MEMORANDUM OF UNDERSTANDING
BETWEEN
HANFORD ATOMIC METAL TRADES COUNCIL
AND
WASTREN ADVANTAGE INC.

This Memorandum of Understanding (MOU) is entered into this 30th day of October, 2015 by and between the Hanford Atomic Metal Trades Council (HAMTC) and Wastren Advantage Inc. (WAI) and is to be effective the 22nd day of November, 2015.

The U.S. Department of Energy-Office of River Protection (DOE-ORP) has awarded WAI (contract number DE-EM0003722, Hanford Laboratory Analysis and Testing Services) to manage the analytical services production activities within the 222-S Laboratories.

With this award to WAI, incumbent HAMTC-represented ATL bargaining unit employees that are identified as providing direct support for the above referenced activities shall become employees of WAI effective 12:01 a.m. November 22, 2015.

As a successor employer, WAI will recognize HAMTC as the exclusive bargaining representative for employees under the jurisdiction and certifications of HAMTC. WAI will also recognize the current collective bargaining agreement between HAMTC and ATL dated November 11, 2013, and the subsequent October 28, 2015 Wage and Benefit re-opener agreement, as the recognized collective bargaining agreement between WAI and HAMTC and will accept, execute and implement all terms and conditions contained in the above referenced agreements. The 2013 collective bargaining agreement and the 2015 re-opener agreement between ATL and HAMTC is therefore incorporated into and made a part of this MOU.

The parties agree that the appropriate changes are to be made to accommodate the Company’s title, titles of its officials, job scope, contracts with the Department of Energy and other contractors, and successor language to cover bargaining unit members who transfer to WAI.

David E. Molnaa, President
Hanford Atomic Metal Trades Council

Glenn Henderson
Chief Operating Officer
Wastren Advantage Inc.

Date

Date
c w/attach

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