through	through	through
		6/15/03	6/13/04	6/12/05	6/11/06	06/17/07
Over 36 Months	\$17.98	\$18.52	\$19.08	\$19.65	\$20.24	\$20.85
	(2%)	(3%)	(3%)	(3%)	(3%)	(3%)
24-36 Months	\$16.81	\$17.31	\$17.83	\$18.37	\$18.92	\$19.49
	(2%)	(3%)	(3%)	(3%)	(3%)	(3%)
12-24 Months	\$15.90	\$16.38	\$16.87	\$17.38	\$17.90	\$18.43
	(2%)	(3%)	(3%)	(3%)	(3%)	(3%)
0-12 Months	\$13.76	\$14.17	\$14.60	\$15.04	\$15.49	\$15.95
	(2%)	(3%)	(3%)	(3%)	(3%)	(3%)

**Retroactive upon ratification only.**

IN WITNESS WHERE OF the parties have caused this instrument to be executed by their authorized representatives this 23rd day of July 2002.

BECHTEL BWXT, IDAHO, LLC

By: \_\_\_\_\_  
R. V. Nord

By: \_\_\_\_\_  
C. J. Caudle

By: \_\_\_\_\_  
D. L. Kahl

By: \_\_\_\_\_  
L. T. Lucas

By: \_\_\_\_\_  
D. A. Pacheco

By: \_\_\_\_\_  
E. D. Teuscher

INTERNATION BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS UNION, LOCAL NO. 983

By: \_\_\_\_\_  
R. Lee

By: \_\_\_\_\_  
L. Gough

By: \_\_\_\_\_  
M. L. Oar

By: \_\_\_\_\_  
G. R. Wilson