

SECTION J, ATTACHMENT J-8

U.S. DEPARTMENT OF LABOR WAGE FOR CBA AND NON-EXEMPT EMPLOYEES

COLLECTIVE BARGAINING AGREEMENT

Between



and



LOCAL 159

November 28, 2016 – November 1, 2020

Savannah River Site

Aiken, SC

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PREAMBLE

This AGREEMENT has been made between Centerra-SRS (hereinafter referred to as the Company) and Centerra-SRS Protective Force Lieutenants and Protective Force Sergeants (hereinafter referred to as the IGUA Local 159 or Union) and is entered into this November 28, 2016.

The Company and the Union have a common interest and obligation in the protection of the Savannah River Site (SRS). Therefore, a working system and harmonious relations are necessary to maintain mutual confidence between the Company and the Union. Therefore, in consideration of mutual promises and agreements herein contained, the parties hereto agree as follows:

ARTICLE 1 RECOGNITION

1.1 This agreement includes all provisions, terms and obligations set forth therein, shall be binding upon the parties hereto, and no wages, benefits or working conditions shall be affected, modified, altered, or changed in any way.

1.2 For the purposes of this agreement, the Union consists of all Sergeants and Lieutenants in the Protective Force employed by the Company at Savannah River Site as defined in DOE Order 473.3a and 10 CFR 1046 and any other DOE Orders and Directives.

1.3 The Company hereby recognizes the IGUA Local 159 as the exclusive bargaining representative with respect to rates of pay, hours of work, and other conditions of employment designated by the National Labor Relations Board's Certification of Representation on February 24, 2016, in case No. 10-RC-126849. The Lieutenants and Sergeants are supervisors, and they possess authority to, and do, direct subordinates and exercise independent judgment.

1.4 The use of one gender in this agreement shall include the other gender. As used herein, the words "he", "his", "him", and "employee" refer to both male and female employees.

ARTICLE 2 FAIR EMPLOYMENT PRACTICES

2.1 The Company and the Union agree they will not discriminate against any employee or applicant for employment because of race, creed, religion, sex (including pregnancy), color, age, national origin, genetic information, veteran's status, or Union affiliation, nor against the qualified physically disabled.

2.2 The parties further agree to comply with all applicable Federal Laws and Executive Orders pertaining to non-discrimination, including all orders issued by the Office of Federal Contract Compliance and other orders which are applicable to government contract operations such as that conducted by the Company.

ARTICLE 3 MANAGEMENT RIGHTS

3.1 Management of the business and direction of the supervisory security forces are exclusively the right of management. These rights include the right to:

- (a) Hire;
- (b) Determine the number, location and type of posts;
- (c) Direct the working forces and manage the business;
- (d) Assign work;
- (e) Discontinue temporarily or permanently any posts;
- (f) Demote, discharge, discipline or suspend for just cause;
- (g) Promote, layoff, recall, or transfer;
- (h) Maintain order and efficiency of operations;
- (i) To issue, amend and revise policies, work rules, regulations, practices and establish job content;
- (j) Decide on the supplies, equipment, or weapons to be used;
- (k) Determine the size of the workforce, including the number of employees assigned to any

particular shift;

- (l) Determine the qualification of an employee to perform work.

3.2 Employees shall be required to adhere to all DOE Regulations, Directives, Orders, and other requirements, and Centerra-SRS Rules and Regulations.

3.3 The above rights of management are not all inclusive, but indicate the type of matters or rights which belong to and are inherent to management. Any of the rights, power, or authority the Company had prior to signing of this Agreement are retained by the Company except those specifically abridged or modified by this agreement and any supplemental agreements that may hereafter be made. The Company's failure to exercise any functions reserved to it shall not be deemed a waiver of any such right.

ARTICLE 4 BULLETIN BOARDS

4.1 The Company shall provide the Union with space allocated for bulletin boards at each area.

4.2 Bulletin board notices shall be restricted to:

- (a) Notices of Union recreational and social affairs;
- (b) Notice of Union elections;
- (c) Notices of Union appointments and results of Union elections;
- (d) Notices of Union meetings and other Union business.

ARTICLE 5 EXAMINATIONS

5.1 Physical, medical, and/or mental examinations of employees may be required by the Company as per DOE Directives and Orders and as per 10 CFR 1046 part 1046.13. The Company also has the right to require substance abuse screenings as authorized by the Human Reliability Program, Personnel Reliability Program, DOE Regulations, Directives and Orders along with 10 CFR 707 and 10 CFR 712.

5.2 The Company and Union will assure adequate safeguards and privacy of such tests are maintained to assure accuracy.

5.3 All employees will be substance abuse tested in accordance with Company policy and procedure. The Company's policies and procedures may be updated by the Company from time to time to comply with DOE Regulations, Directives, Orders and requirements and any applicable state or federal laws or regulations.

ARTICLE 6 TRAINING

6.1 This article pertains to any training provided to Lieutenants and Sergeants. Training will be determined as directed in applicable CFRs, DOE Orders and Directives and Company policies and procedures.

6.2 The Company will provide the Union an opportunity to provide input and to review the Annual Training Plan (ATP), applicable Job Task Analysis (JTAs) and Training Needs Analysis (TNA).

ARTICLE 7 UNION REPRESENTATION

7.1 The Union representation will consist of a President, Vice President, Chief Steward/Business Agent, Secretary/Treasurer, Sergeant at Arms and three (3) Trustees/Stewards.

7.2 Meetings requested by the Company will be conducted on Company time. The place, time, attendees, and purpose of meetings will be established in advance by mutual agreement by the parties.

7.3 The Union will keep the Company advised of the identity of the Trustees/Stewards as well as the executive board members representing the Union. The Union President will notify the Company of the employees designated to represent the Union.

7.4 When the Union and the Company mutually deem it necessary for a Union Representative who is not an employee of the Company to enter the site for the purpose of making an examination of a physical facility in connection with a grievance or dispute, the Company shall, at the written request of the Union, arrange access for these personnel in accordance with site directives. The Company will be considered to have fulfilled its obligation by making the request to DOE.

7.5 Official representatives of the Union, with proper DOE clearance, will be allowed to visit the Company's premises and offices (limited to General Site access) and to visit employees on the job for the purpose of determining that this agreement is being carried out. These visits will be coordinated with the Company in advance and there will be no interference with the business of the Company.

7.6 Union members have the right to have a Union representative present in meetings that involve counseling and discipline. With the respect to those meetings, Union representatives in an on-duty status will be compensated and those in an off-duty status will not be compensated. No Union member will be denied Union representation.

7.7 Letters of agreements (LOAs) between the Company and the Union will require two (2) signatures: the IGUA Local 159 President and the IGUA Local 159 Business Agent or a designee approved by the Union executive board. The Union President will provide the Company in writing with the name of the designee approved to sign.

7.8 Union Officials and Stewards will be allowed reasonable (reasonable is defined as a cumulative total for up to 520 hours per calendar year, not including Sundays and holidays, for the Bargaining Unit executive board) time off to perform Union duties providing advance notice is given to permit programming such absences in the duty schedule. IGUA Local 159 President or his designee will provide the meeting dates seven (7) working days in advance to the Labor Relations Department. Company approval is contingent upon the post being backfilled. This relief shall not incur additional expense to the Company. Contract Negotiation is excluded from the 520 hours for Union meetings.

- (a) For any work week through January 1, 2017, in which an exempt employee does not work 40 hours, accrued leave (vacation or personal time) must be taken for all hours not worked up to 40 hours while attending Union meetings.
- (b) Nonexempt employees will not be compensated for hours that are not worked unless using vacation or personal time. Otherwise, non-exempt employees will be placed in authorized absence for Union Business.
- (c) No bypasses will be credited to the Company as a result of this process.

7.9 Union Officials and Stewards shall not leave their assigned areas on any Union business without first obtaining approval from their immediate supervisor, and upon returning to their post, they will check back in with their supervisor. Permission will not be unreasonably withheld.

ARTICLE 8 PAY CHECKS

8.1 Pay checks will be issued by direct deposit to the financial institution of the employee's choosing.

- (a) Voluntary deductions to Credit Union/Banks, savings bonds, will be by direct deposit in the appropriate business establishment in the employee's name on the day the payroll checks are issued.
- (b) The Union employee will have access to their weekly electronic pay stub through the Centerra-SRS Intranet.
- (c) Settlements involving pay will be paid on the next scheduled pay period.

ARTICLE 9 STRIKE/NO STRIKE

9.1 The parties recognize the sensitive nature of the services provided by the Company to the U.S. Government and, therefore, agree that all operations of the Company shall, during the term of this Agreement, continue without interruption.

9.2 The Union collectively, and each employee individually, agree they will not, during the term of this Agreement, call, engage in, or sanction in any way any strike, sympathy strike, work stoppage, slowdown, picketing, sit-down, sit-in, boycott, or any other interference with or interruption of the Company's operations for any reason whatsoever. The Union collectively, and the employees individually, hereby expressly waive any statutory right they may have to engage in any such activity during the term of this Agreement.

9.3 The Company agrees, during the term of this Agreement, that no lockout against any or all of the employees shall take place.

9.4 In the event that a breach of the no strike clause occurs, the officers of the local Union will immediately, upon written request and/or notice from the Company, make reasonable, earnest, good faith efforts affirmatively to bring about a prompt termination of the strike or other job action and shall continue such efforts until employees return to work.

These good faith efforts on the part of the local Union officers shall include, but not be limited to, continuing to do their jobs and providing the Company a written statement within 24 hours of the request and/or notice that can be provided to the employees that declares the strike to be unauthorized and directs the employees to return immediately to work.

9.5 Any employee during the term of this Agreement who engages in any of the activities described in Article 9.2 above shall be subject to immediate disciplinary action up to and including discharge.

9.6 In the event of any work stoppage by another labor group involving the Client's property or operation, employees will continue to man posts and carry out assignments for the protection of life, property, and protection of security interest.

9.7 An employee disciplined for violation of this provision shall have the right to have the matter reviewed through the Grievance and Arbitration Procedures as provided herein, but the only question to be determined shall be whether the employee actually participated in such violation.

ARTICLE 10 JURY DUTY/COURT APPEARANCES

10.1 All Bargaining Unit employees called for jury duty or who are required by court process to attend court proceedings in which the employee is not a principal nor has any financial interest in said court proceedings shall be paid his regular base pay for any time lost from work, provided the employee gives to the Company any pay or witness fee (except for travel or meal allowance) received for such court appearances. Employees must provide appropriate documentation to substantiate assignment to jury duty or appearance in court.

10.2 Hours paid for jury duty shall be counted as hours worked for the purpose of overtime.

10.3 Bargaining Unit employees will not be paid for any court proceedings in which they are a litigant not represented by the Company.

ARTICLE 11 UNION MEMBERSHIP/CHECKOFF

11.1 The Company and the Union agree that all Protective Force Lieutenants and Sergeants covered by this Agreement will be given the opportunity to become members of, or decline membership in the Union.

11.2 Subject to the limitations of any state or federal law, the Company agrees to deduct from wages earned each calendar week by an employee covered by this Agreement; the Union membership dues and initiation fees levied by the Local Union, of each member of the Union who has in effect at that time a proper authorization card executed by the employee, authorizing the Company to make such deductions. The Union will advise the Company the amount of fees to be collected for dues and initiations. The Company will be advised by the Union of any change in the sum of money to be deducted as dues pursuant to the authorization provided. However, the Union shall only be allowed to change the sums of money to be deducted once per contract year.

11.3 All sums collected in accordance with such signed authorization cards shall be remitted by the Company to the President or Treasurer of Local 159 no later than the 15th of the month subsequent to the month in which such sums were deducted by the Company.

11.4 The Check-Off Authorization Card to be executed and furnished to the Company by the Union and the employees shall be the official Union Authorization for Check-Off of Dues. No other form shall be accepted by the Company unless the substitute is mutually agreed to by the parties.

11.5 The Union accepts full responsibility for the authenticity of each check-off card submitted to the Company. Check-off cards that are incomplete or in error will not be accepted and will be returned to the Union for correction. The Union agrees that upon receipt of proper proof, the Union will refund to the employee any deduction(s) erroneously or illegally withheld from an employee's earnings. The Union further agrees to indemnify the Company and hold the Company harmless against any and all claims, suits, demands, or other forms of liability which may be made against the Company by any party for amount(s) deducted from wages as herein provided.

11.6 No deductions of Union dues will be made from the wages of any employee who has been transferred to a job not covered by this agreement nor who is not in a working pay status (Ex. Military leave, leave without pay, short term disability, long term disability). Upon return to work, deductions will be automatically resumed, provided the employee has not revoked their Union membership and provided it is in accordance with the other appropriate provisions of this Agreement and of the National Labor Relations Act, as amended.

11.7 Deduction of membership dues shall be made provided there is a balance in the paycheck sufficient to cover the amount after all other deductions authorized by the employee or required by law have been satisfied. In the event of termination of employment, the obligation of the Company to collect dues does not extend beyond the pay period in which the employee's last day of work occurs.

ARTICLE 12 PROMOTION AND CONTINUED EMPLOYMENT

12.1 The Company has the right to determine an employee's qualification for promotion and employment as set forth in DOE Directives, Orders and CFRs.

12.2 Employees covered under this Agreement that meet the standards and qualifications as set forth in 10 CFR Part 1046 and DOE Directives and Orders, are eligible for armed Protective Force Lieutenants and Sergeant positions.

12.3 Within 90 days of ratification of the CBA, the Company and the Union will initiate work to revise the intra-Company job promotion process for Sergeants and Lieutenants consistent with the qualifications

and duties to be performed, and will include education, military, and site experience.

12.4 The Union President or his designee will be given the opportunity to attend Lieutenant and Sergeant promotion boards as an observer only.

ARTICLE 13

PHYSICAL FITNESS, FIT FOR DUTY, MEDICAL CERTIFICATION AND DISQUALIFICATION

13.1 The Company and the Union agree that Union members covered under this agreement are required to meet the applicable physical readiness standards as set forth in 10 CFR Part 1046.

13.2 As set forth in 10 CFR Part 1046.16 (c)(2), a Physical Readiness Training and Maintenance Program will be developed by the Company in consultation with the Physical Protection Medical Director (PPMD) and the local Officially Designated Federal Security Authority (ODFSA). The Company agrees to keep the Union President or his designee informed as the program is developed.

13.3 The Union will engage in a year round Physical Readiness Training Program that will achieve and maintain the cardio respiratory and musculoskeletal fitness necessary to safely perform all essential functions of normal and emergency Protective Force duties, without posing a direct threat to self or others.

13.4 Each individual's Physical Readiness Training Program will be based on assessment of the individual's physical readiness levels and be tailored to their physical readiness maintenance requirements and improvement needs. Employees required to meet the Basic Readiness Standard will be required to complete two (2) 45-minute workout sessions per week, and employees required to meet the Advanced Readiness Standard will be required to complete two (2) 60-minute workout sessions per week. Employees will not conduct physical readiness training while on any restrictions that prohibit physical fitness training or while participating in the Physical Fitness Remedial Program. Workout sessions may be conducted on site or off site and may be conducted during a scheduled training day and, if relief is available, on a scheduled work day. These training sessions must be documented in the timekeeping system. Physical readiness training sessions are included in the overtime base. The headquarters element will conduct physical readiness training sessions during the normal shift schedule. If the headquarters element is filling shift relief, the sessions not conducted on shift will be conducted on the off shift. Employees will not be compensated for more than two (2) workout sessions in any given week outside of their normal shift schedule. Workouts conducted off site or on site on a day the employee is not scheduled to work, will not be subject to premium pay associated with working a Sunday or holiday.

13.5 The assessment of the employee's level of physical readiness must be conducted at least semi-annually by personnel knowledgeable of DOE requirements and the results will be provided to the designated physician. The results of the semi-annual assessment will be provided to the employee. These semi-annual readiness assessments are not qualification assessments. The result of the mandatory stress test for those employees scheduled to be completed will be used as one (1) of the assessments provided to the designated physician. Employees are only required to complete two (2) sessions per year whether two (2) Rockport 1 Mile Walk Tests or a combination of one (1) Rockport 1 Mile Walk Test and the required stress test.

13.6 The schedule for each individual's semi-annual assessments will be based on their annual physical date, with one assessment conducted within 30 days prior to their annual physical, and the second approximately six (6) months later on an ongoing basis. To the extent practicable, these assessments will be coordinated during the day shift and not to interfere with other activities.

13.7 The Union will physically demonstrate the Fixed Post Readiness Standard (FPRS), as stated in

1046.16. This demonstration will occur through the conduct of scheduled weapons qualifications and POI/Refresher training in accordance with the Annual Training Plan. Activities that are certified by the successful completion of weapons qualifications will not require additional activities or observations beyond the successful completion of the approved course of fire.

13.8 At their annual physical, the designated physician or PPMD will make a determination of each employee if the employee has a reasonable expectation of demonstrating the physical readiness standards of 10 CFR 1046.

13.9 Each year, at least 10% of those employees who receive a favorable determination of readiness in each readiness category will be randomly selected to demonstrate their ability to meet the standards. In addition to the 10% of employees selected, sufficient alternates will be selected to ensure that at least 10% of each readiness category completes a demonstration in each run year. The Company agrees to develop a random selection process that meets the requirements of 10 CFR 1046 and to keep the Union President or his designee informed as the program is developed. The Company will develop and brief the Union leadership on the processes for implementing the random 10% selection process no later than 60 days after ratification and will be prepared to implement those processes immediately thereafter, upon SRS Site Medical's implementation of these requirements.

13.10 Should less than 90% of the randomly selected employees in any readiness category fail to successfully demonstrate the standard in any test year, 100% of employees in that physical readiness category (ARS or BRS) will be required to demonstrate the standard. This will begin immediately upon the failure that renders achievement of a 90% pass rate impossible during that testing year and will continue for a minimum of one (1) year and requires that employees maintain a 95% pass rate in order to return to the 10% selection process. If a 95% pass rate is not achieved, the 100% testing will be extended for an additional year. This will continue until a 95% pass rate for a given testing year is achieved.

13.11 Those employees who are medically qualified but do not receive a favorable determination of physical readiness may choose to attempt to demonstrate the appropriate physical readiness test. If the employee fails this attempt, or chooses not to attempt to demonstrate the standard, the employee will be removed from Protective Force duties and enter the Remedial Training Program.

13.12 An employee may be required to demonstrate the ability to meet the applicable physical readiness qualification standard during a Headquarters or field audit/inspection/survey or other similar activity, as directed by the local ODFSA. Failure to meet the physical readiness standard will be treated as if the employee failed the first attempt during routine qualification, and the Remedial Training Program standards of paragraph 13.14 will apply. An employee who fails to demonstrate the standard will be removed from armed status until they requalify. Physical readiness demonstrations conducted for activities under paragraph 13.12 will not count towards the annual 10% run requirement unless the selection also occurs in conjunction with their annual physical and they are a random selectee in accordance with paragraph 13.9. The employee will be allowed a maximum of five (5) attempts within 30 days of medical clearance in which to qualify prior to being placed in the Remedial Training Program.

13.13 If any employee requires remedial training during three (3) consecutive annual qualifications, then a fourth remediation will not be offered. Employees who fail to meet the standard a fourth consecutive time will be permanently removed from duties requiring the ability to meet that physical readiness standard.

13.14 Remedial training after a failed physical readiness test will be conducted in accordance with 10 CFR 1046. The Remedial Training Program will be based upon an assessment of the employee's individual physical readiness deficiencies and improvement needs and will not exceed a period of 30

days. Once an employee has begun a Remedial Training Program, it must be completed before the employee may attempt the applicable standard. The employee will have seven (7) days from the completion date of the Remedial Training Program to meet the applicable physical readiness qualification standard. Only one (1) attempt during this seven (7) day period may be made unless circumstances beyond the Company or employee's control (e.g., severe weather, equipment failure, family emergency or injury as determined by the employer) interrupt the attempt. When the attempt is interrupted, the Company may reschedule it within seven (7) days from the end of the interruption.

13.15 When a physical readiness deficiency is first identified, the Company will provide the employee access to remedial training. If the PPMD evaluation validates the medical need, employees will also be provided access to a Work Hardening Program. Employees who are provided access to a Work Hardening Program will participate based on the individual plans developed by the Physical or Occupational Therapist contracted to perform the work. The Company will provide the therapist the information (such as JTAs) necessary to develop an appropriate plan for the employee, and Company Physical Fitness staff will remain available to therapists to assist in plan development as needed.

13.16 The Company will notify the Union of any revisions to the physical readiness standards as soon as DOE notifies the Company of such changes. The Union will be provided written notice of such changes and the implementation plan once developed by the Company.

13.17 The Company will develop and implement a Medical Certification Disqualification Program that meets the requirements of 10 CFR 1046.14 and 10 CFR 1046.15 in phases until completion (reference Company's Implementation Plan). The Company agrees to keep the Union President or his designee informed as the program is developed.

13.18 A temporary medical certification disqualification arises when an employee is disqualified from medical certification because of a temporary medical or physical condition which results in the individual not being able to perform any of the essential functions of the job classification, regardless of whether the temporary condition is the result of personal or work-related conditions.

13.19 If an employee is temporarily disqualified due to work-related conditions, the Company may assign the individual to alternate, limited duty, and may remain in their assigned area, if available, until the individual is again medically certified by the PPMD. However, this limited duty may only include assignment to duties in a job classification where all essential functions for that job classification can be safely and efficiently performed and may not exceed a period of 12 months. Medical certification is required to remain in armed status.

13.20 A temporary medical certification disqualification may not exceed a period of 12 months regardless of the source of the disqualification or whether medical removal protection is authorized. At any time, but no later than the end of the 12 month period, the PPMD must determine whether the individual is permanently disqualified from medical certification because of a continuing medical or physical condition which results in the individual not being able to perform all essential functions of the job classification. Employees approaching the 12 month limit will be contacted at least 30 days prior to schedule required medical assessments. Employees who do not attend required medical assessments to meet this requirement will be terminated.

13.21 Employees who are permanently disqualified will be removed from the payroll unless they qualify for the benefits of Medical Removal Protection as defined in paragraph 13.22, in which case they will remain on the payroll for a maximum of 12 months unless they qualify for or can be trained in a short period (not to exceed 90 days) for a vacant position. The Company will provide these employees the opportunity to transfer to another available position, or one which later becomes available, for which they qualify or can be trained in a short period of time (not to exceed 90 days). Placement into any

position will be at the discretion of the Company. If an employee refuses available alternative duties for which the worker is qualified or can be trained in a short period of time, or the employee accepts the work and performs unsatisfactorily, the employee will be removed from the payroll. Once an employee has been determined to be permanently medically disqualified, the employee may request an Independent Review of the case by the Department of Energy in accordance with 10 CFR 1046.15(c). Employees who receive a favorable Independent Review or Final Review ruling from the Department of Energy will be reinstated to the Protective Force job classification subject to successful completion of any required qualifications or training requirements and future ability to be medically certified for the Protective Force job classification and to meet applicable physical readiness standards.

13.22 Employees will qualify for Medical Removal Protection benefits if the PPMD determines in a written medical opinion that the disqualifying condition occurred as a result of site-approved training for or attempting to meet a physical readiness standard qualification, or site-approved training for security and emergency response (e.g., participating in force-on-force exercises for training, inspection, or validation purposes). While the employee remains on the payroll, the Company will maintain the employee at the incentive rate, seniority, and other site-specific rights and benefits as if the employee had not been removed. Employee's total pay under Medical Removal Protection (including Workers Compensation Pay and Medical Removal Protection benefits) will not exceed: Lieutenants 45 hours/week and Sergeants 40 hours/week.

13.23 Employees who do not qualify for Medical Removal Protection benefits and are restricted from duty due to failure to maintain required Physical Readiness, Firearms Qualification, Access Authorization (HRP or clearance), or other Training qualifications will be removed from the work schedule and will only be paid for time worked when engaged in scheduled activities to remediate or requalify. Time worked during this period will be paid at the restricted rate.

13.24 If an employee is temporarily removed from duty for work related medical reasons qualifying for Medical Removal Protection benefits, the Company must not remove the employee from the payroll unless the employee refuses available alternative duties for which the worker is qualified or can be trained in a short period of time (not to exceed 90 days), or unless the employee accepts the work and performs unsatisfactorily. If there are no suitable alternative duties available, the Company must provide Medical Removal Protection benefits until alternative duties become available or the employee has recovered or one (1) year has elapsed. The Company must maintain the employee's incentive rate and work hours as defined in 13.22 and other site specific worker rights and benefits as if the employee had not been removed. After one (1) year has elapsed, the provisions of paragraph 13.20 and 13.21 will apply.

13.25 Employees who are restricted from duty due to a personal injury or illness will be removed from the work schedule until medically cleared to return to duty.

13.26 Employees who are given limited duty assignments due to temporary work-related medical restrictions who do not meet the requirements of the Medical Removal Protection Program will be paid at the restricted rate and work hours as defined in 13.22.

13.27 Nothing in this clause will affect the ability of employees to receive worker's compensation payments for work-related injuries in accordance with the laws of South Carolina and the rulings of the South Carolina Worker's Compensation Commission.

ARTICLE 14 SENIORITY

14.1 The Company and the Union agree that seniority will be based upon total service time in current rank as a Lieutenant/Sergeant and in the event of a tie, Site Seniority, then, application date.

- 14.2 An employee will lose his seniority rights if any of the following reasons exist:
- (a) quits or leaves the Company of his own choice;
 - (b) is discharged, except in the case of being brought back and made whole;
 - (c) voluntarily takes a temporary promotion outside of the Union.

ARTICLE 15 LEAVE OF ABSENCE

15.1 All leave request will be requested in writing to the Company for the Union employee receiving:

1. Military Leave

- (a) Leaves of absence for the performance of duty with the U. S. Armed Forces or with the Reserve component thereof will be granted in accordance with applicable law.
- (b) An employee who is a member of a military reserve organization of the Department of Defense including the National Guard, on orders, will receive leave of absence and contingent upon DOE approval will be paid the difference between the employee's normal 40 hour weekly pay and their military pay excluding travel payment, for a period not to exceed 26 days in a calendar year. Evidence of orders and amount of military pay are required in support of such payment.
- (c) The employee must furnish the Company with a copy of his orders immediately upon receipt of such orders.

2. Family and Medical Leave Act (FMLA) of 1993

- (a) The Company complies with the FMLA.
- (b) The employee will not accrue leave or holiday pay when in an unpaid FMLA status.
- (c) The employee will be entitled to a total of either 12 weeks or 480 hours of leave, if used intermittently in accordance with the FMLA, during a rolling 12 month period.

ARTICLE 16 LAYOFFS AND REDUCTION

16.1 The Company will comply with the provisions of the WARN Act.

16.2 The Company will provide the Union an opportunity to discuss layoffs, reductions in force, and minimum manning requirements. At the time of the layoff, the Company and Union will develop a list of those to be laid off and recalled that will use seniority as the basis of the layoff/recall within classifications [Lieutenant (SPO I/II/III, LE, and Canine) and Sergeant (SPO I/III and Canine)]. Prior to seniority, employees meeting any of the following criteria will be considered for layoff. After recall based on seniority, employees meeting the following criteria may also be considered for recall:

- (a) Employees who have an active suspension in their personnel file;
- (b) Employees who are on restricted duty having been out of active SPO status for more than 12 months, except those protected by the Uniformed Services Employment and Reemployment Rights Act;
- (c) Employees who are on restricted duty due to being uncleared.

16.3 Employees on the recall list are eligible for recall for a period of 24 months. The employee will be required to complete all training, qualifications, and other requirements as per DOE O 473.3A and 10 CFR 1046 to return to active status.

16.4 The Company will reduce or layoff by giving sufficient notice to the union and give the parties the opportunity to discuss the staffing requirements. Staffing will be reduced as required and the Company and the Union President will work in harmony to assure compliance with the IGUA 159 CBA.

16.5 The Company will notify the employee by certified mail/return receipt requested to the last address on record in the Company's files. It is the responsibility of the Bargaining Unit employees to notify the Company in writing of any change of address.

16.6 It is the employee's responsibility to notify the Company within 14 calendar days of signing the certified letter regarding whether he will exercise his recall rights. At that time, the Company will designate a report for work date and time, which will allow the employee to give a two (2) week notice at a current job, unless the Company and the employee mutually agree on a later date and time. If the employee does not respond within 14 calendar days, the Company has the right to move to the next employee on the recall list. The employee recalled under this article will be credited with all accumulated seniority rights.

16.7 In the event the Company is directed by DOE to develop a temporary reduction in force, due to a government furlough plan, the Company will notify the Union. The plan will be developed in accordance with DOE direction and discussed with the Union as to how the furlough will be implemented. Each specific area will work together with the Union, the Major and the Captain to furlough with the least impact to the Union employees and the mission. If a resolution cannot be reached, seniority will be used as the determining factor once all restricted duty personnel have been identified for furlough.

16.8 When the Company conducts a reduction in classification (voluntary/involuntary), the following process will be followed:

- (a) If the Company has vacant positions at a reduced rank, the Company will publish a bulletin requesting volunteers to the reduced rank. The position will be filled by the most senior qualified volunteer for the vacant position. If there are not enough volunteers, the remaining positions will be filled by the least senior qualified employee in that classification.
- (b) Employees who are involuntarily directed to meet an increased standard as a result of work requirements, will be allowed no more than 90 days from the date of notification to safely achieve the required standard under 10 CFR Part 1046.
- (c) Qualified IGUA Local 159 employees that are involuntarily separated will fill IGUA Local 159 vacant positions prior to job announcement.

ARTICLE 17 BARGAINING UNIT WORK

17.1 Bargaining Unit work will be performed by Bargaining Unit members for the purpose of performing, complying with, and enforcing all Company policies and procedures. The Company agrees not to utilize non-bargaining unit employees for the sole purpose of permanently reducing employee hours. The Company may utilize non-Bargaining Unit personnel to perform Bargaining Unit work in lieu of dropping a post after attempting to backfill the position with qualified bargaining unit personnel.

17.2 The Company acknowledges the ruling of the National Labor Relations Board as it pertains to the IGUA Local 159. The employees in the Bargaining Unit are Sergeants and Lieutenants in a paramilitary organizational structure and they perform first and/or second-line supervisory functions as required by the Company's contract with the Department of Energy as respective to job descriptions and applicable job task analyses. Accordingly, the parties agree that employees subject to this Agreement remain "supervisors" within the Company's organization and shall continue to perform supervisory duties with respect to their subordinate Protective Force members and non-Protective Force administrative staff (e.g., Operational Security Specialists). These supervisory duties include, but are not limited to, enforcement and notification of all violations of Company policies and procedures, directing the work of subordinates, assigning and/or reassigning the work of subordinates, exercising command authority over subordinates and direction of subordinates.

17.3 The Lieutenants and Sergeants are supervisors and possess authority (to) and (do) direct subordinates and exercise independent judgment in doing so.

17.4 Additional duties performed by the Lieutenant and Sergeant will be limited to duties that are directly within the performance of their duties. Class leader additional duties will be limited to restricted duty assignment.

ARTICLE 18 SAFETY, SECURITY AND HEALTH

18.1 The Company and the Union recognize the importance of maintaining a safe working environment and will continue to cooperate toward the objective of eliminating or controlling health and safety hazards and encouraging employees to follow safe procedures and practices.

18.2 It is the responsibility of each employee to be safety conscious at all times. All employees will be required to conform to safety rules and regulations that are currently in place, and those that may be issued from time to time by the Company.

18.3 The Company will provide appropriate training to pre-designated Union representatives who will serve on incident analyses, including Phase I and Phase II Formal Analyses.

18.4 The Company will provide protective equipment and take all reasonable precautions to prevent injury.

18.5 The Company will provide government vehicles to meet mission requirements in accordance with DOE standards and will maintain those vehicles in a safe operating condition, including heating and air conditioning systems.

18.6 The Company will have the right to establish, maintain, and enforce reasonable rules and regulations that assure a safe and healthy working environment.

18.7 Worker protection programs must comply with the requirements of 10 CFR Part 851 and must follow the requirements in 29 CFR 1910.1025 and 29 CFR 1910.95.

18.9 To ensure safe firearms operations, firearms safety, and qualification programs will be conducted in accordance with the requirements of 10 CFR 1046 and DOE O 473.3A (or successor documents).

ARTICLE 19 DISCIPLINE AND DISCHARGE

19.1 All employees are responsible for following DOE Orders and directives, site policies and procedures. The Company has the right to discipline and discharge for just cause. This Article pertains to potential discipline administered to Lieutenants and Sergeants.

19.2 Discipline consisting of written warnings and written reprimands will remain in the employee's official personnel file for up to a 12 month period from the date of issuance. Discipline consisting of suspension will remain in the employee's official personnel file for up to an 18 month period from the date of issuance. Discipline may be removed early in accordance with existing Company policy. Discipline removed from the personnel file will not be used for the purposes of progressive discipline.

19.3 Upon identification of an alleged violation of Company Work Rules, the Notice of Pending Discipline should be administered by a Captain or above within 48 hours. Discipline will be administered within 10 scheduled work days (excluding Saturdays and Sundays and Company designated holidays) of the issuance of the written Notice of Pending Discipline. Time limits may be extended by mutual written agreement. The Union will be given the investigation packet for review of

the facts.

19.4 When employees are terminated, they will be compensated for their actual hours worked.

19.5 With the exception of safety and/or work rule violations, employees participating in training that is designated by DOE Directives and Orders will not receive discipline for their individual training performance.

19.6 This article does not change the requirement for employees to identify and bring to the attention of a Captain or higher any violation of Company Work Rules. If the Captain or higher determines formal discipline is required, a Notice of Pending Discipline will be prepared by the Captain or higher, and when designated, the Lieutenant will issue the Notice of Pending Discipline to the subordinate Sergeant.

19.7 If the offense is determined by the Captain or higher to not warrant formal discipline, it is expected that the Lieutenant will initiate and administer corrective counseling to the Sergeant since it is not formal discipline.

ARTICLE 20 GRIEVANCE PROCEDURE

20.1 Union employees may use the grievance process for a complaint or dispute relating to their employment that includes dismissal, demotion, suspension and/or application of policies, procedures, rules, and regulations that arise over the interpretation or application of any provision of this contract.

20.2 The Labor Relations Department (LRD) and the Union President or Business Agent will provide all written grievance responses electronically when available. When the Company or Union delivers a written or electronic response, LRD will annotate the date received on the response to the grievance and send an electronic receipt of the grievance response to the Union President and Business Agent.

20.3 "Working days", as used in this article, exclude Saturdays, Sundays and designated holidays. Failure by the Union to meet the timeline in any step will result in the grievance being closed. Failure by the Company to meet the timeline in any step will allow the Union to appeal the grievance to the next step, in accordance with the established timeline. All timelines, as described, may be extended in writing by mutual agreement between the Company and Union.

20.4 The Company and Union agree that all correspondence related to Step 2 through Step 5 grievances will be processed through the LRD. The date in which specified correspondence is received in writing or electronically to LRD will begin the grievance process timeline outlined in this article. The Union President or Business Agent will coordinate with the LRD to ensure all grievances are processed in accordance with this article. All grievances must be processed using the last two (2) digits of the year followed by the sequential grievance number.

20.5 A Union employee who expresses concern that cannot be resolved through verbal communication with the employee's immediate supervisor may grieve the action through the following steps:

Step 1

The employee will provide written details of the alleged violation/incident within 10 working days in an attempt to settle the grievance with their Captain or designee. The Captain or designee may conduct a hearing and will provide a written response to the employee within five (5) working days.

Step 2

If the grievance is not resolved at Step 1, the employee will provide the written details specifying the article and paragraph allegedly violated within five (5) working days to the Chief/Major or designee. The Chief/Major or designee will have seven (7) working days from the date the grievance was filed at Step

2, to conduct a hearing, and to provide a written or electronic response to the employee, Union President and the Business Agent.

Step 3

If the grievance is not resolved at Step 2, the Union President and/or Business Agent may appeal to the appropriate Director or designee by written or electronic notification within five (5) working days of the denial in Step 2. A hearing with the Director or designee and the Union President, Business Agent or designee will be held within five (5) working days following receipt of the appeal to Step 3. The Director or designee shall provide a written or electronic response to the Union President and the Business Agent within seven (7) working days following the date of the hearing.

Step 4

If the grievance is not resolved in Step 3, the matter may be appealed to the General Manager or designee by written or electronic notification no later than five (5) working days from the denial in Step 3. A hearing will be held within 10 working days from the receipt of the Step 3 appeal. The General Manager or designee will provide a written or electronic response within 10 working days to the Union President and the Business Agent.

The Company and the Union may mutually agree to defer a grievance at Step 4 to Alternative Dispute Resolution, conducted by the Federal Mediation and Conciliation Service (FMCS).

Step 5

If the grievance is not resolved in Step 4, the Union may appeal to arbitration within 10 working days after the denial of the grievance in Step 4.

20.6 Any grievance or issue involving wages, disciplinary suspension or affecting an entire classification, or affecting the entire Bargaining Unit not resolved at a lower level, may be referred by the Union President or Business Agent to Step 3 of this procedure, and the written or electronic grievance shall be presented to the appropriate Director or his designee within five (5) working days after the occurrence of the facts giving rise to the grievance.

ARTICLE 21 ARBITRATION PROCEDURE

21.1 Grievances which have been processed in accordance with the requirements of Article 20, Grievance Procedure, which remain unsettled, may be processed in accordance with the following procedures and limitations.

21.2 Within 30 calendar days of receipt of the Union's written notice to proceed to arbitration, the Company and the Union will jointly attempt to agree upon the selection of a neutral arbitrator. Should the parties fail to agree on the selection of an arbitrator, the Union may request the Federal Mediation and Conciliation Service (FMCS) to supply a list of seven (7) arbitrators. An arbitrator will be selected from the list supplied by the FMCS by parties alternately striking from the list until one (1) name remains, and this individual shall be the arbitrator to hear the grievance. If the selection process is not completed within 60 calendar days, the Step 4 response will stand for closure of the grievance.

21.3 The arbitrator may examine the witness or witnesses of each party. Each party shall have the right to cross examine the witness or witnesses of the other party.

21.4 The arbitrator's decision shall be based exclusively on the evidence presented at the arbitration hearing. The arbitrator cannot modify, amend, add to, detract from or alter any provisions of the Agreement.

21.5 The decision of the arbitrator shall be issued as promptly as possible, and the decision shall be

final and binding upon the Company, the Union and the grievant.

21.6 Each party hereto shall bear the expenses of preparing and presenting its own case. The cost and all expenses of the arbitrator shall be borne equally by the parties.

21.7 All awards of back wages shall be limited to the amount of wages the employee would have otherwise earned from his regular schedule with the Company, less any money earned from Unemployment Compensation or other employment.

ARTICLE 22 LABOR MANAGEMENT MEETING

22.1 The Company will hold regularly scheduled quarterly meeting to exchange information concerning security operational need, potential changes affecting personnel, and employee concerns. At a minimum two (2) members of the senior management team will represent the Employer to include the General Manager or his designee and two (2) members of the IGUA Local 159 executive board to include the Local President or his designee will attend. All meetings will be preceded by an agenda of issues to be discussed and list of representatives attending. Representatives from the Union will be from the Executive Board and will not involve general membership that want to address specific issues. The parties will work together to establish time and location of the meeting.

ARTICLE 23 OFFICE SPACE AND USE OF GOVERNMENT FACILITIES/EQUIPMENT

23.1 The Company will provide Protective Force Shift Lieutenants with adequate office space to perform essential tasks.

23.2 Official government telephones may be used by the Union to conduct official government business.

23.3 Government owned copying machines and other printing and reproduction devices may be used for official government business.

23.4 The IGUA Local 159 President and Business Agent will be provided with government equipment (iPhone and iPad) with which to conduct official government business when in an off-site capacity.

23.5 The Company will follow Site policies regarding a transition to transgender restrooms.

23.6 In addition to the bulletin boards, as specified in Article 4, the SRS distribution system, including email, may be utilized by the Union to communicate with the executive board members, trustees, and committee chairpersons. Use of email must be consistent with site policies.

ARTICLE 24 UNIFORMS

24.1 The Company will furnish, alter, launder, and clean the regulation uniforms and body armor carrier, to include inclement weather gear. Uniforms or equipment worn or used by the employees who are on duty shall be prescribed by the Company and no deviation from the Company requirements shall be practiced except with consent of the Company.

24.2 Uniforms and equipment remain the property of the Company. Damaged or worn out articles of clothing or equipment will be replaced by the Company at no cost to the employee except as provided in 24.3.

24.3 The cost of replacing articles of clothing or equipment which are lost, stolen damaged or worn shall be borne by the employee if the loss or damage is a result of neglect or intentional misconduct.

24.4 The cost of the replacement article of clothing or equipment will not be borne by the employee if the loss of articles of clothing or equipment is a result of theft, provided it is not due to neglect and a

police report is provided.

24.5 Storage of Company issued equipment will be in a locked wall locker, vehicle trunk and/or office. When storing equipment off site, the equipment will remain locked and out of plain view.

24.6 Damage and/or theft of Company issued equipment will be reported immediately.

24.7 All uniforms and Company issued equipment must be returned to the Company upon termination of employment. Failure to comply will result in the cost of said uniform and/or equipment items being deducted from any monies due to the employee.

24.8 The Company will provide maternity uniforms, upon request, for pregnant females serving in a Protective Force position.

ARTICLE 25 EVALUATIONS

25.1 The IGUA Local 159 Union will not participate in the Company evaluation program nor will the Bargaining Unit employees evaluate the OSS; however, input will be provided. Performance evaluations of subordinates will be limited to HRP Reviews.

ARTICLE 26 HEADQUARTERS ASSIGNMENTS

26.1 Employees may request changes in area assignments. Requests will be granted provided a vacancy exists, there would be no impact on the vacated area, and the employees have the qualifications/certifications to perform the work. Employees on restricted duty who do not meet the qualifications are not eligible for voluntary reassignment. Once reassignment is granted, the employee cannot request reassignment for six (6) months unless mutually agreed to between the employee and the Company.

26.2 Assignments to operational areas (i.e. H/T/L, KAC, PPD), SRT and LE will be selected by seniority and qualification within the applicable specialty position and classification.

26.3 Within the area/specialty, headquarters/relief assignments, to include both Lieutenants and Sergeants, will be determined by seniority. The Chief/Major will select one (1) of the headquarters/relief Lieutenants to fulfill headquarters duties. The Chief/Major will make all other intra-area assignments. The Chief/Major will solicit input and volunteers with respect to those assignments prior to making the final decision.

26.4 The headquarters/relief assignments/reassignments will be initiated by employees submitting each year using the assignment/reassignment selection form. Headquarters/Relief assignments will be initiated no later than 30 days after the ratification of this contract and will continue each year thereafter.

26.5 LE Training Lieutenant, Canine Lieutenant and Canine Sergeant will be selected by a promotion board.

26.6 Headquarters Assignments

(a) The Union President and Business Agent, whether a Lieutenant or Sergeant will be assigned as headquarters personnel. All personnel assigned to headquarters will be scheduled for the day shift, Monday-Friday. Lieutenants will work a 5/9 hour work schedule and Sergeants will work a 5/8 hour work schedule. Personnel filling a headquarters slot would be eligible to work shift relief, and will be used for shift relief, as a last resort, prior to closing a post if no other area Lieutenant or Sergeant, as applicable, is available. Headquarters personnel will not be used for scheduled time off unless they volunteer per the overtime procedure. The Union President and Business Agent have the ability to flex time to accommodate Union Business with supervisory approval.

(b) When both the Union President and Business Agent are assigned to the same area and/or specialty classification, the Union President will advise the Company which position will be assigned to headquarters shift, and which position will be assigned to duty shift or to another area headquarters shift.

(c) Relief Lieutenants, when not relieving, will work Monday-Friday (5/9 hour days), and Sergeants, when not relieving, will work Monday-Friday (5/8 hour days). Relief Lieutenant and Sergeant will be utilized for shift relief during their scheduled hours of work and off-shift when given a 24 hour notice. Relief Lieutenants and Sergeants are required to cover up to a total of four (4) 12 hour work days. All unscheduled absences during off shifts without a 24 hour notice will be scheduled according to the overtime procedure.

ARTICLE 27 COMPANY HOLIDAYS AND PERSONAL DAYS

27.1 The Company and the Union agree that the designated Company Holidays are listed as follows:

New Year's Day	Thanksgiving Day
Designate Good Friday or MLK, Jr. Day	Day After Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	

The Headquarters/Non-Rotating shift personnel will take the legal day of observance.

27.2 Employees will be paid time and a half (1-1/2) for all hours worked on a Company designated holiday or all hours worked in excess of 40 hours, whichever is greater. In addition, employees will be paid eight (8) hours of holiday pay at straight time which will be counted as part of the overtime base.

27.3 Employees who do not work a holiday will be paid eight (8) hours holiday pay at straight time. When employees other than those assigned to Headquarters do not work on a holiday, those holiday hours shall not go into the overtime base. Employees assigned to Headquarters, or Training Relief, who do not work on a holiday, will have their holiday pay hours go into the overtime base. To be eligible for holiday pay, if the holiday is not worked, an employee must have worked his last scheduled assigned shift workday prior to and his next scheduled assigned shift workday after the holiday unless the absence is supported by a healthcare provider's excuse or scheduled vacation is authorized. However, in the case of multiple observance holidays, a disqualifying absence on either side of the multiple observance days will only affect one (1) holiday.

27.4 Employees on leave without pay, suspension, military leave, short or long term disability or workers' compensation do not qualify for holiday pay, except as designated in Article 15.

27.5 If a holiday falls during an employee's vacation period, the employee shall be entitled to receive pay for the holiday.

27.6 In addition to holidays, employees are authorized annually 24 hours personal time. Personal days can be taken in eight (8) hour (day) increments without the need to complete the shift with additional leave time. Employees may supplement their personal day with other accrued leave, up to their scheduled hours of work. Personal time can be used in hour increments and may be taken in combination with other accrued leave.

27.7 Personal days are not eligible for pay in lieu during the calendar year. The employee will be paid for any unused personal time which exceeds 24 hours accrual at the end of the calendar year. Personal time paid out at the end of the year will be included in the overtime base beginning with

calendar year 2017. Personal days not to exceed 24 hours will be carried over from one (1) calendar year to another.

27.8 The employee must submit a request for personal days at least five (5) calendar days in advance. Personal days can be used for short notice emergency time off if approved by supervision.

27.9 Headquarters element will have the option to flex time or supplement hours with vacation/personal time to account for scheduled hours worked if off on the holiday.

ARTICLE 28 NOTICE OF CHANGES

28.1 The Union President or designee will be notified in writing or electronically of any changes to DOE Directives, Orders or CFRs. Prior to implementation of any Company policies and procedures that materially change working conditions, the Union President or designee will be advised either in writing or through electronic transmittal, including, but not limited to an electronic content management system.

ARTICLE 29 SEPARABILITY OF CONTRACT

29.1 In the event that any provision(s) of this Agreement shall at any time be declared invalid by any court of competent jurisdiction or through government regulations/statutes or decree, such decision shall not invalidate the entire Agreement and the parties hereto agree to renegotiate such provision or provisions of this Agreement for the purpose of making them conform to the decree or such government regulations/statutes so long as they shall remain legally effective. It is the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

ARTICLE 30 FUNERAL LEAVE

30.1 Funeral Leave for an immediate family member of a full time employee will be granted a maximum of three (3) regularly scheduled paid work days with pay at the employees scheduled hours (i.e. 8, 9, 10 or 12 hours) in conjunction with the date of death and/or the date of the funeral. Funeral leave shall not be used to compensate an employee for a day on which the employee is not scheduled to work. The employee must attend the funeral or memorial service to receive funeral leave. The Company may allow other absences (vacation, etc.) in conjunction with funeral leave. The immediate family is defined as the father, mother, sisters, brothers, children, grandchildren, grandparents, and current: spouse, stepchildren, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, aunts, uncles, and spouse's grandparents. The terms father and mother are not limited to the employee's natural or legal father or mother, but in the absence of a natural father or mother, shall include those persons considered by family, friends, and the community to bear such a relationship to the employee.

30.2 Funeral Leave for an extended family member of a full time employee will be granted two (2) regularly scheduled paid work days with pay at the employees scheduled hours (i.e. 8, 9, 10 or 12 hours). The employee must attend the funeral or memorial service to receive funeral leave. The Company may allow other absences (vacation, etc.) in conjunction with funeral leave. The extended family is defined as the nieces, nephews.

30.3 A death notice or other satisfactory proof of death will be required by the Company once the employee has returned to work. The employee must notify the Company that he will not be able to attend work because of the death. If the notice is not provided within two (2) weeks of the employee returning to work, a pay change must be submitted with some other form of authorized absence.

30.4 Funeral leave is considered scheduled time worked.

ARTICLE 31 RUNNING SHOES AND BOOT REIMBURSEMENT

31.1 The Company will provide the employee two (2) pair of running shoes per calendar year or the

employee may elect annual reimbursements up to \$150 total per calendar year. In order to be reimbursed, the employee must provide receipts. The employee will not be allowed to combine Company issued running shoes and reimbursement. Employees will be allowed to provide reimbursement receipts for running shoes throughout the calendar year so long as the allowed reimbursement total does not exceed the annual maximum.

31.2 The Company will provide the employee two (2) pair of boots per calendar year or the employee may elect annual reimbursements up to \$330 total per calendar year. In order to be reimbursed, the employee must provide receipts. The employee will not be allowed to combine Company issued boots and reimbursement. Employees will be allowed to provide reimbursement receipts for boots throughout the calendar year so long as the allowed reimbursement total does not exceed the annual maximum.

ARTICLE 32 TECHNOLOGICAL CHANGE

32.1 In the event of any proposed change in equipment, material, and/or methods which may result in reduction in bargaining unit employees, the Company will advise the Union as far in advance as is feasible, consistent with security requirements, and the matter shall be discussed by both parties. Recommendations will be made by the Union to the Company with respect to whether or not it is feasible to develop the required additional knowledge/skills on the part of current employees through additional training/retraining to be provided by the Company.

32.2 The Company recognizes their responsibility to their employees when it becomes necessary to effect any reductions in the workforce as a direct result of the introduction of technological changes. When feasible, such reductions shall take place by attrition (i.e. retirement, voluntary resignation, death, discharge for cause, and/or disability). When attrition does not result in the necessary overall reduction of employees, employees reduced in force may exercise their seniority rights.

ARTICLE 33 ENTIRE AGREEMENT

33.1 The parties acknowledge that during the negotiation which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and all understandings and agreements reached by the parties are set forth in this Agreement.

33.2 Therefore, the Company shall not be obligated to bargain collectively on any matter pertaining to conditions of employment, including, but not limited to, rates of pay, wages, hours of work, disciplinary actions, training requirements, etc., during the term of this Agreement except as specifically provided for in other provisions of this Agreement. The Union hereby specifically waives any right which it might otherwise have to request or demand such bargaining.

ARTICLE 34 VACATION

34.1 Vacation is accrued each work week on a pro-rata basis. The rounding of numbers may be necessary for accounting purposes but it is not the intent that anyone should lose or gain vacation time due to the method of accrual. Vacation hours will be accrued using the following formula based on a 52 week year.

1 through 4 years of continuous service	80 hours accrual	1.54 hours/week
5 through 9 years of continuous service	120 hours accrual	2.31 hours/week
10 through 14 years of continuous service	160 hours accrual	3.08 hours/week
15 through 28 years of continuous service	200 hours accrual	3.85 hours/week
29 or more years of continuous service	240 hours accrual	4.62 hours/week

34.2 Employees will be eligible to use their vacation once accrued. Vacation cannot be carried over in excess of two (2) years' accrual. Vacation hours may be used in hour increments and can be used in combination with other accrued leave. Employees may elect to take vacation leave in 40 hour increments (e.g. 5/8s or 4/10s as applicable) without the need to supplement additional leave when scheduled to work an entire duty/shift cycle which would equal or exceed 40 hours. Employees may also elect to use accrued leave to cover all hours as scheduled (e.g. 5/9s or 4/12s as applicable).

34.3 Employees may, in December of each year, request pay in lieu of time off for vacation that will be accrued in the following year. Once the employee makes the irrevocable election to cash out part (or all) of the vacation, it may be paid out at any time during the year, so long as the hours have been earned. Any hours elected to be paid in lieu of vacation and not paid during the course of the year, will be paid out no later than the final pay period for that year. Pay in lieu of vacation will not be part of the overtime computation. Vacation hours carried over from the previous year will not be cashed out, unless the balance exceeds two (2) year's accrual. Employees cannot receive pay in lieu of vacation for Vacation Bank hours except as provided in this article.

34.4 Unused, earned vacation in excess of two (2) year's accrual will be paid no later than the final pay period for the year in which the employee exceeds the two (2) year maximum.

34.5 A terminating employee will be paid for all earned but unused vacation as of the effective date of termination minus any monies owed to the Company.

34.6 Vacation will be considered part of the overtime base in those instances where the employee takes the time off. Vacation in lieu will be excluded from the overtime base when payment is elected.

ARTICLE 35 PROFICIENCY PAY

35.1 Armed employees are required to maintain, at all times, the ability to demonstrate proficiency with the Company and DOE issued weapons and duty ammunition by successfully qualifying in accordance with current DOE Directives. Personnel are required to demonstrate this ability during semi-annual weapon qualifications and Tactical Proficiency Evaluation (TPE).

35.2 Each year, Sergeant (SPO I) and Lieutenant (SPO I/II) shall state a preference, in writing, for their weapons (including Advanced Weapons System) requalification whether day to night or night to day. The Company will schedule the employee's preference if available. If not available, seniority will be used. Report times will be adjusted to maximize the available light while putting shooters on the range in the best weather conditions. 10 CFR 851 LSPTs will primarily be conducted on the same date as weapons qualifications.

35.3 Sergeant (SPO III) and Lieutenant (SPO III) will conduct their day weapons qualification courses of fire for day on the same day and night weapons qualification courses of fire on the same night.

35.4 Sergeant/Lieutenant (SPO I/II) weapons qualification (excluding Headquarters shift and LE/K9) will be scheduled outside of their normal scheduled shift, and may be scheduled in conjunction with POI or other training.

35.5 Sergeant/Lieutenant (SPO III) weapons qualification will be scheduled during their normal scheduled shift unless the Training Relief Shift is not available.

35.6 Employees required to complete the physical assessment test during a Headquarters or Field Element Survey, review, audit, or other situation directed by DOE or Centerra, will receive a payment in the amount of \$250 if passed on the first attempt. Payment will be made the second pay period after

passing.

35.7 Weapons Proficiency Pay will be paid semi-annually per the proficiency pay scales listed below based on qualifying on first attempt with handgun and rifle in day and reduced light. Payment of such proficiency pay will be during the first month after the qualification is completed.

35.8 In the event DOE implements a new qualification standard, the Company will discuss in good faith with the Union the adjustments of percentages and scores prior to such change.

**INCUMBENT SPO I COMBINED BASIC RIFLE/HANDGUN
QUALIFICATIONS COURSE OF FIRE PROFICIENCY PAY**

	SCORE	PAYMENT
Master	174-180	\$300
Expert	169-173	\$250
Sharpshooter	163-168	\$200
Marksman	156-162	\$150

***36 Total Rounds: Total points needed to qualify at 70% is 126.**

**INCUMBENT SPO II COMBINED RIFLE/HANDGUN
QUALIFICATION COURSE OF FIRE PROFICIENCY PAY**

	SCORE	PAYMENT
Master	194-200	\$300
Expert	186-193	\$250
Sharpshooter	178-185	\$200
Marksman	170-177	\$150

***40 Total Rounds: Total points needed to qualify at 80% is 160.**

**INCUMBENT SPO III COMBINED RIFLE/HANDGUN
QUALIFICATION COURSE OF FIRE PROFICIENCY PAY**

	SCORE	PAYMENT
Master	196-200	\$300
Expert	192-195	\$250
Sharpshooter	188-191	\$200
Marksman	184-187	\$150

***40 Total Rounds: Total points needed to qualify at 90% is 180.**

**SRT TACTICAL PROFICIENCY EVALUATION
SRT TACTICAL OBSTACLE COURSE PAY**

	SCORE	PAYMENT
Master	86-90	\$300
Expert	82-85	\$250
Sharpshooter	77-81	\$200
Marksman	72-76	\$150

***SRT TPE scores must be accomplished in 6 minutes or less to earn incentive award.**

ARTICLE 36 HOURS OF WORK AND OVERTIME PAY

36.1 The Company and the Union recognize the need of the business may require overtime.

Scheduling of work and minimizing overtime work will be done to minimize the requirement for overtime. The Company shall have the right to assign employees to work overtime in order to meet mission requirements.

36.2 Overtime at the rate of 1-1/2 times an employee's regular base straight time wage rate will be paid to employees for all hours worked in excess of 40 hours in each work week. There shall be no compounding, duplicating or pyramiding of overtime for the same hours worked under any circumstances of any description.

36.3 If an employee is called in prior to the commencement of his normal shift, he shall be paid only for the hours actually worked.

36.4 The work week shall commence on Sunday at 1830 hours and end 168 hours later. Nothing herein shall be construed as guaranteeing any specified number of hours, work, or pay per week.

36.5 The workday is defined as the 24 hour time period commencing with the employee's regular starting time.

36.6 Employees are expected to work such additional time and/or overtime as may be necessary. The Company will schedule overtime fairly and equitably by using a roster based on the total hours worked each week and shall be offered to the employee with the lowest overtime hours and qualified within that classification. After all qualified and available personnel within the area have turned down overtime, then the Company shall follow the overtime procedure. As a last resort, employees may be forced to work overtime to avoid dropping a post. Training, appointments, and physical training are not to be considered accumulated hours for the purpose of assigning overtime under this section. An employee shall not be required to take time off from their regular work schedule in order to offset overtime previously worked.

36.7 Employees who work on Sunday (Saturday night for Sunday shift and Sunday day shift) will be paid time and half (1 ½) for all hours worked. When hours eligible for Sunday premium coincide with FLSA overtime hours (all hours over 40), those hours will be paid at double time. When a Sunday falls on a holiday, the employee will not be entitled to both Sunday and holiday premium and will be paid in accordance with Article 27.2.

36.8 In the event of a site closure due to weather or other emergency, employees who are required to work and report to work on site will receive double (2x) time for all hours worked during the closure. Those employees who are required to remain at work for one of the above reasons will remain in a paid status until they are allowed to leave. Employees caught in a site emergency and are unable to exit the site will remain in a paid status at the location to be determined by supervision. In the event of a site closure, the Union President will be notified immediately.

36.9 Employees required by the Company to report for work, for appointments, physicals and assessments, psychological, and/or appointments outside of their scheduled workday shall receive a minimum of four (4) hours work or four (4) hours pay at the appropriate rate as determined by the Company.

36.10 All changes to compensation practices, as described in this CBA with respect to Lieutenants and Sergeants, will become effective January 2, 2017.

ARTICLE 37 SEVERANCE PAY

37.1 An employee who has been employed for more than one (1) year whose position is eliminated as a result of a reduction in force which is not due to an Act of God, national emergency, picketing or strike shall be paid severance pay in the amount of 1 (one) week for each completed year of employment, up

to a maximum of 26 weeks, at the time of separation. Severance pay shall be paid at the employee's straight time hourly incentive rate at the time (45 hours per week for Lieutenants permanently assigned to Headquarters shift at the time of separation) of the reduction in force.

37.2 In cases where an employee is permanently disqualified from Protective Force duties as a result of an injury which qualifies for Medical Removal Protection and the Company cannot foresee a position for which the employee qualifies, or may be qualified within a short period of time in accordance with Article 13, the Company may offer the employee severance in exchange for the employee's resignation. Severance shall be paid at the employee's incentive rate at the time of the disqualifying event calculated on 45 hours per week for Lieutenants permanently assigned to Headquarters shift at the time of separation. Severance pay offered shall be 50% for the remaining weeks of any Medical Removal Protection pay benefits for which the employee shall be qualified at the time of permanent disqualification, less any payments due under Workers Compensation.

37.3 Severance pay shall not be paid to any employee who is offered other employment with the Company or its affiliates (sub-contractors) at SRS or who accepts employment with Centerra Group, LLC, its affiliates or subsidiaries at any other site or facility. Similarly, severance pay shall not be paid to any employee who is offered continuous employment with a substitute or successor Company. Also, severance pay shall not be paid to any person who either retires, resigns, is terminated by the Company, is receiving long term disability, or who fails to meet contractor or DOE requirements for continued employment for employees.

37.4 An employee who has received pay under this provision and who is rehired/recalled from layoff will again be eligible to start earning additional service credit for severance pay beginning with the date of rehire.

37.5 At the time of a layoff or at the request of the Company, the Company will meet with the Union at least 30 days in advance of a layoff to discuss an enhanced severance package for more senior Protective Force employees. It is understood that nothing herein requires the Company to offer an enhanced severance package.

ARTICLE 38 SICK LEAVE

38.1 Sick leave absences shall only be taken for valid illness/injury, or medically required reasons which would preclude an employee from reporting to work in accordance with Company policies and procedures. A health care provider's medical excuse may be required for the employee. The Health Insurance Portability and Accountability Act will not be violated.

38.2 Leave for employees shall be earned at a rate of 1.85 hours per completed week of active service up to a maximum of 96 hours per year.

38.3 At the end of each calendar year, earned, unused sick leave hours may go into the Casual Sick Leave account, which has a cap of 240 hours, or the Hospital Sick leave account, which has no cap.

38.4 Hours paid under this article will be paid at the employee's current straight time hourly rate and will not go into the overtime base.

38.5 As a means to control the abuse of sick leave, it is agreed that:

(a) An employee may elect to be reimbursed for any unused earned sick leave, limited to the current year's hours in excess of 48. This amount will be paid in the second pay period in the following calendar year. The current year's hours not paid may be banked, as directed by the employee, into his Casual or Hospital account;

(b) Hospital sick leave may only be used as defined in Company policies and procedures.

38.6 Sick leave will not be used as a tool to determine promotions, discipline and/or transfers.

38.7 Sick leave can be used for immediate family members (legally dependent children, spouse and infirm parents) without the need for a written medical excuse unless it exceeds one day or it appears to supervision that there is abuse.

ARTICLE 39 ANNUAL CONTRIBUTION 401K PLAN AND BRIDGE MEDICAL

39.1 During the term of this Agreement, the Annual Employer Contribution to the 401(k) Plan for Bargaining Unit employees shall remain in effect.

39.2 The Company will deposit the annual employer contribution no later than March 15 of each year.

39.3 Effective January 1, 2017, the Company shall contribute 3.5% of total eligible salary for the year on behalf of each eligible participating employee, and will continue to provide a 401(k) weekly match of 6%, in accordance with the plan document.

39.4 During the term of this Agreement, a 401(k) Plan for employees shall remain in effect. Employees are subject to the Rules and Regulations of the Plan.

39.5 The Company will provide a Bridge Medical Insurance Plan. The Company agrees not to increase the employee's portion of the total premium during the term of this Agreement. The Bridge Medical Insurance Plan will remain in effect in accordance with current procedure. The employee contribution will be 20% of the total premium for Hospital, Medical, Vision coverage to eligible employees. Insurance coverage shall be same as active employees. Access to the Bridge Medical Plan will be available to one (1) dependent of the retiree for 80% of the cost of the total premium. Except as otherwise covered by the policy, coverage for both the employee and dependent ceases at employee's age 65.

39.6 Any changes to the terms of this article and/or change of administration of the Plan will be discussed with the Union President prior to implementation.

ARTICLE 40 INSURANCE, HOSPITALIZATION, MEDICAL AND DENTAL BENEFIT

40.1 The Company shall provide full-time eligible employees with a group insurance plan including Hospital, Medical, Life and AD&D insurance, Dental, Vision, Short and Long Term Disability Benefits. Full-time eligible employees, at their election, may subscribe to dependent coverage that includes Hospital, Medical, Vision and Dental coverage. Dependent life insurance is also available and the cost of insurance premium shall be made by payroll deduction unless the Company approves other arrangements. The employee portions of all premiums are defined in the Annual Benefits Open Enrollment Plan. For Hospital and Medical insurance premiums, the employee's contribution will be 16% and the dependent's contribution will be 21% through October 2018. Beginning Open Enrollment period in October 2018 for plan year 2019, if the insurance premiums increase from the then current premium, the contribution will increase 1% for both employee and dependent. Beginning Open Enrollment period in October 2019 for plan year 2020, if the insurance premiums increase from plan year 2019, the contribution will increase 1% for both employee and dependent. If premiums remain the same or decrease, the employee and dependents contribution will not increase.

40.2 Effective with ratification of this agreement, the Company will maintain the current insurance plan. However, effective with the next open enrollment period (October 2017), the company will implement the plan as described below.

PLAN A	IN NETWORK	OUT OF NETWORK
Medical Deductible	\$100 Individual \$ 200 Family	
Prescription Drug Deductible	\$50 Individual \$100 Family	
Out of Pocket Maximum	\$2000/person	
Medical Coinsurance	10%	30%
Emergency Care		
Emergency Room	\$175 Copay	\$175 Copay
Ambulance	10% No Deductible	30% No Deductible
Urgent Care	\$50 Copay	30% After Deductible
Inpatient Hospital	\$200 Copay	30% After Deductible
Outpatient Services		
Outpatient Surgery	\$150 Copay	30% After Deductible
Diagnostic tests	10% No Deductible	30% No Deductible
Imaging	\$75 Copay	30% After Deductible
Office Visits		
Preventive Care	No Charge	30% No Deductible
Primary Care Physician	\$15 Copay	30% After Deductible
Specialist	\$30 Copay	30% After Deductible
Retail Drugs		
Generic	20% After Deductible	Not Covered
Brand	20% After Deductible	Not Covered
Mail Order Drugs		
Generic	20% After Deductible	Not Covered
Brand	20% After Deductible	Not Covered

40.3 Employees at their option may purchase additional Life AD&D insurance. The cost of premiums will be made by payroll deduction unless other arrangements are approved by the Company.

40.4 The Company provides an Employee Assistance Program (EAP) which is confidential and independent. Full-time eligible employees and their dependents who self-refer will have access to evaluation, short-term counseling, referral, training and follow-up services through a confidential and independent EAP, and will not be used as form of discipline.

40.5 Employees and dependents are subject to the eligibility rules and regulations of the plans.

ARTICLE 41 GENERAL PROVISIONS

41.1 Should termination of DOE clearance for an employee's access authorization occur, the Company will terminate the employee's employment immediately. Should an employee's DOE clearance be suspended, the employee will remain on the payroll at the restricted rate for up to 120 days and may be reassigned as necessary. Should the employee's clearance suspension exceed 120 days, the employee may take administrative leave without pay up to an additional 245 days. If the clearance is not reinstated by the end of the additional 245 days, the employee will be terminated.

41.2 It is acknowledged that employees on duty may eat on Company time, so long as it does not interfere with their duties.

41.3 Before making revisions to Work Rules and/or conditions of employment, including but not limited to, hours of training and overtime criteria during the life of this Agreement, the Company will discuss in good faith the revisions with the Union prior to the change.

41.4 Temporary shift swaps/trading days may be considered and approved so long as there is no additional cost to the Company, job qualification requirements are met, and are approved by Captain or higher.

41.5 Assignments by the Company to perform work at other DOE facilities will be determined by qualification, site seniority and classification. The employee's hourly wage rates shall apply.

41.6 No representative of the Company will open an employee's properly secured locker or properly identified Company issued bags unless the employee and Union Representative is/are present and the Company has cause that the employee has contraband. When the employee is not available, a Company representative and Union Representative must be present, or the affected employee must be notified and asked if another Bargaining Unit member can enter their locker/bag.

41.7 Qualified employees who volunteer and are selected to be OPFOR will be paid \$50.00 when participating in PTAD/DOE Force-on-Force (FoF) exercises, regardless of the number of scenarios during a given FoF.

41.8 Employees who are restricted due to lack of HRP certification may remain in their assigned area, or the Company may reassign the employee to other duties that the employee can perform, if their clearance/HRP permits.

41.9 The Company will provide an email account to document off shift physical training.

41.10 Sergeants/Lieutenants calling out for duty will be to the Area Captain/Site Commander on the off shift and the Area Captain/Major Monday-Friday.

41.11 Employees must notify the Workforce Services Department promptly of any changes in their personal or family status, i.e., marital and dependent status, change in residence or telephone number, or information relative to their insurance coverage. This notification must be in writing on a form provided by the Company. Failure to report changes which affect insurance coverage will result in the employee reimbursing the Company for premiums which are not recoverable from the insurance carrier.

41.12 Employees shall notify the Company of changes in their life insurance beneficiary (i.e., change in marital or other personal status).

41.13 Employees will notify their Area Captain/Major Monday-Friday and the Area Captain/Site Commander on the off shift by the next scheduled work day of any expiration, revocation or suspension of their state driver's license. This notification may be made either verbally or in writing.

41.14 Donated Leave

(a) Donated leave may only be requested if the employee is caring for a spouse or child in the event of a medical emergency, or needs extended time off following the death of a parent, spouse or child. A medical emergency is defined as a major illness or other medical condition (e.g. heart attack, cancer, etc.) that requires a prolonged absence from work, including intermittent absences that are related to the same illness or condition.

(b) Requests for leave donation should be sent through the employee's Manager and Director to the Workforce Services Department. Requests must have the anticipated time of absence and the reason(s) for the absence. Employees receiving donated Vacation and Personal Day hours must use all of their available leave time (i.e. VL, PD, SL and/or CS) before using donated leave, but may make a request for leave donations when their total leave balance does not exceed 40 hours and the absence is projected to last more than two (2) weeks. Employees are only permitted to make a direct donation

in hourly increments to the requestor, which will be added to the requestor's leave balance immediately upon processing and will not be returned to the donor under any circumstance. Donations from IGUA employees to other employees will be direct donations.

ARTICLE 42 DURATION

42.1 This Agreement becomes effective upon ratification and will continue in full force and effect until November 1, 2020, unless either party receives written notice from the other party, not less than 60 days nor more than 90 days, immediately prior to the expiration date, of its intention to amend, modify or terminate this Agreement, provided that no strike or stoppage of work shall take place after such expiration dates of this agreement unless the Union, in writing, notifies the Company at least 72 hours prior to any contemplated strike or stoppage. In the event a new Agreement is not agreed to by the termination date, the Agreement may be extended by written agreement by the IGUA Local 159 negotiating committee and the Company. In the event the Company shall cease to operate security services at the SRS, this contract shall automatically terminate, and the rights and obligations of both the Union and the Company hereunder shall automatically cease.

APPENDIX A WAGES
SPO I Sergeant Incentive Rate

Percentage		2.00%	2.00%	2.00%
Status	1/2/17	1/1/18	12/31/18	12/30/19
First 12 Months	28.52	29.09	29.67	30.26
Next 12 months	30.23	30.83	31.45	32.08
Next 12 months	31.97	32.61	33.26	33.93
Next 12 months	33.57	34.24	34.92	35.62
Next 12 months	35.58	36.29	37.02	37.76

SPO III and K9 Sergeant Incentive Rate

Percentage		2.00%	2.00%	2.00%
Status	1/2/17	1/1/18	12/31/18	12/30/19
First 12 Months	29.75	30.35	30.96	31.58
Next 12 months	31.53	32.16	32.80	33.46
Next 12 months	33.34	34.01	34.69	35.38
Next 12 months	35.01	35.71	36.42	37.15
Next 12 months	37.11	37.85	38.61	39.38

SPO I Sergeant Restricted Rate

Percentage		2.00%	2.00%	2.00%
Status	1/2/17	1/1/18	12/31/18	12/30/19
First 12 Months	27.46	28.01	28.57	29.14
Next 12 months	29.17	29.75	30.35	30.96
Next 12 months	30.91	31.53	32.16	32.80
Next 12 months	32.51	33.16	33.82	34.50
Next 12 months	34.52	35.21	35.91	36.63

SPO III and K9 Sergeant Restricted Rate

Percentage		2.00%	2.00%	2.00%
Status	1/2/17	1/1/18	12/31/18	12/30/19
First 12 Months	27.63	28.18	28.74	29.31
Next 12 months	29.41	30.00	30.60	31.21
Next 12 months	31.22	31.84	32.48	33.13
Next 12 months	32.89	33.55	34.22	34.90
Next 12 months	34.99	35.69	36.40	37.13

SPO I Lieutenant Incentive Rate

Percentage		2.00%	2.00%	2.00%
Status	1/2/17	1/1/18	12/31/18	12/30/19
First 12 Months	32.25	32.90	33.56	34.23
Next 12 months	34.18	34.86	35.56	36.27
Next 12 months	36.23	36.95	37.69	38.44
Next 12 months	38.41	39.18	39.96	40.76
Next 12 months	40.71	41.52	42.35	43.20

SPO II and SPO I Specialty Lieutenant Incentive Rate

Percentage		2.00%	2.00%	2.00%
Status	1/2/17	1/1/18	12/31/18	12/30/19
First 12 Months	33.21	33.87	34.55	35.24
Next 12 months	35.21	35.91	36.63	37.36
Next 12 months	37.32	38.07	38.83	39.61
Next 12 months	39.56	40.35	41.16	41.98
Next 12 months	41.93	42.77	43.63	44.50

SPO III and K9 Lieutenant Incentive Rate

Percentage		2.00%	2.00%	2.00%
Status	1/2/17	1/1/18	12/31/18	12/30/19
First 12 Months	34.21	34.89	35.59	36.30
Next 12 months	36.26	36.99	37.73	38.48
Next 12 months	38.44	39.21	39.99	40.79
Next 12 months	40.74	41.55	42.38	43.23
Next 12 months	43.19	44.05	44.93	45.83

SPO I Lieutenant Restricted Rate

Percentage		2.00%	2.00%	2.00%
Status	1/2/17	1/1/18	12/31/18	12/30/19
First 12 Months	31.19	31.81	32.45	33.10
Next 12 months	33.12	33.78	34.46	35.15
Next 12 months	35.17	35.87	36.59	37.32
Next 12 months	37.35	38.10	38.86	39.64
Next 12 months	39.65	40.44	41.25	42.08

SPO II and SPO I Specialty Lieutenant Restricted Rate

Percentage		2.00%	2.00%	2.00%
Status	1/2/17	1/1/18	12/31/18	12/30/19
First 12 Months	31.09	31.71	32.34	32.99
Next 12 months	33.09	33.75	34.43	35.12
Next 12 months	35.20	35.90	36.62	37.35
Next 12 months	37.44	38.19	38.95	39.73
Next 12 months	39.81	40.61	41.42	42.25

SPO III and K9 Lieutenant Restricted Rate

Percentage		2.00%	2.00%	2.00%
Status	1/2/17	1/1/18	12/31/18	12/30/19
First 12 Months	32.09	32.73	33.38	34.05
Next 12 months	34.14	34.82	35.52	36.23
Next 12 months	36.32	37.05	37.79	38.55
Next 12 months	38.62	39.39	40.18	40.98
Next 12 months	41.07	41.89	42.73	43.58

- a) The Job Seniority date will be used to determine each step progression. Advancement to each subsequent step will be the Monday following the anniversary of the Job Seniority date.
- b) Sergeants who are already above the maximum of the proposed scale on 1/2/17 will have their hourly rate frozen at the current rate until such time as the scale exceeds the current rate. For each year the employee continues to exceed the maximum rate for that year, the employee will be compensated with a lump sum payment based on 2080 hours at their current rate times the percentage increase listed in the chart for that year.

Sergeants paid an hourly rate on 1/2/17, which is above the appropriate step in the wage schedule for that individual's time-in-grade, will be placed in the first step that will ensure an increase in the hourly rate. The employee will be frozen at that step until the time-in-grade equals the chart.

- c) UPPSR employees who are reassigned to an IGUA position will move to the step in the wage schedule for that classification which will equate to at least a 3% increase in the SPO hourly rate, excluding longevity pay not to exceed the top of the range. The employee will be frozen at that step until the time-in-grade equals the chart.

Upon the promotion of a UPPSR employee to an IGUA SPO III Sergeant's position which would pay more than incumbent IGUA SPO III Sergeants, those IGUA SPO III Sergeants will automatically be moved to the same step as the new Sergeant and frozen at that step until time-in-grade equals the chart.

- d) IGUA employees who are reassigned to a classification with a higher rate of pay will move to the step in the wage schedule for that classification which will equate to at least a 3% increase in the hourly rate, excluding longevity pay not to exceed the top of the range, effective the next pay period. The anniversary date for the next step progression will be one (1) year from the date of reassignment.
- e) Employees who are voluntarily reassigned to an incentive classification with a lower rate of pay, will move to the same step in the wage schedule for that classification. Their pay will be adjusted effective the next pay period. Employees who are involuntarily permanently reassigned to an incentive classification of a lower rate of pay will move to the same step in the wage schedule for that classification. Their pay will be adjusted over a 60 day period. The anniversary date for the next step progression will be one (1) year from the date of reassignment.
- f) Employees who are reassigned to a restricted rate under the following conditions will move to the same step in the wage schedule for that classification. Employees who are reassigned from a restricted rate to an incentive rate will move to the same step in the wage schedule for that classification. Their pay will be adjusted effective the next pay period.

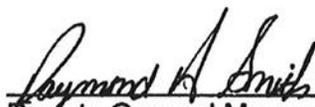
Employees who are under 10 CFR 1046, Medical Protection, as stated in Article 13 will not be reduced to the restricted rate.

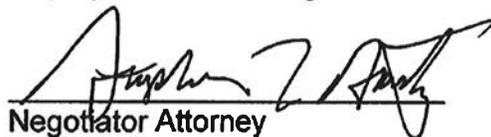
Employees will have their pay reduced to the applicable restricted rate under the following conditions:

- Employees who are no longer able to perform the full scope of their duties as a Sergeant or Lieutenant, are returned to work and assigned limited duties.
 - Employees who fail to maintain applicable readiness standards, (e.g. ARS/BRS) or on-site drug and/or alcohol screening.
 - If the issue creating the restriction is resolved within the same pay period it arises, the hourly rate will not be reduced.
- g) On January 2, 2017, A Shift Differential rate of \$1.00 per hour will be given for night shift for eligible employees. SPO I Sergeants who are assigned to day shift will be eligible for shift differential for all hours worked prior to 0630 hours. If the hours worked are paid at overtime, the differential on those hours will be paid at \$1.50 per hour.
- h) Beginning the first pay week of an employee's 15th year of service, a \$0.05/hour longevity pay will be given. Beginning the first pay week of the employee's 25th year of service, an additional \$0.05/hour longevity pay will be given. Beginning the first pay week of the employee's 30th year of service, an additional \$0.05/hour longevity pay will be given.
- i) Lieutenants who are permanently assigned to headquarters shift will be permitted to work a minimum of 45 hours each week.

IN WITNESS WHEREOF, the parties have caused their representatives to sign the Agreement as full acknowledgement of their intention to be bound by the Agreement.

FOR:
Centerra-SRS


Deputy General Manager


Negotiator Attorney


Director, Tactical Force Operations

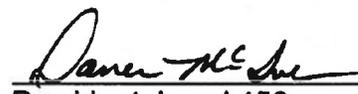

Director, Program Support


Manager, Labor Relations


Manager, Finance & Contracts

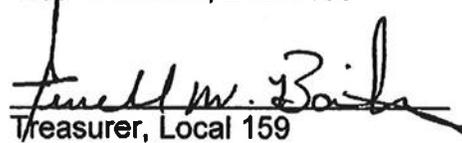

Executive Assistant

FOR:
IGUA Local 159

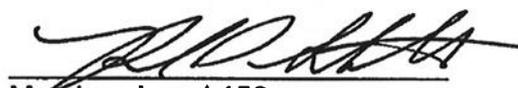

President, Local 159


Chief Negotiator


Vice President, Local 159


Treasurer, Local 159


Member, Local 159


Member, Local 159

IGUA Local 159 Executive Board Members

Members	Phone/Pager #	Area #
President		
Vice President		
Business Agent		
Financial Secretary Treasurer		
Recording Secretary		
Zone Administrator KAC		
Zone Administrator H/T/L		
Zone Administrator SRT		
Zone Administrator PPD		
Sergeant at Arms		
Guide		
Trustee		

Other Numbers/Information

Labor Relations	(803) 952-7600
Workforce Services	(803) 952-7997
Site Medical	(803) 557-4755
Major – H/T/L Area	(803) 208-8285
Captain	(803) 208-1384
Major – KAC Area	(803) 557-3529
Captain	(803) 557-3584
Major – PPD Area	(803) 725-2851
Captain	(803) 725-1257
Major – SRT Area	(803) 557-9389
Captain	(803) 557-9332
Chief – LE Area	(803) 952-7591
Captain	(803) 952-6689
SRSOC	(803) 725-3200
Physical Fitness Section	(803) 952-7595
PT Notification-Email	

NOTES

Agreement Between



Centerra-Savannah River Site

and



**United Professional Pro-Force
Of Savannah River (UPPSR)
Local 125**

May 1, 2017 – October 8, 2022

**Savannah River Site
Aiken, South Carolina**

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PREAMBLE

This AGREEMENT is entered into this 1st of May 2017, between **Centerra-Savannah River Site** (hereinafter referred to as the "Company") and United Professional Pro-Force of Savannah River Local 125 (hereinafter referred to as the "Union"). The work location is Department of Energy (DOE), Savannah River Site (SRS).

ARTICLE 1 RECOGNITION

1.1 The Company hereby recognizes the Union as the exclusive bargaining representative with respect to rates of pay, hours of work, and other conditions of employment for all employees designated by the National Labor Relations Board's Certification of Representation on January 30, 2007, in case No. 11-RC-6643, which includes all full-time and regular part-time unarmed Security Officers, armed Security Police Officers, Central Alarm Station Specialists, **Law Enforcement Dispatch Officers**, Canine Handlers and **Law Enforcement Officers, employed by the Employer at the Savannah River Site of the United States Department of Energy**, excluding all office clerical employees, Operations Security Specialists, professional employees, instructors, Helicopter Pilots, Security Police Officer trainees, all other employees, Sergeants, **Lieutenants and statutory** supervisors as defined in the Act.

Operations Security Specialists are not represented by the Bargaining Unit. However, pursuant to Department of Energy initiatives on career longevity, Security Police Officers (armed) and Security Officers (unarmed), shall be given preference when there are openings to fill Operations Security Specialist positions provided that the candidate(s) for the position have the qualifications and skills to perform the work. Nothing in this Agreement is intended to alter or supersede the selection process identified in **Centerra-SRS** standard procedures. **Centerra-SRS** will continue to select the best qualified candidate for the job. However, preference will be applied when a candidate whose position is required to meet DOE fitness standards is equally qualified with a candidate whose position is not required to meet DOE fitness standards.

1.2 The use of one gender in this Agreement shall include the other gender. As used herein, the words "he", "his", "him", and "employee" refer to both male and female employees.

ARTICLE 2 UNION MEMBERSHIP AND CHECK-OFF

2.1 It is mutually agreed that all employees covered by this Agreement shall be given the opportunity to **accept** or decline membership in the Union upon completion of **initial** training, **without discrimination**.

2.2 Subject to the limitations of any state or federal law, the Company agrees to deduct from wages earned each calendar week by an employee covered by this Agreement; the Union membership dues and initiation fees levied by the Union, of each member of the Union who has in effect at that time a proper authorization card executed by the employee, authorizing the Company to make such deductions. The Company will be advised by the Union as to what the Union membership dues and initiation fees are.

2.3 All sums collected in accordance with such signed authorization cards shall be remitted by the Company **via an electronic funds transfer to a designated recipient (Union) bank account** not later than the 15th of the month subsequent to the month in which such sums were deducted by the Company. **The Union will provide the Company with all appropriate recipient (Union account) information, in writing signed by the President and Financial Secretary of the Union not less than 30 days prior to commencement of this process and not less than 30 days prior to a change in the recipient (Union) account. Records,**

showing current members' deductions, will be provided via government email to the President and Financial Secretary at the time of the funds transfer.

2.4 The Check-Off Authorization Card to be executed and furnished to the Company by the Union and the employees shall be the official Union **Dues Check-Off Authorization Form**. No other authorization form shall be accepted by the Company, unless the substitute is mutually agreed to by both parties.

2.5 The Union accepts full responsibility for the authenticity of each check-off card submitted to the Company, any authorizations which are incomplete or in error shall be disregarded by the Company, and shall be returned to the Union for correction. **The Union agrees that upon receipt of proper proof, it will refund to the employee any union dues withheld inappropriately due to an invalid check-off card being submitted or as a result of an administrative error by the Company. The Union further agrees to indemnify the Company and hold it harmless against any and all claims arising or asserted by reason of any deductions made according to the authorization. The Company will be responsible to return to the employee any dues inappropriately collected, not deposited to the Union, due to no fault of the Union.**

2.6 No deductions of Union dues will be made from the wages of any employee who has executed a check-off form and who has been transferred to a job not covered by this Agreement, or who is not in a pay status. Upon return to work within a classification covered by this Agreement, deductions from future wages shall be automatically resumed, provided the employee has not revoked the assignment in accordance with this Agreement, and provided it is in accordance with the other appropriate provisions of this Agreement and of the National Labor Relations Act, as amended. **The Company will collect dues in accordance with Article 2 of the current CBA. The Union will notify the Company when dues are not collected properly. The Company will immediately take action to collect delinquent dues from the Union member, if the member is still an employee of the Company.**

2.7 Deduction of membership dues shall be made, provided there is a balance in the paycheck sufficient to cover the amount after all other deductions authorized by the employee or required by law have been satisfied. In the event of termination of employment, the obligation of the Company to collect dues shall not extend beyond the pay period in which the employee's last day of work occurs.

2.8 **The employee will provide a signed, Union Cancellation of Dues Form to the Company to stop the union dues deduction. The Union will identify to the Company the appropriate form used for this purpose.**

ARTICLE 3 MANAGEMENT RIGHTS

3.1 Management of the business and direction of the security forces are exclusively the right of management. These rights include the right to:

- (a) hire;
- (b) determine the number, location, and types of **Protective Force** posts;
- (c) direct the working forces and manage the business;
- (d) assign work;
- (e) discontinue temporarily or permanently any posts;
- (f) promote **outside of the Bargaining Unit, reclassify**, transfer, discipline **up to and including termination** for just cause;
- (g) maintain order and efficiency of operations;
- (h) require employees to observe reasonable Company rules and regulations, **DOE**

Orders, and other regulatory requirements as are presently in effect or which may be changed or modified from time to time as they pertain to security force members at the Savannah River Site;

- (i) decide on the supplies, equipment, or weapons to be used;
- (j) determine the size of the workforce, including the number of employees assigned to any particular shift;
- (k) determine the qualifications of an employee to perform work.

3.2 The above rights of management are not all inclusive, but indicate the type of matters or rights which belong to and are inherent to management. Any of the rights, power, or authority the Company had prior to the signing of this Agreement are retained by the Company except those specifically abridged or modified by this Agreement and any supplemental agreements that may hereafter be made. The Company's failure to exercise any function reserved to it shall not be deemed a waiver of any such right.

ARTICLE 4 UNION REPRESENTATION

4.1(a) Union Officials and Stewards will be allowed reasonable time off to perform Union duties. Advance notice **should be** given to permit programming such absences in the **duty** schedule. **UPPSR Local 125 President or his designee will provide the meeting dates seven (7) working days in advance to the Labor Relations Department. For any requests that are presented to the Labor Relations Department less than seven (7) days in advance, the Company will make its best effort to schedule the requested absence(s). Company approval is contingent upon the post(s) being backfilled in accordance with then current policies. This relief shall be managed in a manner that minimizes additional expense to the Company but realizes it could result in overtime. Notification of absence(s) will be provided by Labor Relations to the Majors/Chief, Captains, and Lieutenants.** The Company will provide a one (1) hour block at the beginning and a one (1) hour block at the end of the training class **for each new hire TRF 100 class/BSPOT class** for the purpose of orienting new hires to the Union. This will be done by the Union President **and/or the Business Agent or their designee.** Union representatives will be **permitted, upon** request to the on duty supervisor, a brief period of time, not to exceed five (5) minutes, during muster to make non-controversial Union announcements and notifications. **Area** Administrator/Stewards who have other muster areas within their scope of authority may alternate attending muster between those areas with **the** on duty supervisor's approval from **their assigned** area.

(b) Meetings involving discussion with Company officials shall be conducted on Company time. **These meetings include the General Manager's Meeting and Quarterly Labor Management Meeting.** The place, time, attendees and purpose of meetings referred to herein will be established in advance by mutual agreement of the parties.

When the Union requests a meeting with the Company, the Company will not pay Union representatives who are in an off duty status to meet with them unless specifically agreed to by the Company prior to the meeting or those representatives are already in a paid status.

4.2(a) **The Business Agent will represent all Bargaining Unit members. Employees may be appointed as acting Stewards when required.** The Union will keep the Company **promptly** advised of the identity of the Stewards, as well as the executive board members representing the Union, and only employees currently holding these positions will be recognized by the Company as representing the Union. A total of 24 people will be elected to Steward positions utilizing the following scale. **In addition, any training relief or shift of five (5) personnel or more shall have the right to an elected steward.**

<u>A Shift</u>	<u>C Shift</u>
1 Steward for KAC	1 Steward for KAC
1 Steward for SRT	1 Steward for SRT
1 Steward for 200-H/100-L/Tritium	1 Steward for 200-H/100-L/Tritium
2 Stewards for PPD (1 for 700 & 1 for Barricades)	2 Stewards for PPD (1 for 700 & 1 for Barricades)
1 Steward for LE	1 Steward for LE
<u>B Shift</u>	<u>D Shift</u>
1 Steward for KAC	1 Steward for KAC
1 Steward for SRT	1 Steward for SRT
1 Steward for 200-H/100-L/Tritium	1 Steward for 200-H/100-L/Tritium
2 Stewards for PPD (1 for 700 & 1 for Barricades)	2 Stewards for PPD (1 for 700 & 1 for Barricades)
1 Steward for LE	1 Steward for LE

NOTE: Headquarters personnel will be represented by the shift steward currently on duty or a designee.

Union officials shall not leave their posts on any Union business without first obtaining approval from their immediate supervisor, and upon returning to their post, they will check back in with their supervisor. Permission will not be unreasonably withheld.

The President, and Business Agent shall be placed on the day shift and the normal scheduled work hours shall be **either from 0600 to 1600 or 0630 to 1630 hours Monday through Friday, depending on assigned area.** Any change to these hours must be coordinated in advance with area operations management. The individuals filling these positions will be scheduled to work post for a full shift each month and participate in **at least one (1) Force on Force (FoF) or Tactical Training Exercise (TTX)** every two (2) years to fulfill the requirement for active status in accordance with DOE Directives. **When being compensated by the Company, the President and Business Agent shall work in uniform and on site unless authorized otherwise. They will report to their respective area Captain/Major/Chief on a daily basis and will attend daily musters, at a minimum of once each week in their assigned area. They will coordinate their schedule for attending daily musters in other areas with the Captain/Major/Chief.**

The Vice President shall be placed on **the same schedule as the President when acting as his designee.**

(b) Official representatives of the Union, with proper DOE clearance, shall be allowed to visit **the site** and to visit employees on the job for the purpose of determining that this Agreement is being carried out, provided that there shall be no interference with the business of the Company. When the Union deems it necessary for a Union Representative who is not an employee of the Company to enter a restricted area for the purpose of making an examination of a physical facility, in connection with a grievance or dispute, the Company shall, at the written request of the Union, **request and coordinate** access for these personnel in accordance with **site directives and security regulations.** The Company shall be considered to have fulfilled their obligation under this provision by making the request to the **DOE.**

(c) All union officials agree to not conduct union organizing while on the clock.

ARTICLE 5 BULLETIN BOARDS

5.1 The Company shall provide the Union with **enclosed** bulletin boards at each **operational area** where Protective Force Musters are conducted.

5.2 Bulletin board notices shall be restricted to:

- (a) Notices of Union recreational and social affairs;
- (b) Notice of Union elections;
- (c) Notices of Union appointments and results of Union elections;
- (d) Notices of Union meeting; and other Union business.
- (e) **The Area Administrators will have a key to the Union's Bulletin Board.**

ARTICLE 6 TRAINING AND REGISTRATION

6.1 The Company shall compensate employees at their appropriate rate of pay, as well as pay the cost of job related training and the registration of employees as required by the Company, the Company's Client, or any federal, state, or local governmental agency which is necessary for the performance of duties. **The Company will pay the approved costs of travel**, required registration fees **(including approved workshop costs)**, renewal of certifications/permits and tuition, which the Company directs an employee to obtain **in accordance with Company policy**.

6.2 The Company shall continue their policy to provide reasonable time to re-qualify in any required testing as may be necessary to maintain minimal job qualifications, in accordance with DOE Directives and Orders, or other federal, or state or **Centerra-SRS** requirements. **For physical fitness and firearms qualifications, the number of attempts and remediation programs (if necessary) are established in 10 CFR 1046.** For the purpose of establishing a reasonable amount of attempts at re-qualification of **other** DOE, Federal, or State mandated training, it is agreed that, at a minimum, 3 attempts will be provided unless otherwise specified by a DOE or other federal or state requirement. If DOE directs the Company to establish a standard, the Union will be advised of such, and the applicable DOE, Federal, or State directive will be provided to the Union, if available.

6.3 No employee shall be required to work a post unless they have been trained for that duty.

6.4 Each classification will have a training officer appointed by the Union to provide input into and to review the Annual Training Plan (ATP), applicable Job Task Analysis (JTAs) and Training Needs Analysis (TNA).

6.5 For training which must be conducted on an off day, the Company will make its best efforts to schedule training for the Protective Force on the first or last day of the four day break.

ARTICLE 7 EXAMINATIONS

7.1 Physical, medical, and/or mental examinations of employees may be required by the Company, but such examinations shall be conducted on the Company's time, and the expense of such examinations shall be borne by the Company. The Company also has the right to require substance abuse screening tests as authorized by the **Centerra-SRS** Personnel Reliability Program, Human Reliability Program and/or DOE Directives and Orders **10 CFR 707 and 10 CFR 712**. Adequate safeguards shall be maintained to ensure the accuracy of the test.

All employees **working in positions that are identified as HRP, or who are armed**, will be

substance abuse tested in accordance with **10 CFR 712**.

All unarmed employees working in positions that are identified as PRP will be substance abuse tested in accordance with **Centerra-SRS** SP 1-2152, Personnel Reliability Program. This procedure identifies negotiated testing requirements and cannot be changed without concurrence of both the Company and the Union.

ARTICLE 8 UNIFORMS & EQUIPMENT

8.1 The Company will furnish, alter, launder, and clean the regulation uniforms and body armor carrier, to include inclement weather gear. Uniforms or equipment worn or used by the employees who are on duty shall be prescribed by the Company and no deviation from the Company requirements shall be practiced except with consent of the Company. **If available, the Company will provide female uniforms as appropriate.** During periods of uniform transition, the Company will develop and provide a transition plan to the Union. **The Union will be afforded an opportunity to provide input to the plan for consideration by the Company.** If possible, the Company will not discriminate based on gender when it comes to Company issued uniforms and equipment. **The Company will provide maternity uniforms, upon request, for pregnant employees serving in a Protective Force position.** Pregnant employees who remain in a Protective Force position may wear the normal uniform or the maternity uniform during their pregnancy. Pregnant employees who will **require** a maternity uniform will immediately contact Uniform Supply to place an order. **Pregnant employees may opt to wear civilian clothes when not performing Protective Force duties. Damaged civilian clothes, in the course of performing official duties, will be reimbursed at a rate to not exceed the purchase price of a comparable article of the Protective Force uniform.**

8.2 Uniforms and equipment remain the property of the Company. Damaged or worn out articles of clothing or equipment may be returned to the Company for replacement at no cost to the employee. Personal articles of clothing issued by **Centerra-SRS** (i.e., socks, sweats, shoes and t-shirts) may be retained by the employee if desired, if the items cannot be re-issued or would otherwise be destroyed. The cost of the replacement articles of clothing or equipment shall be borne by the employee if the articles of clothing or equipment which are lost, stolen, damaged, or worn are the result of the employee's negligent or intentional misconduct. An employee's personal items of clothing required to be worn while in the performance of duty which become damaged or destroyed will be compensated at the current replacement value. Such damage must be reported immediately. **The Company will provide a way for employees to exchange damaged or worn out articles of clothing or equipment to Supply five days a week (Monday-Friday, excluding holidays, designated inventory dates, and other dates used for issue to classes or other special occasion).** These scheduled dates will be communicated via Employee Bulletin in advance of Supply closure.

8.3 When storing equipment off site, the equipment will be locked in a vehicle, out of plain view, or in a residence. **Damage and/or theft of Company issued equipment will be reported immediately.**

8.4 All uniforms and Company equipment must be returned to the Company upon termination of employment except for personal items mentioned in Article 8.2. Failure to comply with this requirement will result in the cost of said uniform and equipment being deducted from any monies due to the employee.

ARTICLE 9 HOURS OF WORK AND OVERTIME

9.1 The work week shall commence on Sunday at 1830 hours and end 168 hours later. Nothing herein shall be construed as guaranteeing any specified number of hours, work, or pay per week.

9.2 The workday is defined as the 24 hour time period commencing with the employee's regular starting time. **Any change in start times will be negotiated in accordance with Article 35, except for temporary changes, not to exceed 30 minutes, which may be necessary to facilitate training or briefings which would exceed the normal times for shift muster.**

9.3 Overtime at the rate of one and one-half (1-½) times an employee's regular base straight time wage rate will be paid to the employee for all hours worked in excess of 40 hours in the work week. There shall be no compounding, duplicating or pyramiding of overtime for the same hours worked under any circumstances of any description.

9.4 An employee shall not be required to take time off from their regular work schedule in order to offset overtime previously worked.

9.5 Required overtime shall be divided as equitably as possible between employees qualified and available to do the work. It shall first be offered to the employee with the lowest overtime hours available and qualified, within that classification; however, if turned down, it may be required on the same basis. After all qualified and available personnel within the area/zone (in that order) have turned down overtime, then the Company shall offer the overtime to other qualified personnel outside of the classification within the area/zone that are available and qualified prior to forcing someone to work.

9.6 In the event of an emergency situation, no call/no shows, or the failure of employees to call-off from work in accordance with Company's rules and regulations, the Company shall have the right to assign employees to work mandatory overtime in order to meet security requirements.

9.7 Shift differentials referred to in Appendix A(a), when applicable to hours worked which are paid at overtime, will be paid at one and one-half (1-½) times the applicable shift differential rate.

9.8 Employees who work on Sunday (**Saturday night for Sunday shift and Sunday day shift**) will be paid at **one and one-half (1-½) times** their straight time hourly rate for all hours worked. **When hours eligible for Sunday premium coincide with overtime hours (all hours over 40), those hours will be paid at double time.**

9.9 Any employee request for relief for themselves at the beginning or end of the shift must be coordinated through supervision.

ARTICLE 10 LEAVE OF ABSENCE

10.1 Employees who have completed training shall be eligible for the following unpaid leaves in accordance with the procedures set forth below. All leaves shall be requested in writing and signed by the Company and the employee receiving same.

(a) Military Leave

(1) Leaves of absence for the performance of duty with the U.S. Armed Forces or with a Reserve component thereof shall be granted in accordance with applicable law.

(2) An employee who is a member of a military reserve organization of the Department of Defense, including the National Guard, **on orders**, will receive leave of absence and, **contingent upon DOE-SR annual approval**, will be paid the difference between the employee's normal 40 hour weekly pay at straight time and their military pay (base pay) excluding travel payment, for a period not to exceed **26 days in a calendar year**. Evidence of orders and amount of military pay are required in support of such payment.

(3) An employee must furnish the Company with a copy of his orders immediately upon receipt of such orders.

(b) Medical Leave

Medical leaves of absence may be granted for a period of up to 12 months **for qualifying medical conditions**. Inability to work for medical reasons must be verified by the DOE designated physician. The Company has the right to verify the reason for the employee's absence and prior to returning to work, the Company shall require the employee to be certified by the DOE designated physician as being physically able to return to work. Employees who are on approved medical leave, short/long term disability or Workers' Compensation absence will accrue holiday leave up to one (1) year (365 days) from the date of absence. The holiday pay will be paid upon the employee's termination or return to work.

(c) Emergency/Unpaid Personal Leave of Absence

An unpaid emergency/personal leave of absence, not to exceed 90 days, may be granted at the sole discretion of the Company except as governed by the Family and Medical Leave Act of 1993 (FMLA).

(d) If an employee calls out on FMLA for a scheduled shift, forced overtime or scheduled overtime, then leave will be subtracted from the employee's approved FMLA bank.

10.2 Employees returning from a medical or emergency leave of absence who have not scheduled a specific date on which they are to return, must notify the Company, in writing, at least seven (7) calendar days before the date they intend to return to work. Prior to being assigned to Protective Force duties, employees must receive appropriate medical and training certification.

ARTICLE 11 JURY DUTY/COURT APPEARANCE

11.1 All Bargaining Unit employees called for jury duty or who are required by court process to attend court proceedings in which the employee is not a principal nor has any financial interest in said court proceedings shall be paid his regular base pay for any time lost from work **of the employee's assigned normal schedule (not to include scheduled training, overtime, appointments, etc.)**, provided the employee gives to the Company any pay or witness fee (except for travel or meal allowance) received for such court appearances. Employees must provide appropriate documentation to substantiate assignment to jury duty or appearance in court. New hire employees that have not completed training will have their training period extended by a like number of days lost due to jury duty.

11.2 Hours paid for jury duty shall be counted as hours worked.

ARTICLE 12 CALL-IN AND REPORTING PAY

12.1 Employees are required to report for work at their scheduled starting times. An employee

must notify the on duty supervisor as far in advance as possible prior to his scheduled starting time if he is unable to report for work unless impossible to do so. An employee who reports to work and leaves prior to the scheduled stop time will be paid for all hours worked.

The Company will provide a system **for the employee to view time recorded for the workweek and to verify, certify, and submit their time sheet for the week. This system will display their time for the week and accrued** vacation, personal, and sick leave.

12.2(a) An employee who reports for work at his regular starting time or who has been called-in to work and has not been advised either orally or in writing not to report shall receive **either** a minimum of four (4) hours work or four (4) hours pay, **at the Company's discretion**, at his appropriate rate. **If an employee is called in prior to the commencement of his normal shift and/or held over at the end of his shift, he shall be paid only for the hours actually worked.**

(b) An employee notified to report to work outside his regular shift shall receive either four (4) hours work or four (4) hours pay in lieu at the discretion of the Company.

12.3 The provisions of Article 12.2 above shall not apply if the Company is unable to advise the employees not to report or provide the work because of Acts of God, fire, snowstorm, flood, power failure, downed utility lines, etc., or other conditions or causes beyond the control of the Company.

ARTICLE 13 SENIORITY

13.1 Seniority shall be defined as the length of continuous Protective Force service at the Savannah River Site.

13.2 Site seniority shall commence after completion of the initial basic training class and shall be retroactive to their first day of work on site.

13.3 Seniority for employees who start work on the same date shall be determined by the date of last application. Seniority of those employees applying on the same date will be determined by the lowest of the last four (4) digits of their social security number.

13.4 Site seniority will be the determining factor in granting reassignments.

13.5 Employees may request changes in area or shift assignments, and such requests will be granted, provided **that** a vacancy exists, the employee has the qualifications and ability to perform the work, **and the transfer promotes sufficient staffing to meet mission requirements. No transfers will otherwise be suspended without the concurrence of the Union.** Employees on restricted duty that do not meet the qualifications are not eligible for voluntary reassignment. Once reassignment is granted, the employee cannot request reassignment for six (6) months unless mutually agreed to between the Union and the Company.

13.6 **If the Company and the Union mutually agree that a transfer request cannot be immediately granted, this request will be exempt for up to six months from the Union's site seniority policy as defined by this CBA.**

13.7 Seniority and employment shall terminate if an employee:

- (a) is discharged for just cause;
- (b) voluntarily quits employment;

- (c) is laid off, **subsequent to ratification of this contract**, for more than **36** months;
- (d) is laid off and fails to return to work **in accordance with Article 14**.
- (e) is absent for **4** consecutive **scheduled** work days without notifying or advising the Company unless the employee shows just cause for failure to notify the Company.
The Company has no obligation to attempt to contact the employee;
- (f) overstays a leave of absence without just cause;
- (g) gives a false reason for a leave of absence;
- (h) is absent because of illness or injury, **in accordance with Article 29**;
- (i) fails to meet re-qualification requirements in accordance with DOE Directives and Orders;
- (j) fails to obtain and/or maintain a DOE "L" or "Q" clearance **in accordance with Article 23**.

13.8 Any employee of **Centerra-SRS** that permanently returns to **any** position in the Bargaining Unit will return to the Bargaining Unit with zero seniority in relation to transfers, promotions, and layoffs. **Employees that return to the Bargaining Unit, without seniority, will not return to any specialty positions.**

ARTICLE 14 LAYOFFS AND REDUCTIONS IN FORCE

14.1 The Company will comply with the provisions of the WARN Act.

14.2 In the event of a layoff, trainees (new hires) shall be laid off first without regard to their individual periods of employment.

14.3 In the event of a layoff, Centerra-SRS shall give the Union sufficient notice of the layoff to give the parties an opportunity to discuss the layoff and minimum **essential** manning requirements of Bargaining Unit classifications. In determining minimum **essential** manning requirements of Bargaining Unit classifications, consideration **will** be given to Site Safeguards and Security Plan and/or Area Security Plan requirements, site seniority and relief positions, to include Training Relief. **Once minimum essential manning has been established and implemented, as defined by the area security plan requirements, layoffs by site seniority can commence and the Company will identify those employees that will be provided reasonable training/qualification opportunities for SPOs who are not qualified for continued employment within their classification.** The Company and Union shall utilize their best efforts to form a plan that takes into consideration the above-listed factors related to Bargaining Unit classifications. The Company agrees it shall conduct layoffs in accordance with the Collective Bargaining Agreement.

14.4 The Union will be afforded an opportunity to provide input to the layoff plan, but understands the Company is not bound by the input provided. In the event of a layoff, the Company will coordinate with the Union regarding staffing levels. The Union and Company realize that employees must be retained in specialty classifications (CAS, LED, SRT, LE Constable and Canine) to meet mission requirements, and therefore minimum essential staffing levels must be maintained in these positions. Relief positions, to include training relief, will be considered for elimination first. For CAS and LED positions, SPOs who will be laid off will be given, by seniority, the opportunity to train, qualify, and transfer to these positions. SRT, LE Constable and Canine will be reduced to minimal essential staffing by site seniority within their group and then shall exercise their site seniority rights among other SPO/SO employees. Nothing herein shall preclude the Union from filing a grievance if they contend any layoff violates the Collective Bargaining Agreement.

14.5 When a vacancy arises, the Company shall recall employees on the basis of site seniority, qualification, and **individual's ability to meet the qualification of the opening and perform the available work.**

14.6 The employee bears the responsibility of notifying the Company of their address changes which includes telephone number. In case of recall, laid off employees shall be notified at their last known address **in accordance with the provisions of Article 23.2.** The notice will be by certified mail return receipt **to the employee's address on file and by email notification to the Union President and Business Agent.** In the event the notified employee fails to contact the Company Representative identified in the notice within **30** calendar days, the employee shall be considered to have voluntarily quit. **The 30 days will start once the Company receives the receipt of certified mailing from the U.S. Postal Service. The Company has the right to move to the next on the recall list.** It is the responsibility of laid off employees to keep the Company notified of any changes of address.

Once the employee responds to the Company's recall notification, the Company will designate a report for work date and time, which will allow an employee to give a two week notice if necessary, unless the Company and employee mutually agree on another start time. The employee recalled under this article will be credited with all accumulated seniority rights.

14.7 Employees selected for involuntary layoff shall be paid for all hours scheduled to work on the day of termination. **If not scheduled to work and called in for the purposes of out-processing, the employee will be paid for all hours worked or a minimum of four (4) hours, whichever is greater.**

14.8 In the event the Company is directed by DOE to develop a temporary reduction in force (furlough) plan due to a potential lack of government funding, the Company will notify the Union. The Company will prepare a temporary reduction in force (furlough) plan in accordance with DOE direction. The Union will appoint two (2) Bargaining Unit members to assist in the development of the plan. The Company will discuss with the Union President how the reduction will be accomplished. The Company will provide the Union the date of the furlough and the issues impacting the workforce, plans and schedules in a timely manner. The Company will notify the Union of how the plan is to be implemented and how the return to work policy will be implemented.

ARTICLE 15 GRIEVANCE PROCEDURE

15.1 The grievance procedure provides a fair, equitable, and timely forum for internal review and resolution of disputes on employment related matters. This provides a process for dispute resolution in which all grievances will be free from restraint, interference, coercion, discrimination, or reprisal. Bargaining Unit members may use the grievance process for a complaint, dispute, or perceived breach of contract relating to their employment as described above. A grievance is defined as a difference of opinion between the Company and the Union, or between the Company and an employee including dismissal, demotion, suspension and/or application of policies, procedures, rules, or regulations (10 CFR 706, 707, 710, 712, 851, 1046, 1047, or DOE O 473.3A and successor orders) that arise over the interpretation or application of any provisions of this contract. It will be settled by the following procedure:

15.2 Step 1: An employee who believes he has a grievance shall **provide written notification** of such with his supervisor or designee, within 10 working days, after the occurrence of the facts giving rise to the grievance, in an attempt to settle the grievance. A Union representative will be present at such presentation. The supervisor **or designee** will provide a **written** response

within 5 working days to the employee and the Union representative. Wage claims will not be restricted to the above time limit, i.e., pay rate, vacation pay rate, holiday pay rate, overtime pay rate, etc. **The term supervisor in this article refers to the Captain or designee.**

15.3 Step 2: If the matter is not resolved in Step 1, the grievance shall, no later than 5 working days after the response of the supervisor, **be provided in writing by an area steward or his designee**, setting forth the facts in detail, specifying the Article and paragraph allegedly violated, and signed by the aggrieved employee and the Steward, and shall be submitted to the Company's appropriate **Major/Chief** or designee. The **Major/Chief** or designee will have 5 working days from the date the grievance was presented to him to answer, in writing, with a copy to the aggrieved employee and the Business Agent or designee.

15.4 Step 3: If the matter is not resolved in Step 2, the grievance may be appealed **in writing** to the appropriate Director or designee within 5 working days of the denial by the **Major/Chief** or designee. A meeting between the Director or designee and the Union President or designee, another Union representative and the Business Agent or designee who will be the spokesperson and the grievant will be held within 5 working days following receipt of the appeal to consider the matter. The Director shall give a written answer to the Union President and Business Agent within **5** working days following the date of the meeting.

15.5(a) Step 4: **If the matter is not resolved in Step 3, if appealed, the grievance will be in writing** to the General Manager or designee, no later than 5 working days from the denial by the Director. A meeting will be held within 10 working days from the receipt of the written appeal. This meeting may be attended by **other Company representatives, President or designee, another Union member, the Business Agent or designee, and the grievant. The General Manager or designee will have 10 working days from the date of the meeting to respond to the grievance, in writing or electronically, with a copy to the aggrieved employee, Union President, and Business Agent or designee.**

(b) The Company and the Union may mutually agree to defer a grievance at Step 4 to Alternative Dispute Resolution, conducted by the Federal Mediation and Conciliation Service (FMCS).

15.6 Step 5: Grievances which have been processed in accordance with the requirements of the above and which remain unsettled may be **appealed by the Union** to arbitration within **60 calendar** days after the rejection of the grievance in Step 4.

15.7 A grievance shall be considered null and void if not filed and processed by the Union in strict accordance with the time limits set forth above. **If the grievance is not processed by the Company in accordance with the time limits set forth above, then the relief requested by the grievance will be granted.**

15.8(a) Any grievance or issue involving wages not resolved at the lower level **will** be commenced at Step 3 of this procedure, and the written grievance shall be presented to the appropriate Director or his designee within five (5) working days after the occurrence of the facts giving rise to the grievance.

(b) Any grievance or issue involving disciplinary suspension or termination will be commenced at Step 4 of this procedure shall be presented to the General Manager or designee within five (5) working days after the occurrence of the facts giving rise to the grievance.

15.9 Time limits may be extended by mutual agreement, in writing, between the Company and

the Union President and/or Business Agent or designee.

15.10 Grievances affecting an entire classification, or the entire Bargaining Unit, shall be presented by the Union at Step 3 of this procedure to the appropriate Director or his designee within five (5) working days after the occurrence of the facts giving rise to the grievance.

15.11 By exception based on circumstances, the Company and the Union may mutually agree to decide the appropriate step at which the grievance shall be presented.

15.12 As specified in Articles 15.3, 15.4 and 15.5(a) of the **Company and the Union** Collective Bargaining Agreement, the Company and Union agree that all correspondence related to Step 2, Step 3 and Step 4 grievances will be processed through the Labor Relations Department (LRD). The date in which specified correspondence is sent electronically to/from LRD will begin the grievance process timeline outlined in the CBA articles referenced above.

15.13 Any reference to time limits will exclude Saturdays, Sundays, and holidays. The term holiday as used in this article shall be the designated holidays listed in Article 21. **The Company and Union will provide grievances and grievance responses electronically when available and required.**

15.14 Throughout this grievance process, the grievant and one (1) other Bargaining Unit member, attending hearings, will be compensated by the Company if he is already at work, as scheduled. Employees that are not scheduled to work and attend a grievance hearing, will not be compensated unless, this Bargaining Unit member, is requested by the Company. If more than one (1) Bargaining Unit member who is at work is identified to attend the hearing, that member will only be compensated, if prior approval is granted by the Company. These numbers do not include the presence of the President, Business Agent, and or designee.

15.15 Grievance settlements will be paid on the next scheduled pay period. In the event the settlement is not paid by the second scheduled pay period, an additional 3% will be paid to the employee. Within 30 days after payment, the Union may approach the Company and/or the Company may approach the Union if they believe the compensation was improperly computed.

ARTICLE 16 ARBITRATION PROCEDURE

16.1 Grievances which have been processed in accordance with the requirements of Article 15, Grievance Procedure, which remain unsettled, may be processed in accordance with the following procedures and limitations.

16.2 Within **10** calendar days of receipt of the Union's written notice to proceed to arbitration, the Company and the Union will jointly attempt to agree upon the selection of a neutral arbitrator. Should the parties fail to agree on the selection of an arbitrator **within 10 days**, the **Company or Union will request a list of seven (7) arbitrators from the Federal Mediation and Conciliation Service (FMCS).** An arbitrator will be selected from the list supplied by the FMCS by parties alternately striking from the list until 1 name remains, and this individual shall be the arbitrator to hear the grievance. **The arbitrator selection process will take no longer than 30 days. If the Union does not comply with these timelines, the grievance will be dismissed with prejudice. If the Company does not comply with these timelines the relief requested in the grievance will be granted immediately.**

16.3 The arbitrator may examine the witness or witnesses of each party. Each party shall have

the right to cross examine the witness or witnesses of the other party.

16.4 The arbitrator's decision shall be based exclusively on the evidence presented at the arbitration hearing. The arbitrator cannot modify, amend, add to, detract from or alter any provisions of the Agreement. **If the arbitration is dealing with a termination case then once the date for the brief to be submitted at the arbitration hearing is established, there will be no extensions of time given. All other extensions will be by mutual agreement by all parties.**

16.5 The decision of the arbitrator shall be issued as promptly as possible, and the decision shall be final and binding upon the Company, the Union, and the grievant.

16.6 Each party hereto shall bear the expenses of preparing and presenting its own case. The cost and all expenses of the arbitrator shall be borne equally by the parties.

16.7 All awards of back wages shall be limited to the amount of wages the employee would have otherwise earned from his regular schedule, **for the area the member is normally assigned to, scheduled training, scheduled appointments, and scheduled observed holiday hours** with the Company, less any money earned from Unemployment Compensation. **Arbitration settlements will be paid in accordance with the provisions of the paragraph below.**

16.8 Arbitration settlements will be paid in a timely manner. With the exception of settlements related to lost wages for periods over six (6) months, settlements will be paid by the second scheduled pay period. In the event the settlement is not paid by the third scheduled pay period, an additional 3% will be paid to the employee. Settlements for lost wages in excess of six (6) months absence will require, upon Union/employee request, an initial partial payment (not to exceed \$10,000), pending reconciliation of amounts owed. The process to determine and make payment will take no longer than three (3) weeks.

ARTICLE 17 NO STRIKES-NO LOCKOUTS CONTINUITY OF OPERATIONS

17.1 The parties recognize the sensitive nature of the services provided by the **UPPSR, Local 125, Bargaining Unit** to the U.S. Government and, therefore, agree that all operations of the Company shall, during the term of this Agreement, continue without interruption. **The Company and the Union agree that good employer-employee relations cannot exist unless there is a serious effort on the part of both the Company and the Union to settle in a peaceful manner all disputes that may arise.**

17.2 The Union collectively, and each employee individually, agree they will not, during the term of this Agreement, call, engage in, or sanction in any way any strike, sympathy strike, work stoppage, slowdown, picketing, sit-down, sit-in, boycott, or any other interference with or interruption of the Company's operations for any reason whatsoever.

17.3 The Company agrees, during the term of this Agreement, that no lockout against any or all of the employees shall take place.

17.4 In the event that a breach of the no strike clause occurs, the officers of the local Union will immediately, upon request and/or notice from the Company, make reasonable, earnest, good faith efforts affirmatively to bring about a prompt termination of the strike or other job action and shall continue such efforts until employees return to work. These good faith efforts on the part of the local Union officers shall include, but not be limited to, continuing to do their jobs.

17.5 Any employee during the term of this Agreement who engages in any of the activities described in Article 17.2 above shall be subject to immediate disciplinary action up to and including discharge.

17.6 In the event of any work stoppage by another labor group involving the Client's property or operation, employees will continue to man posts and carry out assignments for the protection of life, property, and protection of security interest.

17.7 The Company will not utilize Bargaining Unit employees covered by this contract to fill any positions covered by another union.

ARTICLE 18 FAIR EMPLOYMENT PRACTICES

18.1 The Company and the Union agree they will not discriminate against any employee or applicant for employment because of race, creed, religion, sex **(including pregnancy)**, color, age, national origin, **genetic information, veteran's status**, or Union affiliation, nor against the qualified physically disabled.

18.2 The parties further agree to comply with all applicable Federal Laws and Executive Orders pertaining to non-discrimination, including all orders issued by the Office of Federal Contract Compliance and other orders, which are applicable to government contract operations such as that conducted by the Company.

ARTICLE 19 SAFETY, SECURITY, AND HEALTH

19.1 It is the policy of the Company to provide employees a safe working environment in compliance with safety and health standards and with directives promulgated by the DOE, other Federal agencies, and **Centerra-SRS** as applicable.

19.2 It is the responsibility of each employee to be safety conscious at all times, to perform work in a safe manner, and to comply with all environmental, safety and health regulations applicable to any specific work areas. All work-related injuries or illnesses shall be reported immediately, **or as soon as practicable**, to the on duty supervisor **or training instructor**. **Failure to give immediate notice may be the cause of serious delay in any payment of compensation to the injured employee or his/her beneficiary and may result in the failure to receive any compensations benefits whatsoever.**

19.3 The Company is required to provide adequate safety and protective equipment and take necessary safety precautions, as applicable for the performance of the work covered by this Agreement. All employees are required to comply with safety codes and requirements regarding the wearing of safety and protective equipment in the performance of duties. If such protective equipment is required by DOE, a copy of DOE Directives on the subject of protective equipment will be sent to the Union.

19.4 The appointed Bargaining Unit Safety Officer/or designee will be notified whenever safety testing is to be conducted such that he may be present, if so desired. The appointed Bargaining Unit Safety Officer/or designee, President and Vice President will be provided with results of that testing such that Bargaining Unit personnel will be made aware of the results.

19.5 All employees are encouraged to make recommendations in the matter of safety. The

Union and the employees covered by this Agreement recognize that safety is the responsibility of each and every employee. Employees are not to assume that other employees bear the responsibility for their safety on the job. All unsafe conditions or acts will be reported to supervision immediately.

19.6 The Company agrees that government vehicles used by employees **will** be kept in safe condition and will be provided in accordance with DOE specifications, with adequate heating and air conditioning. Employees are to report any deficiencies to the Company. Similarly, the Company shall advise the **appropriate building** custodian of any problems concerning cleanliness and sanitary conditions of locker rooms, posts, workout areas, and showers.

19.7(a) The Company shall make every reasonable effort to ensure that each employee has access to drinking water and rest room facilities **that are clean and in good working condition** as required by applicable DOE orders, safety and health standards or other Federal agencies.

(b) Temporary or permanent equipment chairs, desks, refrigerators, etc., shall be in a safe and serviceable **satisfactory** condition. Equipment that does not meet the above standards shall be replaced or repaired to meet such standards in a reasonable time period. Temporary items which are readily available will be supplied to the posts **in a timely manner**.

(c) Employees who cannot be relieved from duty due to hazardous weather conditions or other Acts of God shall be provided with a meal(s) and bedding material as best as can be provided.

(d) The Company shall continue to provide safety equipment such as gloves, boots, safety glasses, hearing protection, or any other safety equipment needed in the performance of the job as determined by DOE or **the Company**.

(e) In order to provide relief for personnel working barricade posts during the hottest and coldest periods of the year (June through August and December through February), PPD will schedule one (1) additional relief position for the barricade area Monday through Friday day shift, when funding is available. In the event of a call out, the Company will make every attempt to fill this relief position without reverting to the use of forced overtime. The Company will notify the Union when funding shortages may potentially impact the ability to provide staffing during the months identified above, and make its best efforts to adjust funding to continue relief.

19.8 To further enhance the understanding of health and safety issues concerning Bargaining Unit members, the Company will agree to have the Safety Officer assigned to the Headquarters shift, Monday through Friday, **10 hours per day and** attached to ESH&QA. **The Safety Officer will be available to work PF posts on Fridays and overtime only as a last resort. The individual filling this position will be scheduled to work post for a full shift each month and participate in a FoF exercise once every 2 years to fulfill the requirement for active status in accordance with DOE Directives. The individual filling this position may also be required to work a post for which they are qualified, to meet necessary minimum staffing requirements. The Safety Officer will not be used on post, Monday through Thursday, unless as a last resort.**

ARTICLE 20 VACATIONS

20.1 During the term of this Agreement the Company will provide the following paid vacation to full-time employees.

Vacation is accrued each work week on a pro-rata basis. The rounding of numbers may be necessary for accounting purposes but it is not the intent that anyone should lose nor gain vacation time due to this method of accrual. Vacation hours will be accrued using the following

formula based on a 52 week year:

1 through 4 years of continuous service	80 hours accrual	1.54 hours per week
5 through 9 years of continuous service	120 hours accrual	2.31 hours per week
10 through 14 years of continuous service	160 hours accrual	3.08 hours per week
15 through 28 years of continuous service	200 hours accrual	3.85 hours per week
29 or more years of continuous service	240 hours accrual	4.62 hours per week

Employees shall be eligible to use their vacation once accrued. Beginning the last payroll period of every calendar year, vacation cannot be carried over in excess of two years' accrual. Employees shall be paid for unused earned vacation (**excluding Vacation Bank**) in excess of two years' accrual, **at their straight time rate of pay, without penalty, at the time of distribution.**

Vacation will be paid at the employee's straight time hourly rate of pay.

20.2 Upon termination, an employee shall be paid for **all** unused earned vacation **at the employee's applicable straight time hourly rate of pay at the date of termination.**

20.3 **Members of UPPSR Local 125, may** upon request, take Pay in Lieu of Vacation **with the following restrictions. The Vacation being requested for Pay in Lieu of Vacation must be earned in the year it is requested. Vacation available for Pay in Lieu must have already been accrued by the employee. Any request for Pay in Lieu of Vacation will automatically receive a 10% penalty. For example, if an employee requests 40 hours of Pay in Lieu of Vacation, they will be charged 44 hours of vacation. Vacation hours carried over from the previous year are not eligible for Pay in Lieu.** Employees receiving Pay in Lieu of taking vacation will not be permitted to take unpaid time off for vacation.

20.4 Vacation can be requested in days or hours. All requests for such time **should** be submitted to the immediate supervisor at least 7 calendar days in advance. If the 7 day window is not met, requests will be granted at the convenience of the Company.

20.5 Once a vacation has been approved, it shall not be revoked except in the case of an emergency.

20.6 Vacation will be considered part of the overtime base in those instances where the employee takes the time off. It will be excluded from the overtime base when payment is elected **or automatically paid out.**

20.7 **In the event that a Bargaining Unit member has approved vacation for the whole cycle, then that person will be exempt from mandatory overtime for the entire preceding break and the entire break after the approved vacation. In such cases the next lowest person on the overtime roster will be forced to cover the overtime. Notification must be submitted at the time of the vacation request to the supervisor. Area PF supervision will manage the numbers of personnel allowed off at any given time to ensure minimum essential staffing requirements are maintained.**

20.8 **In the event that a Bargaining Unit member has approved vacation for the first day of a work cycle then that person will be exempt from mandatory overtime on the preceding break and if that person takes vacation on the last day of a work cycle then they would be exempt from mandatory overtime on the break after the approved vacation. In such cases the next lowest person on the overtime roster will be forced to cover the overtime. Notification must be submitted at the time of the vacation request to the supervisor.**

Area PF supervision will manage the numbers of personnel allowed off at any given time to ensure minimum essential staffing requirements are maintained.

ARTICLE 21 HOLIDAYS AND PERSONAL DAYS

21.1 Full time employees, upon completion of their Trainee (new hire) training shall be entitled to the following paid holidays, which include nine (9) designated holidays, three (3) personal days of the employee's choice. The specified holidays vary from year to year and are posted in October for the following year. The specified holidays are:

New Year's Day	Thanksgiving Day
Designate MLK Birthday or Good Friday	Day after Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	

Non-rotating shift personnel will take the legal "day of observance"

21.2 Holiday pay will consist of eight (8) hours pay at straight time rates.

21.3 Employees who work on a designated holiday will be paid at **one and one-half** (1-½) times their base hourly rate for all hours worked in addition to eight (8) hours holiday pay.

21.4 Employees on leave without pay, suspension, military leave, short or long term disability or workers' compensation do not qualify for holiday pay, except as designated in Article 10.1(b).

21.5 To be eligible for holiday pay, if the holiday is not worked, an employee must have worked his last full scheduled workday prior to and his next full scheduled workday after such holiday unless his absence is supported by a doctor's certificate. However, in the case of multiple observance holidays, a disqualifying absence on either side of the multiple observance day will only affect 1 holiday.

21.6 If a holiday falls during an employee's vacation period, such employee shall be entitled to receive pay for such holiday.

21.7 The employee's supervisor must approve personal days at least five (5) calendar days in advance.

21.8 Employees will be paid for any unused personal days which exceed one (1) year's accrual in December **at their straight time rate of pay at the time of distribution.** Hours paid **out at the end of the year** for personal days will be part of the overtime base.

21.9(a) When employees work a designated holiday, hours worked will be counted as part of the overtime base. **Holiday hours (8.0) will not be counted as part of the overtime base.**

(b) When employees other than those assigned to Headquarters do not work on a holiday, those holiday hours shall not go into the overtime base.

(c) Employees assigned to Headquarters, or Training Relief, who do not work on a holiday, will have their holiday pay hours go into the overtime base.

ARTICLE 22 JOB CLASSIFICATIONS AND WAGES

22.1 Any references to positions, jobs, or classifications are solely for identification purposes only and are not intended to limit any work functions whether regularly performed or not, **if qualified**. Nothing in the agreement shall be considered either as a guarantee, a limitation of the hours of work, or the work assignment of any employee.

22.2 The Company has the right of placement into, removal from, or reassignment from any level, job class, category, shift or work assignment with proper justification. The Company shall be the judge of competence, qualifications (**as related to promotions**), and ability, but the Union may question such judgment by showing the judgment was made in bad faith.

22.3 It shall be the policy of the Company to **reclassify personnel** from within **the Union** for all Bargaining Unit **positions**. Promotion/**transfer** to available openings will be based on **ability to meet the required** qualifications, the desire of the employee, and seniority. New hire employees that have not completed training may apply for posted openings within the Bargaining Unit. If selected, they have no seniority rights; therefore, they will be positioned at the bottom of the selection list. If qualifications are relatively equal between two (2) employees being considered for one (1) opening, seniority shall be the deciding factor. Relatively equal shall be interpreted to mean within **four (4)** points. Education and site experience **will** be used **and added together** in consideration for post openings.

22.4 Any employee who feels he has been passed over **for a promotion/transfer to another classification has the right** to have his case reviewed through the grievance procedure.

22.5 Wage rates for employees covered hereby shall be as provided in Appendix "A" attached hereto and made part thereof.

22.6 It is understood by the Company and the Union that employees covered by this CBA will not participate in the Company's performance evaluation system. Employees will be evaluated in accordance with standards of Commission on Accreditation for Law Enforcement Agencies (CALEA), as required by classification. The evaluation under CALEA will be used for accrediting purposes only.

ARTICLE 23 GENERAL PROVISIONS

23.1 NOTICES: The Company and the Union shall keep each other advised in writing of the names of authorized representatives.

23.2 EMPLOYEE ADDRESS AND TELEPHONE NUMBER: Each employee is at all times responsible for having **their** correct address and telephone number on file with the Workforce Services Department and direct supervision. All written notices shall be deemed to be properly filed if sent to the employee's last address on file.

23.3 COMPANY/UNION COOPERATION: The Union and the Company agree to cooperate and assist each other in attaining the best efficiency possible.

23.4 PAY CHECKS: Pay checks will be issued by direct deposit to the financial institution of the employee's choosing.

(a) Voluntary deductions for Credit Union, savings bonds, and direct deposit shall be deposited in the appropriate single business establishment in the employee's name on the day the payroll checks are issued.

(b) The Company shall maintain wage records, which shall be made available to an employee and Union representative for inspection upon appointment.

(c) **When requested, wages other than regular weeks' pay which are not required to be entered on the timesheet and/or not used in the calculation of overtime shall be reflected on a separate pay stub in accordance with Appendix B. Any wages paid outside regular wages will be clearly annotated on the check stub.**

23.5 PERSONAL STANDARDS: Employees are required to report to work clean, well groomed, and with a neat appearance in accordance with the Security Order.

23.6 LISTS: Upon request, the Company shall send to the Union's **President**, Business Agent or **designee** an updated personnel and area assignment roster, a new hire listing, an updated seniority list, and a recall list.

23.7 LOCKERS: The Company shall utilize its best efforts to ensure that locker space is available at muster areas for personal possessions of employees. Locks will be provided to employees. Lockers containing government property must be properly secured.

23.8 JOINT LABOR/MANAGEMENT COMMITTEE: The Joint Labor/Management Committee will meet monthly, or upon request by either party, to promote a better understanding between the Company and the Union. This forum is not for the purpose of discussing grievances. The attendees and agenda of the meeting referred to herein will be established in advance by mutual agreement of the parties.

23.9 BARGAINING UNIT WORK: Union employees shall perform the duties of the Bargaining Unit, except under the following conditions:

- (a) when such work is necessary for instruction or training purposes;
- (b) for personal relief of employees when other qualified employees are not readily available; or
- (c) emergencies or Acts of God.

23.10 LOCKERS/BAG INSPECTIONS: No representative of the Company shall open an employee's properly secured locker or properly identified **Company/Government issued bags** unless the employee and Union Representative, if requested by the employee, is/are present and the Company has **probable** cause that the employee has **PACA** or Company property in their locker or bag. When the employee is not available, a Company supervisor and a Union Representative must be present or the affected employee must be notified and asked if another Bargaining Unit member and supervisor can enter their locker/bag. **This shall not apply in cases where all site employees are subject to random inspections.**

23.11 ARREST AUTHORITY: The DOE policy on "arrest authority and use of deadly force," and its successor policies, shall apply to employees within the Bargaining Unit. The Company shall provide for the legal defense and related expenses of any employee charged with any violation of any law as a result of his actions in the reasonable performance of duties performed within the scope of his employment and in accordance with DOE Directives and policies, **and Centerra direction.** The Company shall also provide for the legal defense and related expenses of any employee who has been sued in any civil action as a result of his actions in the reasonable performance of duties performed within the scope of his employment and in accordance with DOE Directives and policies, **and Centerra direction.**

23.12 Assignment by the Company of personnel hereunder to perform work at other DOE facilities will be determined by site seniority and classification and be covered by the provisions of this Agreement. The wage rates herein shall apply unless that facility's base hourly rate is higher, in which case the higher base rate shall apply.

23.13 Should DOE suspend an employee's access authorization, the Company agrees to maintain the employee in a working pay status at the SO rate until the employee's access is either reinstated or terminated. During the period of removal, the employee will maintain all benefits afforded to him. The Company may utilize the employee within his clearance limitations to include non-Bargaining Unit work.

If the DOE final disposition is to reinstate the employee's access authorization, the Company agrees to make the employee whole for lost wages for all hours compensated during the time of suspension.

Upon notification from DOE that an employee's access authorization has been terminated the Company will terminate the employee immediately.

23.14 The Union agrees that in accordance with the needs of the business, the Company may assign a sufficient number of female employees to each shift in order to perform pat down and body cavity searches of other females.

23.15 Shift swaps/trading days will be **approved, in accordance with this CBA and Company procedure**, if there is no additional cost(s) to the Company; **operational and** job qualification requirements are met **and maintained**; and the **Major/Chief/Captain concurs**. **The shift swap/trade will not be unreasonably withheld. The Company reserves the right to revoke the shift swap/trade for just cause. If a shift swap is revoked for any reason (failure to meet/maintain all position requirements, absence of greater than three work cycles, management decision), the affected employee(s) has a maximum of three work cycles before they must return to their original shift. However, the affected employee(s) and the Union will be given the opportunity to discuss case by case assignments as necessary.**

23.16 Mileage Reimbursement: When an employee is required to take a physical exam on-site or HRP/PRP on-site and government transportation is not provided or available, the employee may be authorized by his supervisor to use his POV. Employees must complete an expense voucher for reimbursement and have it signed by the supervisor. Expense vouchers must be submitted within 30 days. Off-site exams/tests that are an extension of the employee's physical exam or HRP/PRP, when done during an employee's scheduled work day, i.e., the employee leaves work to go to the exam and returns to work afterwards, qualify for reimbursement. **If the employee leaves work to go to the exam and does not return, he/she may complete an expense voucher for reimbursement for travel in excess of mileage that would have been driven to travel directly to the residence from work.**

23.17 Effective with the signing of this Agreement, the following United Professional Pro-Force of Savannah River (UPPSR), Local 125 Executive Board members (President, Vice President and Business Agent) are the only Board members authorized to sign any agreements that would become binding between UPPSR, Local 125 and **Centerra-SRS**. In the event the President, Vice President, or Business Agent cannot sign, then one (1) of the four (4) **Area** Administrators can sign proxy. There must be three (3) different signatures by the Union on all Letters of Agreement before they can become binding between the Union and **Centerra-SRS**.

23.18 The Union will appoint all Bargaining Unit members in any position for which the Company requests Union participation, unless there is a mutual written agreement in advance. For any volunteers not selected by the Union, it is understood that employees' participation is solely as an employee of the Company and not as a representative of the Bargaining Unit.

23.19 All Headquarters will be scheduled by area management to work either a 5/8 hour

days Monday through Friday or 4/10 schedule of either Monday through Thursday or Tuesday through Friday. If a 10 hour day scheduled work week contains a holiday that falls on a Monday through Thursday, the employee may request additional activities to make up some or all of the missed time, or used accrued leave, so that the employee has an opportunity to get 40 hours that week.

23.20 Employees that are on restricted duty due to injury or other work restrictions **will** remain in their assigned area if their clearance permits, **and if they are unable to perform PF duties (SO-SPO III) in another area.** The employee will work assigned duties within their work restrictions as directed by the doctor. The assignment will be based on seniority and no more than two (2) employees per area. Depending on available work, the Area Major/Chief may increase that number.

23.21 Pregnant employees will remain at work until notification by the employee that per doctor instructions they are no longer able to perform Protective Force duties. The employee's rate of pay and benefits will not be changed or reduced. However, the employee will be scheduled to work a 40-hour week unless otherwise directed by a physician. The pregnant employee will work administrative duties **in their assigned areas** excluding range duties and Barricades for the duration of the pregnancy or until unable per doctor's direction. **Any employee on restricted duty due to a pregnancy will not be included in the number count as outlined in Article 23.20.**

23.22(a) In the event the Department of Energy directs a Bargaining Unit classification—be eliminated, the Company will discuss implementation when applicable with the Union. **Elimination of Bargaining Unit classifications or work areas will be handled in accordance with Article 14 of this CBA should it necessitate layoffs.**

(b) In the event the Department of Energy directs a Bargaining Unit classification be added, the Company will negotiate terms in accordance with Article 35.

23.23 The Company will develop a system to where an employee can review all training days as scheduled.

23.24 Office Space and Use of Government Facilities/Equipment:

(a) The Company will provide a securable and adequate office space, for the Union President / Business Agent, to conduct official business. The location of the office space will be an area where all electronic devices can be used, to include WIFI, Bluetooth, etc. in accordance with site policies.

(b) The Union President and Business Agent will be provided, upon request, with government equipment (phone and/or tablet).

(c) Official government equipment will be used in accordance with DOE-SR rules and regulations.

(d) In addition to SRS distribution system, the Company email may be utilized by the Union to communicate with UPPSR members. Use of email will be consistent with site policies.

23.25 Standing List and Classification Transfers:

(a) All standing lists for this Bargaining Unit will be in effect for 18 months from the date of the Board.

(b) Bargaining Unit members may apply and compete for any Bargaining Unit position when advertised internally provided they are not excluded by any provision of state

law, federal law, or have active discipline in their personal file which has not been approved for early removal.

ARTICLE 24 SEVERANCE PAY

24.1 An employee who has been employed for more than 1 year whose position is eliminated as a result of a reduction in force which is not due to an Act of God, national emergency, strike or picketing shall be paid severance pay in the amount of 1 week for each completed year of employment, to a maximum of 26 weeks, at the time of separation. In addition, an employee with 10 years or more of service shall receive an additional 5 weeks of severance, and an employee with 20 years or more of service shall receive an additional 5 weeks of severance (10 weeks in addition to years of service). (For example, an employee with 15 years of service would get 20 weeks of severance pay; an employee with 21 years of service would get 31 weeks of severance pay; an employee with 30 years of service would get 36 weeks). Severance pay shall be paid at the employee's straight time hourly rate (51 hours) at the time of the reduction in force.

24.2 Severance pay shall not be paid to any employee who is offered other Bargaining Unit work with the Company at SRS. Similarly, severance pay shall not be paid to any employee who is offered continuous employment with a substitute or successor Company. Also, severance pay shall not be paid to any person who voluntarily retires or is terminated, or who is receiving long term disability, is terminated for just cause, or who fails to meet contractor or DOE requirements for continued employment with the exception that **all Bargaining Unit employees** who fail the medical standards (not the physical fitness test) for armed or unarmed Protective Force personnel shall be paid severance pay in accordance with 24.1 above.

24.3 An employee who has received pay under this provision and who is rehired/recalled from layoff will again be eligible to start earning additional service credit for severance pay beginning with the date of rehire.

24.4 At the time of a layoff or at the request of the Company, the Company will meet with the Union at least 30 days in advance of a layoff to discuss an enhanced severance package for more senior Protective Force employees. It is understood that nothing herein requires the Company to offer an enhanced severance package.

ARTICLE 25 FUNERAL LEAVE

25.1 In the event of death in the immediate family of a full-time employee, **excluding trainees (new hires)**, the employee will be granted up to 3 **regularly scheduled** work days of funeral leave with pay at the employee's basic hourly rate on the basis of scheduled hours of work not to exceed 8, 10, or 12 hours, whichever is applicable, **in conjunction with the date of death and/or the date of the funeral. The employee must attend the funeral or memorial service to receive funeral leave.** Additional unpaid leave may also be provided if needed. Trainees (new hire) employees will receive one (1) day of pay for attending the funeral of an immediate family member. This will extend training for like period.

25.2 For the purpose of this Article, the immediate family is defined as the father, mother, father-in-law, mother-in-law, sister, brother, spouse, children, grandchildren, grandparents, spouse's grandparents, son-in-law, daughter-in-law, brother-in-law, sister-in-law, nieces, nephews, aunts, uncles, and step-children. The terms father and mother are not limited to the employee's natural or legal father or mother, but in the absence of a natural father or mother, shall include those persons considered by family, friends, and the community to bear such a

relationship to the employee.

25.3 Funeral leave shall not be used to compensate an employee for a day on which the employee is not scheduled to work.

25.4 A death notice or other satisfactory proof of death may be asked for by the Company. The employee must notify and advise the on duty supervisor that he shall be unable to attend work because of the death.

25.5 Funeral leave shall be counted as time worked for purposes of computing overtime.

ARTICLE 26 SICK LEAVE

26.1 Sick Leave is for bona fide illness/**injury** only and is not to be considered as additional time off or vacation. A physician's statement shall not normally be required until the 5th day of authorized sick leave. However, the Company reserves the right to require a doctor's verification at any time sick leave is being abused.

26.2 Sick leave shall commence on the first day of illness or on the first day of hospitalization. Leave for employees who have completed their trainee (new hire) training period shall be earned at a rate of 1.85 hours per completed week of active service up to a maximum of 96 hours per year.

26.3 At no time will usage of earned and authorized sick leave be used as a tool to determine promotions, discipline, or transfers.

26.4 At the end of each calendar year, earned, unused Sick Leave hours may go into the Casual Sick Leave account, which has a cap of 240 hours, or the Hospital Sick Leave account, which has no cap.

26.5 Hours paid under this article will be paid at the employee's straight time hourly rate and will not go into the overtime base.

26.6 As a means to control the abuse of sick leave, it is agreed that:

(a) An employee that has been scheduled/notified to work for training, overtime, and/or required appointments, who fails to work the scheduled hours on the **third** occasion within **90** days must use vacation, personal or sick leave/casual sick leave (or a combination thereof) for the total hours scheduled. An employee will not receive discipline when they have been charged leave;

(b) An employee may elect to be reimbursed for any unused earned sick leave, limited to the current year's hours in excess of **48 hours, minus any time used in any sick leave category**. This amount will be paid **in the second** pay period **of the following** calendar year **at the employee's straight time hourly rate at the time of distribution**. The current year's hours not paid may be banked into his Casual or Hospital account;

(c) Hospital Sick Leave may only be accessed for actual hospitalization as defined in the **Company's procedures 1-2521, Absence/Time Away From Work**.

26.7 **With the exception of termination for cause, an employee leaving the Company will be paid ½ of the current year's accrued sick leave up to 48 hours minus any time used in any sick leave category. This payout will be at the employee's straight time hourly rate at the time of termination and will not go into the overtime base.**

ARTICLE 27

ANNUAL EMPLOYER CONTRIBUTION, 401(k) PLANS & BRIDGE MEDICAL INSURANCE

27.1 During the term of this Agreement, the Annual Employer Contribution for Bargaining Unit employees of **Centerra-SRS** shall remain in effect.

Effective January 1, **2018**, the Company shall contribute **\$4,000** per year, on behalf of each eligible participating Bargaining Unit employee in accordance with the plan document.

Employees are subject to the Rules and Regulations of the Plan.

Effective each plan year thereafter, during the term of this Agreement, the Company shall increase its contribution by \$100. **This annual increase is a provision for this Agreement only and should not be seen as constituting an article of the 401(k) Plan.**

27.2 During the term of this Agreement, the current 401(k) Savings Plan for Employees of **Centerra-SRS** shall remain in effect.

Employees are subject to the Rules and Regulations of the Plan.

The Company shall match dollar for dollar up to 3% after one year of eligible employment and up to 6% after the second year of eligible employment.

27.3 The Company will provide a Bridge Medical Insurance Plan with an employee contribution of 20% of the total premium for Hospital, Medical and Vision coverage to eligible retirees. Insurance coverage shall be similar to that of active employees. Access to the Bridge Medical Plan will be available to one dependent of the retiree for 80% of the cost of the total premium. Coverage for both the employee and dependent ceases at employee's age 65. **Eligible retirees age 55 with 20 years of service or eligible retirees age 60 with 10 years of service are eligible for bridge medical.**

ARTICLE 28 INSURANCE, HOSPITALIZATION, MEDICAL, AND DENTAL BENEFITS

28.1 The Company shall provide full-time eligible employees with a group insurance plan including: Hospital, Medical, Life and AD&D insurance, Dental, Vision, Short and Long Term Disability Benefits. Full-time eligible employees, at their election, may subscribe to dependent coverage which includes: Hospital, Medical, Vision and Dental coverage. Dependent life insurance is also available and the cost of insurance premium shall be made by payroll deduction unless other arrangements are approved by the Company. **When an employee is in an unpaid status, the employee will be invoiced monthly for their portion of elected insurance. If the account becomes 60 days past due, elected insurance coverage will be terminated. If terminated, the employee will have 30 additional days to pay the premiums without a lapse in coverage.**

The employee's contribution of the insurance premium will be 17% for employees and 22% for dependents. **Each year premiums may be adjusted during open enrollment based on usage data. If premiums increase 5% or more in a year, the employee/dependent contribution of the premium may also increase, but not more than 1% for that year (i.e. 17% to 18% for employees and 22% to 23% for dependents). If premiums remain the same or decrease, the employee and dependent contributions will not increase.**

28.2 Effective with ratification of this Agreement, the Company will maintain the current insurance plan, identified as Plan 57. Effective with the next open enrollment period, the Company will implement Plan 57 Modified (57M) for all Bargaining Unit employees, identified in Chart A below.

Chart A

PLAN FEATURES	Plan 57M	
	In Network	Out of Network
Individual/Family Deductibles	\$100 person \$200 family	\$100 person \$200 family
Out of Pocket Maximum	\$1,000 Individual \$2,000 Family No one family member will incur a cost greater than \$1,000.	
Medical Coinsurance	10%	30%
Emergency Care		
Emergency Room	\$175 Copay (waived if admitted)	\$175 Copay (waived if admitted)
Ambulance	10% (no deductible) (waived if admitted)	30% (no deductible) (waived if admitted)
Urgent Care	\$50 Copay	30% after deductible
Inpatient Hospital	\$200 Copay	30% after deductible
Outpatient Services		
Outpatient Surgery	\$150 Copay	30% after deductible
Diagnostic tests	10% (no deductible)	30% (no deductible)
Imaging	\$75 Copay	30% after deductible
Office Visits		
Preventive Care	No Charge	30% (no deductible)
Teledoc	No Charge	N/A
Primary Care Physician	\$15 Copay	30% after deductible
Specialist	\$30 Copay	30% after deductible
Retail Drugs		
Generic	20% after deductible	Not Covered
Name Brand	20% after deductible	Not Covered
Mail Order Drugs		
Generic	20% after deductible	Not Covered
Name Brand	20% after deductible	Not Covered

Notes

- a) **Services that require a copay will not be subject to co-insurance.**
- b) **Deductibles, copays and all co-insurance are applied to the out-of-pocket maximum.**

Employees at their option may purchase additional Life AD&D insurance. The cost of premiums shall be made by payroll deduction unless other arrangements are approved by the Company.

Employees and dependents are subject to the eligibility rules and regulations of the plans.

28.3 Full-time eligible employees and their dependents will have access to evaluation, short-term counseling, referral, training and follow-up services through a confidential and independent Employee Assistance Program (EAP).

28.4 In the event an employee dies while on the job and the life insurance policy purchased through the Company does not pay out in accordance with the policy, the Company will assist in coordination between the beneficiary and insurance carrier.

ARTICLE 29 QUALIFICATION FOR EMPLOYMENT AND CONTINUED EMPLOYMENT

29.1 The Company has the right to determine an employee's qualifications for initial employment. The Company has the right to determine an employee's qualifications for continued employment, as set forth in 10 CFR Part 1046 and other applicable DOE Directives. Copies of directives regarding implementation or changes thereto will be made available to the Union.

29.2(a) Employees who meet the standards and qualifications for Security Police Officer [SPO **Fixed Post (FP), I, II and III**], as set forth in 10 CFR Part 1046 and other DOE Directives, will be armed Protective Force personnel.

(b) SPOs who are determined by the Physical Protection Medical Director (PPMD) to no longer be able to train for or attempt the Basic or Advanced Readiness Standards as set forth in 10 CFR Part 1046 without undue risk of injury may be designated as SPO FP subject to approved authorized vacancies, or seniority over another SPO FP incumbent.

(c) Employees who are otherwise qualified who do not meet the medical qualifications for SPO as set forth in 10 CFR Part 1046, but do meet the medical qualifications for Security Officer (SO) as set forth in 10 CFR Part 1046 may be designated as SO, who will be unarmed Protective Force personnel, subject to **seniority over another SO incumbent**.

29.3 Periodic physical and/or mental examinations of employees may be required by the Company, but such examinations shall be conducted on the Company's time, and the expense of such examinations shall be borne by the Company. Tests required by the designated physician that are associated with the periodic physical or mental examination will be a part of the physical to be covered by the Company and administered on Company time.

If, as a result of these tests, an employee is **not** designated as a **SPO or SO** and the employee secures other medical testing and/or treatment not ordered by the Company, such testing and/or treatment will be conducted on the employee's own time, at the employee's own expense, and will not affect the employee's status except as determined by the DOE designated physician under 10 CFR Part 1046. Nothing herein shall be construed to prohibit the Company from requiring one or more employees to take a physical and/or mental examination more frequently than other members of the force when the Company has reasonable cause to believe that such examination is necessary.

(a) In the event employees are placed **into an SPO or SO** status, pursuant to Article 29.2 above, the Company will assign these employees to designated assignments for which they are qualified, according to their seniority among Protective Force personnel currently holding these positions. If such employees refuse to accept a position **for which they are qualified**, they will be terminated. In the event no assignments **for which they are qualified** are available, based on their seniority and qualifications, employees will be reduced in force.

(b) Armed Protective Force personnel may work in SO positions, as required; however, SO's will not be utilized to fill assignments requiring the carrying of firearms.

(c) To the extent possible, nothing contained in the above provisions shall modify the rights enjoyed in Article 13, Seniority, by **Bargaining Unit** employees relative to each other.

29.4 Employees who fail to meet the medical qualification standards for **SPO or SO** as set forth within 10 CFR Part 1046, will be terminated **unless they qualify for another classification within the Bargaining Unit where a vacancy exists or a position they can fill by virtue of seniority in accordance with the terms of this CBA**. Such terminated employees will be entitled to severance pay under Article 24 of this Agreement.

29.5 It is recognized by the parties to this Agreement that DOE Regulations are the basic authority for establishment and continued implementation of medical/physical/mental standards and requirements for employees. Any employee placed in a **SPO FP or SO** position, or who has been terminated for failure to meet DOE physical or mental standards, may utilize the appeals procedure provided in 10 CFR Part 1046, or other applicable DOE Directives.

29.6 If an employee is temporarily disqualified due to work-related conditions, the Company may assign the individual to alternate, limited duty, if available, until the individual is again medically certified by the PPMD. However, this limited duty may only include assignment to duties in a job classification. Medical certification is required to remain in armed status. No more than two (2) such restricted employees may remain in their assigned area, the assignment will be based on seniority. Depending on available work, the Area Major/Chief may increase that number.

29.7 A temporary medical certification disqualification may not exceed a period of 12 months regardless of the source of the disqualification or whether Medical Removal Protection is authorized. At any time, but no later than the end of the 12 month period, the PPMD must determine whether the individual is permanently disqualified from medical certification because of a continuing medical or physical condition which results in the individual not being able to perform all essential functions of the job classification. The Company will contact employees approaching the 12 month limit at least 30 days prior to schedule any required medical assessments. Employees medically capable of attending assessments are required to do so.

29.8 Employees who are permanently disqualified will be removed from the payroll unless they qualify for the benefits of Medical Removal Protection as defined in 10 CFR 1046.14.

29.9 Employees who qualify for Medical Removal Protection under the requirements of 10 CFR 1046.14 will not be removed from the payroll unless the employee refuses available alternative duties for which the worker is qualified or can be trained in a short period of time (not to exceed 90 days), or unless the employee accepts the work and performs unsatisfactorily. Placement into any position will be at the discretion of the Company. If an employee refuses available alternative duties for which the worker is qualified or can be trained in a short period of time, or the employee accepts the work and performs unsatisfactorily, the employee will be removed from the payroll. If there are no suitable alternative duties available, the Company will provide Medical Removal Protection benefits until alternative duties become available or the employee has recovered or one (1) year has elapsed. Employee's total pay under Medical Removal Protection (including Workers Compensation Pay and Medical Removal Protection benefits) will not exceed 51 hours per week at straight time incentive rate, and the employee will retain other site specific worker rights and benefits as if the employee had not been removed. Medical Removal Protection benefits are available for a maximum of one (1) year.

29.10 Employees with work-related injuries who can meet the Fixed Post Readiness Standard or Security Officer within 12 months but may require additional time to meet their assigned Physical Readiness Standard, may receive additional time [not to exceed six (6) months] on a case-by-case basis under the provisions of 10 CFR 1046.16(g)(10), provided that the PPMD certifies in writing that the employee is capable of conducting physical training and is likely to be able to successfully demonstrate the appropriate physical readiness standards within six (6) months. This period may not exceed one (1)

year plus 30 days from an employee's previous Anniversary Run Date.

29.11 Employees who do not qualify for Medical Removal Protection benefits and are not qualified to fill any approved Protective Force classification will be removed from the work schedule and will be paid at the SO rate unless a Bargaining Unit work assignment for which the employee is fully qualified is available. If a slot is available within another Bargaining Unit classification, and the employee can be trained in a short period of time (90 days), employees qualified to work a lower Protective Force classification will be paid at the classification they are reassigned and qualified to work. Personnel restricted for only HRP removal will not have their pay reduced.

29.12 Employees who are restricted from full duty due to a personal injury or illness will be removed from the work schedule until medically cleared to return to duty.

ARTICLE 30 DISCIPLINE AND DISCHARGE

30.1 The Company has the right to discipline or discharge employees for just cause.

30.2 An employee, whose alleged infraction, which may subject the employee to disciplinary action, may remain in a working pay status while the investigation of the infraction is ongoing. Work assignments during this period are at Company discretion, and subject to availability. If it is determined by the appropriate Director that the infraction is of a serious enough nature, the individual will be sent home in a leave without pay status until a decision is rendered. **If the employee, through the hearing process, is deemed not at fault, he will be made whole for lost wages. If the duration of the employee's unpaid status exceeds the amount of discipline given, he will be made whole for lost wages. Lost wages will be calculated based on regular scheduled work hours. If an employee is sent home as outlined by the Director, the employee shall return to a pay status, once the Company has determined this employee is not a threat to the security of the site, based on the nature of the event.**

30.3 Payment of employees upon termination, layoff, or discharge shall be made in accordance with applicable law (for layoffs see Article 14.6). When employees are terminated, they shall be compensated for four (4) hours, or actual time spent out-processing at their basic hourly rate for the purpose of complying with the Company's termination procedure. Employees whose employment is terminated shall be paid all earned, unused vacation and personal days.

30.4 No employee shall be required by the Company to take a polygraph test except that required by DOE Directive or procedure.

30.5 Discipline will be administered within 10 work days (excluding Saturdays, Sundays, and holidays) of the incident, **excluding incidents which could not reasonably be discovered within 10 working days. In those cases, the discipline or termination must be imposed within 10 work days of discovery.** Time limits may be extended by mutual Agreement.

30.6 All discipline shall remain active in the employee's official personnel file for 12 months from the date **discipline is issued** or 12 months after the date of the last discipline, whichever is later, unless removed early in accordance with existing Company policy.

30.7 Bargaining Unit employees **completing any audit, survey or assessments who** do not perform to standard will be retrained as outlined in Company Policy, subject to retesting, and will receive **corrective counseling**. The employee will be subject to **further corrective counseling or discipline** should there be future failures for **audit, survey, and assessment performance failures within 365 days**.

30.8 Anytime an employee is sent home, the Captain/Major/Chief/Site Commander will immediately notify the Union President, Business Agent or their designee via telephone or email.

ARTICLE 31 LUNCH AND RELIEF

31.1 When possible, relief for lunch shall be provided for posts where unusual traffic conditions prevent employees from securing their relief in a normal manner. It is acknowledged that employees who are on duty may eat on Company time.

31.2 When possible, advance notice of daily post changes shall be given to an employee so that the employee may make meal preparations for that particular assignment.

31.3 As operations and manpower requirements permit, necessary employee hygiene relief shall be furnished when requested.

31.4 An employee under this Agreement, who works 15 hours or more on site, excluding travel time, shall be provided \$10.00 for a meal allowance.

ARTICLE 32 WEAPONS QUALIFICATION

32.1 Armed employees are required to maintain, at all times, the ability to demonstrate proficiency with the Company and DOE issued weapons and duty ammunition by successfully qualifying in accordance with current DOE Directives. Personnel are required to demonstrate this ability during any scheduled training in which weapon qualifications are a part thereof.

32.2 All qualification firing shall be conducted at an approved weapons range.

32.3 The Company shall provide necessary ammunition for all scheduled training, **practice days**, scheduled qualifications and no notice inspections.

32.4 As directed by the Company or DOE, personnel may be required to demonstrate proficiency by qualifying without prior notification. DOE may, at unannounced times and at random, select personnel, have them relieved, and instruct them to report to an approved range. In the event this should happen within **the 10 CFR 1046 semi-annual qualification timeline and meets the requirement for day and reduced light qualification**, this assessment will count as the employee's **semi-annual** weapons qualification attempt. **When a SPO is required to complete a weapons requalification, they will be paid weapons proficiency pay in accordance with Article 32, for first attempts only.**

32.5 Range Officer instructions and Range Safety Procedures shall be complied with at all times while on any live fire range. **Any change concerning range procedures that would result in a material change in working conditions, will be negotiated with the Union as outlined in Article 35.**

32.6 The Company shall promptly give written notice to the Union when any employee fails to qualify under the provisions of this Article. A Union official may be present strictly as an observer in a "no pay" status when any employee who has failed to qualify **without** notice, attempts subsequent qualification.

32.7 Armed employees shall demonstrate their proficiency by qualifying, normally on a semi-

annual basis, under both day and night conditions with the weapons, which they are armed with while on duty, and shall be allowed 2 attempts with each weapon to qualify, if required, during each semi-annual qualifying period. **Requalification or demonstration of proficiency must occur no earlier than 30 days prior to, and no later than 30 days after, six (6) months from the previous qualification.** On weapons qualification days, following qualification completion, armed employees must **successfully complete** the Limited Scope Performance Tests (LSPT) required by 10 CFR Part 851 with the weapons which they are assigned on a semi-annual basis.

(a) The two qualification attempts will be conducted as follows:

(1) The first attempt will be conducted on the scheduled day of semi-annual weapons qualification. Employees qualifying on their first attempt will not be required to fire further attempts.

(2) Personnel who fail to qualify on the first attempt will lose his authorization to be armed and will have the option of attempting a second qualification attempt that day or returning on the following **scheduled** day for a second weapons qualification attempt.

(b) At the end of the second qualification attempt, an employee who fails to qualify will lose his authorization to be armed and will be placed on suspension without pay and scheduled to attend the next scheduled remedial training class.

32.8 A remedial training program is established that meets the DOE Order requirements and provides the employee with the necessary training to afford a reasonable opportunity to meet the firearms qualification standards for each basic weapon. Those employees who fail 2 attempts to qualify in scheduled weapons qualification will be entered into a remedial training class **that includes a combination of basic weapon manipulation skills, firearms safety, and an additional segment of time individually designed to provide the SPO with the necessary individual training to afford a reasonable opportunity to meet the firearms/weapons qualification or proficiency standards by addressing specific areas of performance. When qualification is required following the completion of the remedial training course, any SPO who fails to qualify after two subsequent attempts must lose SPO status and the authority to carry firearms/weapons and to make arrests.**

(a) In accordance with the provisions of 10 CFR Part 1046, any SPO who requires remedial training on three (3) consecutive semi-annual qualification periods, with the same firearm, **will be offered weapons remediation in accordance with 10 CFR Part 1046, but shall not be offered a fourth remediation and will be removed from SPO status.**

32.9 Employees failing to qualify on a no notice attempt will be considered to have failed the first scheduled weapons qualification attempt in accordance with the provisions of Article 32.7.

32.10 Tactical Obstacle Course (TOC)/Tactical Proficiency Exam (TPE)

The qualification criteria for the TOC is the same as described above for weapons qualification. SPO III members will be allowed two (2) qualification attempts followed by two (2) remedial training qualification attempts. In the event the SPO III member fails the second remedial **qualification attempt**, he will lose his SPO III status and will be reduced to an available SPO I, SPO II, **SPO FP, or if available, an SO** position for which the employee is qualified. If no position is available, the employee shall be laid off. **When a SPO is required to complete a TOC/TPE for record they will be paid weapons incentive pay in accordance with 32.11, for first attempts only.**

32.11 Proficiency pay scales are listed below based on shooting the current qualification standard. **Weapons Proficiency Pay level will only be based on daytime weapons qualification score, and is contingent upon successful completion of reduced light**

qualification when required. In the event DOE implements a new qualification standard, the Company will **bargain** in good faith with the Union the adjustments of percentages and scores prior to such change.

**INCUMBENT FPRS/BRIS SPO COMBINED BASIC HANDGUN/RIFLE
QUALIFICATIONS COURSE OF FIRE PROFICIENCY PAY**

	SCORE	PAYMENT
Master	174-180	\$300
Expert	169-173	\$250
Sharpshooter	163-168	\$200
Marksman	156-162	\$150

*36 Total Rounds: Total points needed to qualify at 70% is 126.

**INCUMBENT ARS SPO COMBINED RIFLE/HANDGUN
QUALIFICATION COURSE OF FIRE PROFICIENCY PAY**

	SCORE	PAYMENT
Master	194-200	\$300
Expert	186-193	\$250
Sharpshooter	178-185	\$200
Marksman	170-177	\$150

*40 Total Rounds: Total points needed to qualify at 80% is 160.

**INCUMBENT OFFENSIVE SRT COMBINED RIFLE/HANDGUN
QUALIFICATION COURSE OF FIRE PROFICIENCY PAY**

	SCORE	PAYMENT
Master	196-200	\$300
Expert	192-195	\$250
Sharpshooter	188-191	\$200
Marksman	184-187	\$150

*40 Total Rounds: Total points needed to qualify at 90% is 180.

SRT TACTICAL OBSTACLE COURSE PAY

	SCORE	PAYMENT
Master	86-90	\$300
Expert	82-85	\$250
Sharpshooter	77-81	\$200
Marksman	72-76	\$150

*SRT TOC/TPE scores must be accomplished in 6 minutes or less to earn **proficiency** award.

Payment of such proficiency pay will be **paid the following month** after the qualification is completed.

32.12 It is understood and agreed by the Company and the Union that Weapons Qualification sessions will generally be conducted in the late afternoon hours (Day to Night) or morning hours (Night to Day), based on the day and night conditions available to conduct the required courses of fire. Reporting times will be adjusted to maximize the available light or dark conditions while putting the shooters on the range in the best available weather conditions for that time of year.

Each year every Bargaining Unit employee shall in writing, state a preference for **whether** their **handgun and rifle** weapons requalification **should be** day to night or night to day. To the extent practicable, the Company will schedule the employee's preference. When preferences conflict, seniority will prevail.

SPO IIIs will conduct their weapons qualification course **schedules with a reduced light session and a day session on separate days.**

In the event the Union feels that the weapons qualification reporting times for a particular period are not being scheduled in the spirit of this Agreement, notifications should be made to the Training Division Director. If equipment used to make the qualification is determined by range instructors to be faulty i.e., weapons malfunctions, the employee will be afforded another attempt which will count as the same attempt. If the issue occurs on the first attempt, the shooter will begin again on the first attempt. If the issue occurs on the second attempt, it will be a reshoot of the second attempt.

32.13 FPRS, BRS, ARS SPO employees' weapons re-qualifications (excluding Headquarters shift and LE/K9 personnel) will be scheduled outside of their normal scheduled shift. SPO IIIs may be scheduled outside their normal scheduled shift.

32.14(a) Personnel assigned to an SRT breacher specialty position will receive a semi-annual incentive payment of \$175 upon successful completion of semi-annual training.

(b) Personnel assigned to an SRT Long Range Precision Rifle (LRPR) specialty position will receive a semi-annual incentive payment of \$175 upon successful completion of semi-annual qualifications.

(c) The Breacher and LRPR specialty positions are the only SRT specialty positions to receive an incentive.

32.15 For future LRPR and Breacher volunteers, a 12 month commitment will be required unless early removal is approved by the Company for reasons such as medical related, promotion, or demotion opportunities. In the absence of volunteers, the SRT Major with input from the Area Administrator will be responsible for ensuring required positions are filled. SRT shifts will be evenly distributed with required specialty positions to ensure adequate coverage and availability for scheduling purposes involving approved absences.

ARTICLE 33 DISABILITIES/RESTRICTED DUTY

33.1 Directives and regulations promulgated by the DOE regarding radioactivity and exposure to radiation shall be adhered to by employees covered by this Agreement and by the Company. Guidance concerning radiation and protective measures shall be solicited by the Company from the DOE and the M & O Contractor RadCon Department whenever required.

33.2 If, as a result of radiation exposure or the possibility of harmful exposure, the Company determines under the current DOE Standards that specific employees must be restricted as to the location of duty and therefore should be reassigned; these employees will be assigned to another Bargaining Unit position for which they are qualified. Upon removal of the restriction, employees so placed will be returned to their former positions provided the employee meets the qualification for that position.

33.3(a) Limited duty is defined as work assigned to those employees who are not able to

perform the full scope of the assigned duties of their classification but are able to perform other duties.

(b) Employees who are under 10 CFR 1046, Medical Protection, as stated in Article 34 will not have their pay reduced.

(c) SPOs who are no longer able to perform the full scope of the assigned duties of their classification, but are able to perform other Bargaining Unit duties, will have their pay reduced to the classification they are filling (excluding HRP restrictions). Bargaining Unit employees not fully qualified to perform duties of any Bargaining Unit classification will have their pay reduced to the SO rate.

(d) Employees who go out on leave will not have their pay reduced until they return to work and are assigned limited duties. Once assigned limited duties, all pay will be at the reduced rate.

(e) Employees who are returning from leave will notify the Company in a timely manner to schedule their physical if needed. Once cleared, by medical and upon successful completion of their run if needed, the employee will then be returned to the appropriate pay scale consistent with their classification.

(f) If the issue creating the restriction is resolved within the same pay period it arises, the hourly rate will not be reduced.

ARTICLE 34 PHYSICAL FITNESS

34.1 The Company and the Union agree that Union members covered under this Agreement are required to meet the applicable Physical Readiness Standards as set forth in 10 CFR Part 1046.16 and to participate in the Physical Readiness Training Program described in the regulation. Implementation of the 2013 revision to 10 CFR 1046 will be in accordance with the approved Implementation Plan dated May 24, 2017.

34.2 Each individual's Physical Readiness Training Program will be based on assessment of the individual's physical readiness levels and be tailored to their physical readiness maintenance requirements and improvement needs. Employees required to meet the Fixed Post or Basic Readiness Standard will be required to complete two (2) 45-minute workout sessions per week, and employees required to meet the Advanced Readiness Standard will be required to complete two (2) 60-minute workout sessions per week. Employees will not conduct physical readiness training while on any restrictions that prohibit physical fitness training or while participating in the Physical Fitness Remedial Program. Workout sessions may be conducted on site or off site. Employees may conduct a workout session during a scheduled training day and, if relief is available, on a scheduled work day. These training sessions must be documented in the timekeeping system in accordance with SP 1-1108, *Automated Timekeeping System*. Physical readiness training sessions are included in the overtime base. The headquarters element will conduct physical readiness training sessions during the normal shift schedule. If the headquarters element is filling shift relief, the sessions not conducted on shift will be conducted on the off shift. Employees will not be compensated for more than two (2) workout sessions in any given week outside of their normal shift schedule. Workouts conducted off site or on site on a day the employee is not scheduled to work, will not be subject to premium pay associated with working a Sunday or holiday.

34.3 An assessment of the employee's level of physical readiness will be conducted at least semi-annually by personnel knowledgeable of DOE requirements and the results will be provided to the designated physician and the employee. These semi-annual

readiness assessments are not qualification assessments. The result of the mandatory stress test for those employees scheduled to be completed will be used as one (1) of the assessments provided to the designated physician. Employees are only required to complete two (2) sessions per year, either two (2) Rockport 1 Mile Walk Tests or a combination of one (1) Rockport 1 Mile Walk Test and the required stress test.

34.4 An employee may be required to demonstrate the ability to meet the applicable Physical Readiness Qualification Standard during a Company, Headquarters or field audit/inspection/survey or other similar activity, as directed by the local Officially Designated Federal Security Authority (ODFSA). Employees who pass on the first attempt will receive \$250.00. Payment will be made the second pay period after passing. Failure to meet the physical readiness standard will be treated as if the employee failed the first of five available attempts during routine qualification. The employee will be allowed a maximum of five (5) attempts within 30 days of medical clearance in which to qualify prior to being placed in the Remedial Training Program. An employee who fails to demonstrate the standard will be removed from armed status until they requalify. Physical readiness demonstrations conducted for activities under this paragraph will not count towards the annual 10% run requirement unless the selection also occurs in conjunction with their annual physical and they are a random selectee or alternate required to run.

34.5 Remedial training after a failed physical readiness test will be conducted in accordance with 10 CFR 1046. The Remedial Training Program will be based upon an assessment of the employee's individual physical readiness deficiencies and improvement needs, and will not exceed a period of six (6) months for the first year of this contract and 30 days after the first year. After the first year, an employee who has begun a Remedial Training Program must complete the program before the employee may attempt the applicable standard. The employee will have seven (7) days from the completion date of the Remedial Training Program to meet the applicable Physical Readiness Qualification Standard. Only one (1) attempt during this seven (7) day period may be made unless circumstances beyond the Company or employee's control (e.g., severe weather, equipment failure, family emergency or injury as determined by the employer) interrupt the attempt. When the attempt is interrupted, the Company may reschedule it within seven (7) days from the end of the interruption.

34.6 Employees required by 10 CFR Part 1046 to maintain physical fitness standards shall, at the time of hire, be provided with one (1) pair of Company selected running shoes. Worn out or damaged running shoes will be replaced, maximum of two (2) times per year, at no cost to the employee. As an option, employees may choose to be reimbursed, up to \$150.00 total per calendar year, in lieu of two (2) pairs of the Company issued running shoes.

34.7 Employees who are involuntarily directed to meet the **ARS/BRS physical fitness** standard as a result of work requirements, will be allowed 120 days from the date of notification to safely achieve the required physical fitness standard under 10 CFR Part 1046.

ARTICLE 35 NOTICE OF CHANGES

35.1 The Bargaining Unit will be advised of proposed changes in personnel policies and other practices materially affecting working conditions, which are within the administrative control of the Company at least 30 days prior to the implementation of such proposed changes. The Bargaining Unit will be advised of changes in the Code of Federal Regulations (CFR), DOE Orders and/or DOE Directives affecting wages and materially affecting hours of work or working conditions that are mandatory subjects of

bargaining as outlined in the National Labor Relations Act. The Company will provide a 30-day advance written notice of proposed changes to the Union's President, Vice President, and Business Agent by email.

35.2(a) The Bargaining Unit will be given the opportunity to bargain over any changes as outlined in Article 35.1. If the Bargaining Unit wishes to negotiate over the changes, it will notify the Company by email within 14 calendar days of the receipt of the email notification. In the event the parties are unable to reach an agreement, the language in Article 35.3 will be followed.

(b) If the Bargaining Unit does not serve written notification of a desire to negotiate over proposed changes, the Company may implement the change and the Union waives any arbitration or other legal remedies concerning the creation or modification of the policy.

35.3 It is understood by both parties that negotiation means bargaining in good faith as outlined in the National Labor Relations Act. In the event the parties are unable to reach agreement within 30 calendar days of receipt of the Union's notice to bargain, either party may request mediation assistance through the Federal Mediation and Conciliation Service. In the event the parties are unable to reach agreement during the negotiation/mediation process, either party may request expedited non-binding arbitration within 10 calendar days after mediation. The arbitrator shall have the authority to recommend contract language to the parties. Following issuance of the recommendation by the arbitrator, the parties have up to 10 calendar days to accept or reject the language. At the end of that period, if either party rejects the arbitrator's language, the parties agree to engage in further good faith negotiations, not to exceed 20 days.

35.4 If the Company and the Union do not reach an agreement, the Company will have the option to implement its final proposal or the recommendation of the arbitrator. The Company will not implement any proposed change without completing the process as outlined in Article 35. EXCEPTION: For issues that impact Site security or safety, the Company may implement the change prior to a decision in arbitration.

ARTICLE 36 INFORMATION TO BE SUPPLIED BY EMPLOYEES

36.1 Employees must notify the Workforce Services Department promptly of any changes in their personal or family status, i.e., marital and dependent status, change in residence or telephone number, or information relative to their insurance coverage. This notification must be in writing on a form provided by the Company. Failure to report changes which affect insurance coverage will result in the employee reimbursing the Company for premiums which are not recoverable from the insurance carrier.

36.2 Employees shall notify the Company of changes in their life insurance beneficiary (i.e., change in marital or other personal status).

36.3 Employees will notify **the on duty** supervisor by the next scheduled work day of any expiration, revocation or suspension of their state driver's license. This notification will be made in writing **(or by telephone if not at work)**.

ARTICLE 37 WORKERS COMPENSATION

37.1 Bargaining Unit employees injured on the job may be covered by South Carolina Workers Compensation once approved.

37.2 Bargaining Unit employees who are injured on the job will report the injury immediately, or as soon as practicable, to the on duty supervisor or training instructor, who will take all necessary steps to document and report the injury.

37.3 If approved, Workers Compensation Payments will be made in accordance with SC state law.

37.4 Settlements can be made between an employee and the Company as long as the amount of compensation and the time and manner of payment are in accordance with the provisions of the South Carolina Workers Compensation Law.

37.5 Nothing in this clause will affect the rights of employees to receive workers compensation payments for work-related injuries in accordance with the laws of South Carolina and the rulings of the South Carolina Workers Compensation Commission. For further explanation see the South Carolina Workers Compensation Commission website at www.wcc.sc.gov.

ARTICLE 38 SEPARABILITY OF CONTRACT

38.1 In the event that any provision(s) of this Agreement shall at any time be declared invalid by any court of competent jurisdiction or through government regulations or decree, such decision shall not invalidate the entire Agreement and the parties hereto agree to renegotiate such provision or provisions of this Agreement for the purpose of making them conform to the decree or such government statutes so long as they shall remain legally effective. It is the express intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

ARTICLE 39 ENTIRE AGREEMENT

39.1 The parties acknowledge that during the negotiation which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and all understandings and agreements reached by the parties are set forth in this Agreement.

39.2 Therefore, the Company shall not be obligated to bargain collectively on any matter pertaining to conditions of employment, including, but not limited to, rates of pay, wages, hours of work, disciplinary actions, **or** training requirements, during the term of this Agreement except as specifically provided for in other provisions of this Agreement, and the Union hereby specifically waives any right which it might otherwise have to request or demand such bargaining.

39.3 The parties had the opportunity to meet jointly and negotiate in good faith. Thus, it is agreed and understood that all Letters of Agreement or Memorandums of Understanding ever agreed to regarding wages, hours, and working conditions are null and void except and only to the extent that such agreements were discussed and/or noted in this Agreement.

ARTICLE 40 DURATION

40.1 This Agreement becomes effective and shall continue in full force and effect until midnight **October 8, 2022**, and from year to year thereafter, unless either party receives written notice from the other party, not less than 60 days nor more than 90 days, immediately prior to the expiration date, of its intention to amend, modify or terminate this Agreement, provided that no strike or stoppage of work shall take place after such expiration date of this Agreement unless the Union, in writing, notifies the Company at least 72 hours prior to any contemplated strike or work stoppage. In the event the Company shall cease to operate security services at the SRS, this contract shall automatically terminate and the rights and obligations of both the Union and the Company hereunder shall automatically cease.

ARTICLE 41 INCENTIVE PAY

41.1 In the event the site is shut down due to a pandemic or Act of God activity those Bargaining Unit employees who are required to work and report to work will receive double (2x) time for all hours worked during the closure. Those employees that are required to remain at work for one of the above reasons will remain in a paid status until they are allowed to leave. In the event of a site closure, the Union President will be notified immediately.

41.2 Hours eligible for Site Closure Pay will be considered as the employee's total shift worked when the majority of the hours worked falls into the Site Closure period as defined below.

(a) When the Site Manager declares a Site Closure and definite times are declared, those times will be used to determine the Site Closure Pay.

(b) When a definite time is not declared, closure during the day will be defined as 0630 – 1830 and closure at night will be defined as 1830 – 0630.

For example: If a Site Closure is declared to begin at 1530 on Wednesday and reopens Friday Morning, Site Closure Pay will begin Wednesday 1530 and end Friday 0630. If a Site Closure is declared for Wednesday and Thursday and reopens Friday morning, Site Closure Pay will begin Wednesday 0630 and end Friday 0630.

APPENDIX A WAGES

Security Officer

Status	10/9/17	5/7/18	5/6/19	5/4/20	5/3/21
First 12 Months	19.32	19.76	20.29	20.89	21.51
Next 12 Months	20.47	20.94	21.50	22.14	22.80
Next 12 Months	21.67	22.16	22.75	23.43	24.13
Next 12 Months	22.74	23.26	23.88	24.59	25.32
Next 12 Months	24.07	24.62	25.28	26.03	26.80

Fixed Post Readiness Standard SPO

Status	10/9/17	5/7/18	5/6/19	5/4/20	5/3/21
First 12 Months	21.20	21.68	22.26	22.92	23.60
Next 12 Months	22.49	23.00	23.62	24.32	25.04
Next 12 Months	23.83	24.37	25.02	25.76	26.53
Next 12 Months	25.03	25.60	26.29	27.07	27.88
Next 12 Months	26.53	27.14	27.87	28.70	29.56

Security Police Officer I

Status	10/9/17	5/7/18	5/6/19	5/4/20	5/3/21
First 12 Months	23.07	23.60	24.23	24.95	25.69
Next 12 Months	24.50	25.06	25.73	26.50	27.29
Next 12 Months	25.98	26.57	27.28	28.09	28.93
Next 12 Months	27.31	27.93	28.68	29.53	30.41
Next 12 Months	28.99	29.65	30.45	31.36	32.29

Fixed Post Readiness Standard CAS

Status	10/9/17	5/7/18	5/6/19	5/4/20	5/3/21
First 12 Months	24.15	24.70	25.36	26.11	26.89
Next 12 Months	25.66	26.25	26.95	27.75	28.58
Next 12 Months	27.20	27.82	28.57	29.42	30.30
Next 12 Months	28.60	29.25	30.03	30.92	31.84
Next 12 Months	30.35	31.04	31.87	32.82	33.80

Security Police Officer I Specialty/ Security Police Officer II

Status	10/9/17	5/7/18	5/6/19	5/4/20	5/3/21
First 12 Months	25.24	25.82	26.51	27.30	28.11
Next 12 Months	26.80	27.41	28.14	28.98	29.84
Next 12 Months	28.41	29.06	29.84	30.73	31.65
Next 12 Months	29.88	30.56	31.38	32.32	33.28
Next 12 Months	31.71	32.43	33.30	34.29	35.31

Security Police Officer III/K9

Status	10/9/17	5/7/18	5/6/19	5/4/20	5/3/21
First 12 Months	26.32	26.92	27.64	28.46	29.31
Next 12 Months	27.96	28.60	29.37	30.25	31.15
Next 12 Months	29.63	30.31	31.12	32.05	33.01
Next 12 Months	31.17	31.88	32.74	33.72	34.73
Next 12 Months	33.10	33.86	34.77	35.81	36.88

(a) Shift Differential - A shift differential rate of pay of \$0.50/hour for night shift shall be paid to eligible employees.

(b) Employees who are voluntarily reassigned to a classification with a lower rate of pay will move to the same step in the wage schedule for that classification. Their pay will be adjusted effective the next pay period. Employees who are involuntarily permanently reassigned to a classification of a lower rate of pay will move to the same step in the wage schedule for that classification. Their pay will be adjusted over a 60 day period.

(c) Employees who are reassigned to a classification with a higher rate of pay will move to their same step in the wage schedule for that classification effective the next pay period.

(d) SPO I Specialty includes Canine, LE Constables, and CAS classifications.

(e) Employees who are reassigned due to a restriction under provisions of Article 33.3 will move to the same step in the wage schedule for that classification. Their pay will be adjusted effective the next pay period.

(f) SO positions will be reclassified as SPO Fixed Post Readiness Standard (FPRS); however, current SOs, as of the ratification date of this contract, will be allowed to remain SO or qualify as SPO FPRS. Once an SO qualifies for a SPO FPRS, they may return to an SO classification only if an SO position is available for which they have seniority. Once an SO position is vacated, it will convert to an SPO FPRS position.

(g) SPOs who no longer meet the medical qualifications may move to any SPO FPRS position or remaining SO position(s) if they qualify and seniority permits.

(h) Hazardous duty pay at the rate of \$0.75/hour will be paid if required to dress out in RADCON PPE for the duration of the time the duty is being performed.

(i) Beginning the first pay week of an employee's 15th year of service, a \$0.05/hour longevity pay will be given. Beginning the first pay week of the employee's 25th year of service, an additional \$0.05/hour longevity pay will be given. Beginning the first pay week of the employee's 30th year of service, an additional \$0.05/hour longevity pay will be given.

(j) Newly hired employees will reach the maximum pay progression step at the start of their 5th continuous year of service within the Bargaining Unit.

(k) CAS positions will be reclassified as SPO FPRS; however, current CAS, as of the ratification date of this contract, will continue to be paid at the SPO I Specialty rate until they terminate their employment or change classification. Future CAS will be classified as and paid at the SPO FPRS CAS.

(l) The Company may identify a necessity or opportunity to reclassify SPO positions within the Protective Force to more SPO FPRS positions.

(m) SPO Is permanently assigned to Barricades (this excludes all 700 Area posts) will receive an additional \$1.00 per hour. This includes new hires who are assigned to Barricades upon graduation until assigned elsewhere but excludes personnel assigned to Barricades as a result of any restriction.

(n) 700 Area including Barricade 9 and any other post staffed by 700 Area personnel will remain a separate area from Barricades.

(o) Canine Handlers will be paid at the SPO III wage rate. LED/LE Constables will be paid at the SPO I Specialty rate.

(p) This contract is effective May 1, 2017. However, all economic provisions, including but not limited to wages, will be effective on October 9, 2017. There will be no retroactive application of any economic provision. The new pay scale will be effective October 9, 2017.

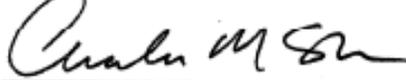
IN WITNESS WHEREOF, the parties have caused their representatives to sign the Agreement as full acknowledgement of their intention to be bound by the Agreement.

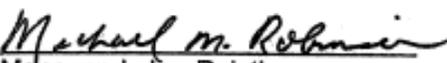
FOR:
Centerra-SRS


Deputy General Manager


Company Attorney


Director, Tactical Force Operations


Director, Security Operations


Manager, Labor Relations


Manager, Finance & Contracts

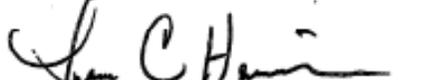

Executive Assistant

FOR:
UPPSR Local 125


President, Local 125


Chief Negotiator


Negotiator


Negotiator


Negotiator


Negotiator

UPPSR Local 125 Executive Board Members

Members	Phone/Pager #	Area #
President		
Vice President		
Business Agent		
Financial Secretary Treasurer		
Recording Secretary		
Zone Administrator KAC		
Zone Administrator H/T/L		
Zone Administrator SRT		
Zone Administrator PPD		
Sergeant at Arms		
Guide		
Trustee		
Trustee		

Other Numbers/Information

Union Website	uppsr.org
Accounting/Payroll	(803) 952-7714
Benefits	(803) 952-7547
BlueCross BlueShield	(888) 350-2583
Advanced Tactical Training Academy (ATTA)	(803) 725-7328
DOE Hotline	(803) 952-8320
Employee Assistance Program (EAP)	(800) 968-8143
Labor Relations	(803) 952-7600
OSS – H/T/L Area	(803) 208-8408
OSS – KAC Area	(803) 557-3147
OSS – PPD Area	(803) 725-2900
OSS – SRT Area	(803) 557-9373
OSS – LE Area	(803) 952-7384
Reassignment/Transfers	(803) 952-7521
Site Medical	(803) 557-4755
Training	(803) 952-7706
Uniform Supply	(803) 952-7037
UPPSR Transfer Coordinator	(803) 640-4392
Workers’ Compensation/Case Manager	(803) 952-7620
Centerra-SRS Employee Concerns	(803) 952-7018
Centerra-SRS Physical Fitness Section	(803) 952-7595

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DAYS	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T
A Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N
B Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O
C Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D
D Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O

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B Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O
C Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D
D Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O

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DAYS	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
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C Shift	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D
D Shift	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O

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D Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N				

Feb-18	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
DAYS	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
A Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D
B Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O
C Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N
D Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O

Mar-18	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	H		31
DAYS	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
A Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	
B Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	
C Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	
D Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	

Apr-18	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M
A Shift	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D
B Shift	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O
C Shift	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N
D Shift	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O

May-18	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	^H 28	29	30	31
DAYS	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T
A Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O
B Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N
C Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O
D Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D

Jun-18	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
DAYS	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
A Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	
B Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	
C Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	
D Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	O	D	D

Jul-18	1	2	3	^H 4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T
A Shift	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O
B Shift	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N
C Shift	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O
D Shift	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D

Aug-18	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F
A Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N
B Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O
C Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D
D Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O

Sep-18	1	2	^H 3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
A Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N
B Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O
C Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D
D Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O

FISCAL YEAR 2019 (CONT'D)

12 HOUR SHIFT ROTATION SCHEDULE

	H																													
Apr-19	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T
A Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O
B Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N
C Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O
D Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D

	H																														
May-19	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F
A Shift	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O
B Shift	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N
C Shift	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O
D Shift	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D

Jun-19	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
A Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N
B Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O
C Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D
D Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O

	H																														
Jul-19	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
A Shift	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N
B Shift	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O
C Shift	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D
D Shift	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O

Aug-19	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A Shift	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N
B Shift	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O
C Shift	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D
D Shift	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O

	H																													
Sep-19	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M
A Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O
B Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D
C Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O
D Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N

Oct.19	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T
A Shift	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O
B Shift	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D
C Shift	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O
D Shift	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N

Nov.19	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A Shift	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D
B Shift	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O
C Shift	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N
D Shift	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O

Dec-19	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T
A Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D
B Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O
C Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N
D Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O

Jan-20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F
A Shift	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D
B Shift	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O
C Shift	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N
D Shift	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O

Feb-20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	
DAYS	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
A Shift	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O
B Shift	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N
C Shift	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O
D Shift	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D

Mar-20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T
A Shift	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O
B Shift	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N
C Shift	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O
D Shift	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D

FISCAL YEAR 2020 (CONT'D)

12 HOUR SHIFT ROTATION SCHEDULE

	H																													
Apr-20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T
A Shift	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N
B Shift	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O
C Shift	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D
D Shift	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O

	H																														
May-20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
A Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N
B Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O
C Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D
D Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O

Jun-20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T
A Shift	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N
B Shift	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O
C Shift	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D
D Shift	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O

	H																														
Jul-20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F
A Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O
B Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D
C Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O
D Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N

Aug-20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M
A Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O
B Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D
C Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O
D Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N

	H																													
Sep-20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
A Shift	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O
B Shift	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D
C Shift	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O
D Shift	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N

Oct.20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D
B Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O
C Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N
D Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O

Nov.20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	H	H	28	29	30
DAYS	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M
A Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D
B Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O
C Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N
D Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O

Dec-20	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	H	H	26	27	28	29	30	31
DAYS	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T
A Shift	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D
B Shift	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O
C Shift	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N
D Shift	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O

Jan-21	H	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	H	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
A Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O
B Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N
C Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O
D Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D

Feb-21	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
DAYS	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
A Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N
B Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O
C Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D
D Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O

Mar-21	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
A Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N
B Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O
C Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D
D Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O

FISCAL YEAR 2021 (CONT'D)

12 HOUR SHIFT ROTATION SCHEDULE

	H																													
Apr-21	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F
A Shift	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N
B Shift	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O
C Shift	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D
D Shift	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O

	H																														
May-21	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M
A Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O
B Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D
C Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O
D Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N

	H																													
Jun-21	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
A Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O
B Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D
C Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O
D Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N

	H																														
Jul-21	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A Shift	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O
B Shift	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D
C Shift	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O
D Shift	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N

	H																														
Aug-21	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T
A Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D
B Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O
C Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N
D Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O

	H																													
Sep-21	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T
A Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D
B Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O
C Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N
D Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O

FISCAL YEAR 2022

12 HOUR SHIFT ROTATION SCHEDULE

Oct.21	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
A Shift	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D
B Shift	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O
C Shift	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N
D Shift	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O

Nov.21	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	^H 25	^H 26	27	28	29	30
DAYS	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T
A Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O
B Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N
C Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O
D Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D

Dec-21	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	^H 23	^H 24	25	26	27	28	29	30	31
DAYS	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F
A Shift	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O
B Shift	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N
C Shift	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O
D Shift	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D

Jan-22	^H 1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	^H 17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M
A Shift	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O
B Shift	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N
C Shift	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O
D Shift	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D

Feb-22	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
DAYS	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M
A Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N
B Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O
C Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D
D Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O

Mar-22	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T
A Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O
B Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D
C Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O
D Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N

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Apr-22	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
A Shift	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O
B Shift	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D
C Shift	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O
D Shift	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N

	H																														
May-22	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T
A Shift	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O
B Shift	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D
C Shift	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O
D Shift	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N

Jun-22	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T
A Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D
B Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O
C Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N
D Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O

	H																														
Jul-22	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
A Shift	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D
B Shift	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O
C Shift	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N
D Shift	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O

Aug-22	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W
A Shift	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D
B Shift	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O
C Shift	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N
D Shift	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O

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Sep-22	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
DAYS	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F
A Shift	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O
B Shift	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N
C Shift	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O
D Shift	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D

Oct.22	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
DAYS	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M
A Shift	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O
B Shift	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N
C Shift	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O
D Shift	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D	D	D	O	O	O	O	N	N	N	N	O	O	O	O	D	D

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage
Director Determinations

Wage Determination No.: 2015-4461
Revision No.: 9
Date of Last Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Carolina

Area: South Carolina Counties of Allendale, Bamberg, Barnwell

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14 .16
01012 - Accounting Clerk II		15 .89
01013 - Accounting Clerk III		17 .78
01020 - Administrative Assistant		27 .64
01035 - Court Reporter		17 .11
01041 - Customer Service Representative I		11 .14
01042 - Customer Service Representative II		12 .53
01043 - Customer Service Representative III		13 .67
01051 - Data Entry Operator I		12 .03
01052 - Data Entry Operator II		13 .13
01060 - Dispatcher, Motor Vehicle		18 .09
01070 - Document Preparation Clerk		13 .32
01090 - Duplicating Machine Operator		13 .32
01111 - General Clerk I		13 .39
01112 - General Clerk II		14 .49
01113 - General Clerk III		16 .21
01120 - Housing Referral Assistant		19 .59

01141 - Messenger Courier	10 .85
01191 - Order Clerk I	12 .21
01192 - Order Clerk II	14 .18
01261 - Personnel Assistant (Employment) I	15 .14
01262 - Personnel Assistant (Employment) II	16 .94
01263 - Personnel Assistant (Employment) III	18 .93
01270 - Production Control Clerk	24 .21
01290 - Rental Clerk	14 .10
01300 - Scheduler, Maintenance	15 .33
01311 - Secretary I	15 .21
01312 - Secretary II	17 .11
01313 - Secretary III	19 .44
01320 - Service Order Dispatcher	16 .17
01410 - Supply Technician	27 .64
01420 - Survey Worker	16 .63
01460 - Switchboard Operator/Receptionist	12 .12
01531 - Travel Clerk I	12 .32
01532 - Travel Clerk II	13 .17
01533 - Travel Clerk III	14 .20
01611 - Word Processor I	13 .32
01612 - Word Processor II	14 .95
01613 - Word Processor III	17 .17

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	20 .91
05010 - Automotive Electrician	18 .01
05040 - Automotive Glass Installer	16 .38
05070 - Automotive Worker	17 .03
05110 - Mobile Equipment Servicer	14 .26
05130 - Motor Equipment Metal Mechanic	19 .16
05160 - Motor Equipment Metal Worker	17 .03
05190 - Motor Vehicle Mechanic	18 .42
05220 - Motor Vehicle Mechanic Helper	13 .98
05250 - Motor Vehicle Upholstery Worker	15 .90
05280 - Motor Vehicle Wrecker	17 .03
05310 - Painter, Automotive	17 .32
05340 - Radiator Repair Specialist	17 .03
05370 - Tire Repairer	11 .69
05400 - Transmission Repair Specialist	19 .16

07000 - Food Preparation And Service Occupations

07010 - Baker	14 .67
07041 - Cook I	10 .30

07042 - Cook II	11 .88
07070 - Dishwasher	8 .80
07130 - Food Service Worker	10 .89
07210 - Meat Cutter	14 .10
07260 - Waiter/Waitress	9 .04

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	17 .84
09040 - Furniture Handler	12 .10
09080 - Furniture Refinisher	17 .84
09090 - Furniture Refinisher Helper	13 .88
09110 - Furniture Repairer, Minor	15 .74
09130 - Upholsterer	17 .55

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	10 .38
11060 - Elevator Operator	10 .15
11090 - Gardener	14 .79
11122 - Housekeeping Aide	10 .15
11150 - Janitor	10 .15
11210 - Laborer, Grounds Maintenance	11 .38
11240 - Maid or Houseman	9 .10
11260 - Pruner	10 .18
11270 - Tractor Operator	13 .66
11330 - Trail Maintenance Worker	11 .38
11360 - Window Cleaner	11 .35

12000 - Health Occupations

12010 - Ambulance Driver	15 .04
12011 - Breath Alcohol Technician	16 .84
12012 - Certified Occupational Therapist Assistant	23 .11
12015 - Certified Physical Therapist Assistant	27 .41
12020 - Dental Assistant	16 .02
12025 - Dental Hygienist	26 .58
12030 - EKG Technician	25 .52
12035 - Electroneurodiagnostic Technologist	25 .52
12040 - Emergency Medical Technician	15 .04
12071 - Licensed Practical Nurse I	15 .05
12072 - Licensed Practical Nurse II	16 .84
12073 - Licensed Practical Nurse III	18 .78
12100 - Medical Assistant	13 .63
12130 - Medical Laboratory Technician	18 .61
12160 - Medical Record Clerk	14 .11
12190 - Medical Record Technician	15 .78

12195 - Medical Transcriptionist	15 .05
12210 - Nuclear Medicine Technologist	37 .01
12221 - Nursing Assistant I	10 .71
12222 - Nursing Assistant II	12 .05
12223 - Nursing Assistant III	13 .15
12224 - Nursing Assistant IV	14 .75
12235 - Optical Dispenser	16 .84
12236 - Optical Technician	14 .93
12250 - Pharmacy Technician	14 .38
12280 - Phlebotomist	14 .56
12305 - Radiologic Technologist	22 .55
12311 - Registered Nurse I	25 .86
12312 - Registered Nurse II	29 .44
12313 - Registered Nurse II, Specialist	29 .44
12314 - Registered Nurse III	35 .62
12315 - Registered Nurse III, Anesthetist	35 .62
12316 - Registered Nurse IV	42 .69
12317 - Scheduler (Drug and Alcohol Testing)	20 .86
12320 - Substance Abuse Treatment Counselor	20 .86

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	19 .51
13012 - Exhibits Specialist II	24 .18
13013 - Exhibits Specialist III	29 .58
13041 - Illustrator I	19 .03
13042 - Illustrator II	23 .59
13043 - Illustrator III	28 .85
13047 - Librarian	26 .77
13050 - Library Aide/Clerk	12 .22
13054 - Library Information Technology Systems Administrator	24 .18
13058 - Library Technician	14 .82
13061 - Media Specialist I	17 .44
13062 - Media Specialist II	19 .51
13063 - Media Specialist III	21 .76
13071 - Photographer I	16 .98
13072 - Photographer II	18 .99
13073 - Photographer III	23 .52
13074 - Photographer IV	28 .78
13075 - Photographer V	34 .81
13090 - Technical Order Library Clerk	15 .49
13110 - Video Teleconference Technician	18 .84

14000 - Information Technology Occupations

14041 - Computer Operator I	13 .41
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14042 - Computer Operator II		16 .20
14043 - Computer Operator III		19 .95
14044 - Computer Operator IV		20 .79
14045 - Computer Operator V		24 .54
14071 - Computer Programmer I	(see 1)	24 .88
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13 .41
14160 - Personal Computer Support Technician		20 .79
14170 - System Support Specialist		24 .54

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)		29 .76
15020 - Aircrew Training Devices Instructor (Rated)		36 .00
15030 - Air Crew Training Devices Instructor (Pilot)		43 .15
15050 - Computer Based Training Specialist / Instructor		29 .76
15060 - Educational Technologist		30 .75
15070 - Flight Instructor (Pilot)		43 .15
15080 - Graphic Artist		27 .38
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41 .02
15086 - Maintenance Test Pilot, Rotary Wing		41 .02
15088 - Non-Maintenance Test/Co-Pilot		41 .02
15090 - Technical Instructor		22 .12
15095 - Technical Instructor/Course Developer		27 .38
15110 - Test Proctor		18 .04
15120 - Tutor		17 .93

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler		9 .63
16030 - Counter Attendant		9 .63
16040 - Dry Cleaner		11 .89
16070 - Finisher, Flatwork, Machine		9 .63
16090 - Presser, Hand		9 .63
16110 - Presser, Machine, Drycleaning		9 .63
16130 - Presser, Machine, Shirts		9 .63
16160 - Presser, Machine, Wearing Apparel, Laundry		9 .63
16190 - Sewing Machine Operator		12 .55
16220 - Tailor		13 .36
16250 - Washer, Machine		10 .41

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	19 .59
19040 - Tool And Die Maker	23 .68

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	17 .58
21030 - Material Coordinator	24 .15
21040 - Material Expediter	24 .15
21050 - Material Handling Laborer	12 .19
21071 - Order Filler	11 .54
21080 - Production Line Worker (Food Processing)	17 .58
21110 - Shipping Packer	16 .60
21130 - Shipping/Receiving Clerk	16 .60
21140 - Store Worker I	11 .26
21150 - Stock Clerk	15 .54
21210 - Tools And Parts Attendant	17 .58
21410 - Warehouse Specialist	17 .58

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	21 .65
23019 - Aircraft Logs and Records Technician	16 .94
23021 - Aircraft Mechanic I	20 .44
23022 - Aircraft Mechanic II	21 .65
23023 - Aircraft Mechanic III	22 .79
23040 - Aircraft Mechanic Helper	14 .65
23050 - Aircraft, Painter	19 .27
23060 - Aircraft Servicer	16 .94
23070 - Aircraft Survival Flight Equipment Technician	19 .27
23080 - Aircraft Worker	18 .13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	18 .13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	20 .44
23110 - Appliance Mechanic	19 .27
23120 - Bicycle Repairer	15 .03
23125 - Cable Splicer	30 .01
23130 - Carpenter, Maintenance	17 .68
23140 - Carpet Layer	18 .13
23160 - Electrician, Maintenance	21 .43
23181 - Electronics Technician Maintenance I	18 .13
23182 - Electronics Technician Maintenance II	20 .93
23183 - Electronics Technician Maintenance III	22 .27
23260 - Fabric Worker	16 .94
23290 - Fire Alarm System Mechanic	20 .44
23310 - Fire Extinguisher Repairer	15 .74

23311 - Fuel Distribution System Mechanic	20 .44
23312 - Fuel Distribution System Operator	15 .74
23370 - General Maintenance Worker	19 .25
23380 - Ground Support Equipment Mechanic	20 .44
23381 - Ground Support Equipment Servicer	16 .94
23382 - Ground Support Equipment Worker	18 .13
23391 - Gunsmith I	15 .74
23392 - Gunsmith II	18 .13
23393 - Gunsmith III	20 .44
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18 .00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19 .07
23430 - Heavy Equipment Mechanic	20 .78
23440 - Heavy Equipment Operator	17 .76
23460 - Instrument Mechanic	21 .80
23465 - Laboratory/Shelter Mechanic	19 .27
23470 - Laborer	12 .19
23510 - Locksmith	19 .27
23530 - Machinery Maintenance Mechanic	24 .77
23550 - Machinist, Maintenance	19 .00
23580 - Maintenance Trades Helper	15 .16
23591 - Metrology Technician I	21 .80
23592 - Metrology Technician II	23 .08
23593 - Metrology Technician III	24 .31
23640 - Millwright	22 .18
23710 - Office Appliance Repairer	19 .27
23760 - Painter, Maintenance	19 .27
23790 - Pipefitter, Maintenance	21 .44
23810 - Plumber, Maintenance	20 .22
23820 - Pneudraulic Systems Mechanic	20 .44
23850 - Rigger	20 .44
23870 - Scale Mechanic	18 .13
23890 - Sheet-Metal Worker, Maintenance	17 .74
23910 - Small Engine Mechanic	18 .13
23931 - Telecommunications Mechanic I	28 .48
23932 - Telecommunications Mechanic II	30 .21
23950 - Telephone Lineman	18 .94
23960 - Welder, Combination, Maintenance	18 .00
23965 - Well Driller	20 .44
23970 - Woodcraft Worker	20 .44
23980 - Woodworker	15 .74

24000 - Personal Needs Occupations

24550 - Case Manager	13 .44
24570 - Child Care Attendant	11 .00
24580 - Child Care Center Clerk	14 .04
24610 - Chore Aide	10 .33
24620 - Family Readiness And Support Services Coordinator	13 .44
24630 - Homemaker	15 .32

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	25 .58
25040 - Sewage Plant Operator	18 .55
25070 - Stationary Engineer	23 .58
25190 - Ventilation Equipment Tender	16 .66
25210 - Water Treatment Plant Operator	18 .55

27000 - Protective Service Occupations

27004 - Alarm Monitor	13 .45
27007 - Baggage Inspector	13 .19
27008 - Corrections Officer	15 .55
27010 - Court Security Officer	16 .71
27030 - Detection Dog Handler	14 .75
27040 - Detention Officer	15 .55
27070 - Firefighter	17 .27
27101 - Guard I	13 .19
27102 - Guard II	14 .75
27131 - Police Officer I	18 .11
27132 - Police Officer II	20 .12

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	11 .65
28042 - Carnival Equipment Repairer	12 .61
28043 - Carnival Worker	8 .68
28210 - Gate Attendant/Gate Tender	14 .30
28310 - Lifeguard	12 .21
28350 - Park Attendant (Aide)	16 .00
28510 - Recreation Aide/Health Facility Attendant	11 .68
28515 - Recreation Specialist	19 .00
28630 - Sports Official	12 .75
28690 - Swimming Pool Operator	17 .62

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	22 .18
29020 - Hatch Tender	22 .18
29030 - Line Handler	22 .18
29041 - Stevedore I	21 .49

29042 - Stevedore II 24 .37

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 38 .15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 26 .30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 28 .97
30021 - Archeological Technician I 20 .28
30022 - Archeological Technician II 22 .69
30023 - Archeological Technician III 28 .11
30030 - Cartographic Technician 27 .87
30040 - Civil Engineering Technician 24 .43
30051 - Cryogenic Technician I 26 .37
30052 - Cryogenic Technician II 29 .12
30061 - Drafter/CAD Operator I 20 .28
30062 - Drafter/CAD Operator II 22 .69
30063 - Drafter/CAD Operator III 25 .28
30064 - Drafter/CAD Operator IV 29 .85
30081 - Engineering Technician I 17 .77
30082 - Engineering Technician II 20 .10
30083 - Engineering Technician III 22 .53
30084 - Engineering Technician IV 27 .93
30085 - Engineering Technician V 32 .62
30086 - Engineering Technician VI 37 .46
30090 - Environmental Technician 27 .76
30095 - Evidence Control Specialist 23 .81
30210 - Laboratory Technician 23 .96
30221 - Latent Fingerprint Technician I 26 .37
30222 - Latent Fingerprint Technician II 29 .12
30240 - Mathematical Technician 27 .76
30361 - Paralegal/Legal Assistant I 16 .63
30362 - Paralegal/Legal Assistant II 22 .40
30363 - Paralegal/Legal Assistant III 27 .40
30364 - Paralegal/Legal Assistant IV 33 .16
30375 - Petroleum Supply Specialist 29 .12
30390 - Photo-Optics Technician 27 .76
30395 - Radiation Control Technician 29 .12
30461 - Technical Writer I 25 .63
30462 - Technical Writer II 31 .34
30463 - Technical Writer III 37 .91
30491 - Unexploded Ordnance (UXO) Technician I 24 .24
30492 - Unexploded Ordnance (UXO) Technician II 29 .33
30493 - Unexploded Ordnance (UXO) Technician III 35 .16
30494 - Unexploded (UXO) Safety Escort 24 .24

30495 - Unexploded (UXO) Sweep Personnel		24 .24
30501 - Weather Forecaster I		26 .55
30502 - Weather Forecaster II		32 .31
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25 .28
30621 - Weather Observer, Senior	(see 2)	26 .00

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		29 .33
31020 - Bus Aide		13 .84
31030 - Bus Driver		18 .15
31043 - Driver Courier		13 .74
31260 - Parking and Lot Attendant		12 .58
31290 - Shuttle Bus Driver		14 .35
31310 - Taxi Driver		11 .07
31361 - Truckdriver, Light		14 .35
31362 - Truckdriver, Medium		15 .45
31363 - Truckdriver, Heavy		20 .99
31364 - Truckdriver, Tractor-Trailer		20 .99

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist		14 .30
99030 - Cashier		8 .78
99050 - Desk Clerk		10 .00
99095 - Embalmer		26 .29
99130 - Flight Follower		24 .24
99251 - Laboratory Animal Caretaker I		10 .21
99252 - Laboratory Animal Caretaker II		11 .09
99260 - Marketing Analyst		28 .30
99310 - Mortician		26 .29
99410 - Pest Controller		18 .05
99510 - Photofinishing Worker		12 .74
99710 - Recycling Laborer		13 .96
99711 - Recycling Specialist		16 .94
99730 - Refuse Collector		11 .96
99810 - Sales Clerk		10 .95
99820 - School Crossing Guard		12 .64
99830 - Survey Party Chief		22 .67
99831 - Surveying Aide		14 .76
99832 - Surveying Technician		20 .16
99840 - Vending Machine Attendant		16 .96
99841 - Vending Machine Repairer		21 .17
99842 - Vending Machine Repairer Helper		16 .96

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at

night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the

classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate (s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Daniel W. Simms Division of Wage
Director Determinations

Wage Determination No.: 2015-4465
Revision No.: 8
Date of Last Revision: 12/26/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Lincoln, McDuffie, Richmond
South Carolina Counties of Aiken, Edgefield

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14 .16
01012 - Accounting Clerk II		15 .89
01013 - Accounting Clerk III		17 .78
01020 - Administrative Assistant		21 .55
01035 - Court Reporter		17 .75
01041 - Customer Service Representative I		10 .92
01042 - Customer Service Representative II		12 .28
01043 - Customer Service Representative III		13 .40
01051 - Data Entry Operator I		12 .89
01052 - Data Entry Operator II		14 .06
01060 - Dispatcher, Motor Vehicle		19 .08
01070 - Document Preparation Clerk		14 .13
01090 - Duplicating Machine Operator		14 .13
01111 - General Clerk I		13 .39
01112 - General Clerk II		14 .49
01113 - General Clerk III		16 .21

01120 - Housing Referral Assistant	19 .76
01141 - Messenger Courier	11 .15
01191 - Order Clerk I	15 .08
01192 - Order Clerk II	17 .16
01261 - Personnel Assistant (Employment) I	15 .18
01262 - Personnel Assistant (Employment) II	16 .99
01263 - Personnel Assistant (Employment) III	18 .94
01270 - Production Control Clerk	24 .21
01290 - Rental Clerk	14 .10
01300 - Scheduler, Maintenance	15 .86
01311 - Secretary I	15 .86
01312 - Secretary II	17 .75
01313 - Secretary III	19 .79
01320 - Service Order Dispatcher	16 .72
01410 - Supply Technician	21 .55
01420 - Survey Worker	15 .35
01460 - Switchboard Operator/Receptionist	12 .41
01531 - Travel Clerk I	12 .18
01532 - Travel Clerk II	13 .44
01533 - Travel Clerk III	14 .50
01611 - Word Processor I	14 .13
01612 - Word Processor II	15 .86
01613 - Word Processor III	17 .75

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	20 .57
05010 - Automotive Electrician	18 .01
05040 - Automotive Glass Installer	16 .71
05070 - Automotive Worker	17 .03
05110 - Mobile Equipment Servicer	14 .48
05130 - Motor Equipment Metal Mechanic	19 .16
05160 - Motor Equipment Metal Worker	17 .03
05190 - Motor Vehicle Mechanic	18 .87
05220 - Motor Vehicle Mechanic Helper	13 .98
05250 - Motor Vehicle Upholstery Worker	15 .90
05280 - Motor Vehicle Wrecker	17 .03
05310 - Painter, Automotive	17 .73
05340 - Radiator Repair Specialist	17 .03
05370 - Tire Repairer	12 .66
05400 - Transmission Repair Specialist	19 .16

07000 - Food Preparation And Service Occupations

07010 - Baker	12 .13
07041 - Cook I	11 .20

07042 - Cook II	12 .93
07070 - Dishwasher	9 .07
07130 - Food Service Worker	9 .43
07210 - Meat Cutter	15 .07
07260 - Waiter/Waitress	9 .04

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	17 .84
09040 - Furniture Handler	12 .10
09080 - Furniture Refinisher	17 .84
09090 - Furniture Refinisher Helper	13 .88
09110 - Furniture Repairer, Minor	15 .74
09130 - Upholsterer	16 .91

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	10 .78
11060 - Elevator Operator	10 .17
11090 - Gardener	14 .85
11122 - Housekeeping Aide	10 .17
11150 - Janitor	10 .17
11210 - Laborer, Grounds Maintenance	11 .37
11240 - Maid or Houseman	9 .22
11260 - Pruner	10 .16
11270 - Tractor Operator	13 .79
11330 - Trail Maintenance Worker	11 .37
11360 - Window Cleaner	11 .46

12000 - Health Occupations

12010 - Ambulance Driver	15 .97
12011 - Breath Alcohol Technician	17 .19
12012 - Certified Occupational Therapist Assistant	23 .58
12015 - Certified Physical Therapist Assistant	25 .95
12020 - Dental Assistant	16 .86
12025 - Dental Hygienist	29 .24
12030 - EKG Technician	27 .45
12035 - Electroneurodiagnostic Technologist	27 .45
12040 - Emergency Medical Technician	15 .97
12071 - Licensed Practical Nurse I	15 .77
12072 - Licensed Practical Nurse II	17 .64
12073 - Licensed Practical Nurse III	19 .67
12100 - Medical Assistant	14 .21
12130 - Medical Laboratory Technician	18 .89
12160 - Medical Record Clerk	18 .62
12190 - Medical Record Technician	20 .83

12195 - Medical Transcriptionist	17 .30
12210 - Nuclear Medicine Technologist	34 .15
12221 - Nursing Assistant I	10 .87
12222 - Nursing Assistant II	12 .23
12223 - Nursing Assistant III	13 .34
12224 - Nursing Assistant IV	14 .98
12235 - Optical Dispenser	14 .73
12236 - Optical Technician	13 .57
12250 - Pharmacy Technician	14 .38
12280 - Phlebotomist	14 .40
12305 - Radiologic Technologist	27 .51
12311 - Registered Nurse I	25 .86
12312 - Registered Nurse II	29 .44
12313 - Registered Nurse II, Specialist	29 .44
12314 - Registered Nurse III	35 .62
12315 - Registered Nurse III, Anesthetist	35 .62
12316 - Registered Nurse IV	42 .69
12317 - Scheduler (Drug and Alcohol Testing)	21 .85
12320 - Substance Abuse Treatment Counselor	21 .29

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	21 .77
13012 - Exhibits Specialist II	26 .96
13013 - Exhibits Specialist III	32 .98
13041 - Illustrator I	21 .77
13042 - Illustrator II	26 .96
13043 - Illustrator III	32 .98
13047 - Librarian	29 .86
13050 - Library Aide/Clerk	11 .04
13054 - Library Information Technology Systems Administrator	26 .96
13058 - Library Technician	14 .86
13061 - Media Specialist I	19 .45
13062 - Media Specialist II	21 .77
13063 - Media Specialist III	24 .27
13071 - Photographer I	18 .07
13072 - Photographer II	20 .24
13073 - Photographer III	25 .09
13074 - Photographer IV	30 .71
13075 - Photographer V	37 .04
13090 - Technical Order Library Clerk	15 .74
13110 - Video Teleconference Technician	18 .84

14000 - Information Technology Occupations

14041 - Computer Operator I		14 .75
14042 - Computer Operator II		17 .82
14043 - Computer Operator III		21 .95
14044 - Computer Operator IV		22 .87
14045 - Computer Operator V		26 .99
14071 - Computer Programmer I	(see 1)	24 .88
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14 .75
14160 - Personal Computer Support Technician		22 .87
14170 - System Support Specialist		25 .10

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)		29 .76
15020 - Aircrew Training Devices Instructor (Rated)		36 .00
15030 - Air Crew Training Devices Instructor (Pilot)		43 .15
15050 - Computer Based Training Specialist / Instructor		29 .76
15060 - Educational Technologist		32 .95
15070 - Flight Instructor (Pilot)		43 .15
15080 - Graphic Artist		22 .19
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38 .13
15086 - Maintenance Test Pilot, Rotary Wing		38 .13
15088 - Non-Maintenance Test/Co-Pilot		38 .13
15090 - Technical Instructor		22 .12
15095 - Technical Instructor/Course Developer		27 .38
15110 - Test Proctor		18 .04
15120 - Tutor		17 .93

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler		9 .40
16030 - Counter Attendant		9 .40
16040 - Dry Cleaner		11 .33
16070 - Finisher, Flatwork, Machine		9 .40
16090 - Presser, Hand		9 .40
16110 - Presser, Machine, Drycleaning		9 .40
16130 - Presser, Machine, Shirts		9 .40
16160 - Presser, Machine, Wearing Apparel, Laundry		9 .40
16190 - Sewing Machine Operator		11 .97
16220 - Tailor		12 .63
16250 - Washer, Machine		10 .03

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	19 .03
19040 - Tool And Die Maker	23 .79

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	17 .58
21030 - Material Coordinator	24 .15
21040 - Material Expediter	24 .15
21050 - Material Handling Laborer	11 .38
21071 - Order Filler	11 .54
21080 - Production Line Worker (Food Processing)	17 .58
21110 - Shipping Packer	15 .10
21130 - Shipping/Receiving Clerk	15 .10
21140 - Store Worker I	11 .11
21150 - Stock Clerk	15 .69
21210 - Tools And Parts Attendant	17 .58
21410 - Warehouse Specialist	17 .58

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	28 .50
23019 - Aircraft Logs and Records Technician	22 .48
23021 - Aircraft Mechanic I	26 .98
23022 - Aircraft Mechanic II	28 .50
23023 - Aircraft Mechanic III	30 .00
23040 - Aircraft Mechanic Helper	19 .50
23050 - Aircraft, Painter	25 .37
23060 - Aircraft Servicer	22 .48
23070 - Aircraft Survival Flight Equipment Technician	25 .37
23080 - Aircraft Worker	23 .58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23 .58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26 .98
23110 - Appliance Mechanic	18 .60
23120 - Bicycle Repairer	15 .03
23125 - Cable Splicer	33 .01
23130 - Carpenter, Maintenance	17 .68
23140 - Carpet Layer	18 .78
23160 - Electrician, Maintenance	20 .69
23181 - Electronics Technician Maintenance I	23 .32
23182 - Electronics Technician Maintenance II	24 .75
23183 - Electronics Technician Maintenance III	26 .33
23260 - Fabric Worker	18 .47
23290 - Fire Alarm System Mechanic	18 .00
23310 - Fire Extinguisher Repairer	17 .10

23311 - Fuel Distribution System Mechanic	22 .18
23312 - Fuel Distribution System Operator	17 .29
23370 - General Maintenance Worker	19 .25
23380 - Ground Support Equipment Mechanic	26 .98
23381 - Ground Support Equipment Servicer	22 .48
23382 - Ground Support Equipment Worker	23 .58
23391 - Gunsmith I	17 .10
23392 - Gunsmith II	19 .73
23393 - Gunsmith III	22 .54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20 .55
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21 .79
23430 - Heavy Equipment Mechanic	25 .15
23440 - Heavy Equipment Operator	17 .76
23460 - Instrument Mechanic	22 .54
23465 - Laboratory/Shelter Mechanic	21 .16
23470 - Laborer	11 .38
23510 - Locksmith	18 .60
23530 - Machinery Maintenance Mechanic	25 .74
23550 - Machinist, Maintenance	20 .84
23580 - Maintenance Trades Helper	15 .16
23591 - Metrology Technician I	22 .54
23592 - Metrology Technician II	23 .90
23593 - Metrology Technician III	25 .14
23640 - Millwright	22 .77
23710 - Office Appliance Repairer	17 .81
23760 - Painter, Maintenance	16 .37
23790 - Pipefitter, Maintenance	20 .05
23810 - Plumber, Maintenance	18 .96
23820 - Pneudraulic Systems Mechanic	22 .28
23850 - Rigger	22 .28
23870 - Scale Mechanic	19 .73
23890 - Sheet-Metal Worker, Maintenance	23 .33
23910 - Small Engine Mechanic	18 .50
23931 - Telecommunications Mechanic I	25 .65
23932 - Telecommunications Mechanic II	27 .19
23950 - Telephone Lineman	19 .15
23960 - Welder, Combination, Maintenance	21 .14
23965 - Well Driller	21 .78
23970 - Woodcraft Worker	22 .28
23980 - Woodworker	17 .30

24000 - Personal Needs Occupations

24550 - Case Manager	12 .93
24570 - Child Care Attendant	11 .00
24580 - Child Care Center Clerk	14 .04
24610 - Chore Aide	9 .67
24620 - Family Readiness And Support Services Coordinator	12 .93
24630 - Homemaker	15 .32

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	27 .66
25040 - Sewage Plant Operator	20 .41
25070 - Stationary Engineer	27 .33
25190 - Ventilation Equipment Tender	19 .32
25210 - Water Treatment Plant Operator	20 .41

27000 - Protective Service Occupations

27004 - Alarm Monitor	14 .42
27007 - Baggage Inspector	14 .51
27008 - Corrections Officer	17 .11
27010 - Court Security Officer	17 .71
27030 - Detection Dog Handler	16 .23
27040 - Detention Officer	17 .11
27070 - Firefighter	17 .44
27101 - Guard I	14 .51
27102 - Guard II	16 .23
27131 - Police Officer I	18 .47
27132 - Police Officer II	20 .52

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	11 .80
28042 - Carnival Equipment Repairer	12 .81
28043 - Carnival Worker	8 .69
28210 - Gate Attendant/Gate Tender	15 .73
28310 - Lifeguard	11 .34
28350 - Park Attendant (Aide)	17 .60
28510 - Recreation Aide/Health Facility Attendant	12 .85
28515 - Recreation Specialist	19 .38
28630 - Sports Official	14 .03
28690 - Swimming Pool Operator	17 .62

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	22 .99
29020 - Hatch Tender	22 .99
29030 - Line Handler	22 .99
29041 - Stevedore I	21 .53

29042 - Stevedore II 24 .40

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 38 .15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 26 .30
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 28 .97
30021 - Archeological Technician I 20 .28
30022 - Archeological Technician II 22 .69
30023 - Archeological Technician III 28 .11
30030 - Cartographic Technician 27 .87
30040 - Civil Engineering Technician 26 .72
30051 - Cryogenic Technician I 24 .70
30052 - Cryogenic Technician II 27 .28
30061 - Drafter/CAD Operator I 20 .28
30062 - Drafter/CAD Operator II 22 .69
30063 - Drafter/CAD Operator III 25 .28
30064 - Drafter/CAD Operator IV 29 .85
30081 - Engineering Technician I 17 .77
30082 - Engineering Technician II 20 .10
30083 - Engineering Technician III 22 .53
30084 - Engineering Technician IV 27 .93
30085 - Engineering Technician V 32 .62
30086 - Engineering Technician VI 37 .46
30090 - Environmental Technician 30 .54
30095 - Evidence Control Specialist 22 .30
30210 - Laboratory Technician 25 .96
30221 - Latent Fingerprint Technician I 24 .70
30222 - Latent Fingerprint Technician II 27 .28
30240 - Mathematical Technician 27 .76
30361 - Paralegal/Legal Assistant I 18 .24
30362 - Paralegal/Legal Assistant II 22 .77
30363 - Paralegal/Legal Assistant III 27 .86
30364 - Paralegal/Legal Assistant IV 33 .71
30375 - Petroleum Supply Specialist 27 .28
30390 - Photo-Optics Technician 27 .76
30395 - Radiation Control Technician 27 .28
30461 - Technical Writer I 25 .63
30462 - Technical Writer II 31 .34
30463 - Technical Writer III 37 .91
30491 - Unexploded Ordnance (UXO) Technician I 24 .24
30492 - Unexploded Ordnance (UXO) Technician II 29 .33
30493 - Unexploded Ordnance (UXO) Technician III 35 .16
30494 - Unexploded (UXO) Safety Escort 24 .24

30495 - Unexploded (UXO) Sweep Personnel		24 .24
30501 - Weather Forecaster I		29 .85
30502 - Weather Forecaster II		36 .31
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25 .28
30621 - Weather Observer, Senior	(see 2)	26 .00

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		29 .33
31020 - Bus Aide		10 .40
31030 - Bus Driver		13 .64
31043 - Driver Courier		13 .74
31260 - Parking and Lot Attendant		9 .90
31290 - Shuttle Bus Driver		14 .20
31310 - Taxi Driver		11 .80
31361 - Truckdriver, Light		14 .20
31362 - Truckdriver, Medium		15 .35
31363 - Truckdriver, Heavy		18 .73
31364 - Truckdriver, Tractor-Trailer		18 .73

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist		14 .30
99030 - Cashier		8 .86
99050 - Desk Clerk		10 .00
99095 - Embalmer		26 .29
99130 - Flight Follower		24 .24
99251 - Laboratory Animal Caretaker I		11 .48
99252 - Laboratory Animal Caretaker II		12 .46
99260 - Marketing Analyst		26 .78
99310 - Mortician		26 .29
99410 - Pest Controller		16 .41
99510 - Photofinishing Worker		12 .74
99710 - Recycling Laborer		16 .11
99711 - Recycling Specialist		19 .54
99730 - Refuse Collector		14 .39
99810 - Sales Clerk		10 .45
99820 - School Crossing Guard		12 .58
99830 - Survey Party Chief		20 .77
99831 - Surveying Aide		13 .52
99832 - Surveying Technician		18 .47
99840 - Vending Machine Attendant		17 .20
99841 - Vending Machine Repairer		21 .55
99842 - Vending Machine Repairer Helper		17 .20

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at

night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the

classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate (s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).