

MEMORANDUM OF UNDERSTANDING

Between

HAC and North America's Building Trades Unions

The Hanford Administrative Committee (HAC) and North America's Building Trades Unions ("Union") are parties to the Hanford Site Stabilization Agreement (HSSA).

Whereas RCW 49.46 was amended effective July 28, 2019 to provide an exemption from the sick leave provisions of RCW 49.46.200 through 49.46.830, provided the criteria set forth in RCW 49.46.180 are met.

Whereas the HAC and the Union have negotiated this Memorandum of Understanding to meet the criteria for the exemption set forth in RCW 49.46.180, and where such exemption shall apply only to United Association Local 598's (Local 598) members at Hanford.


Now therefore, the parties agree as follows:

1. Local 598 is an approved referral union program under RCW 50.20.010 and in compliance with WAC 192-210-110.
2. HAC and the Union have negotiated sick leave benefits and protections that are equivalent to those provided in RCW 49.46.200 through RCW 49.46.830 and the rules adopted by the Washington State Department of Labor and Industries, as reflected in the attached sick leave policy.
3. The parties expressly waive the provisions of RCW 49.46.200 through RCW 49.46.830 as long as respective employers provide equivalent benefits.
4. The parties further agree that the payment of sick leave shall occur before usage. Such frontloaded paid sick leave shall be the equivalent of 1/40th of the base hourly taxable wage rate set forth in the HSSA Appendix A. The new base rate, after inclusion of the sick leave, is then subject to all calculations for overtime, shift differential and supervision upgrades.
5. Except as set forth above, the remaining terms and conditions of the HSSA remain in full force and effect.

DATED this 29 day of March, 2022

For the Company

For the Union


Larry Brown, WTCC
Labor Relations Manager

Brent Booker
Brent Booker
Secretary-Treasurer, NABTU

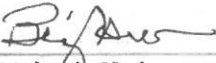
Kevin R. Adkisson



Victor Serna
Labor Relations Manager, CPCC

Kevin R. Adkisson

Kevin Adkisson
Director, Field Services, NABTU



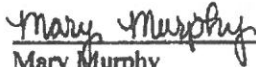
Benjamin Harlow
Labor Relations Manager, HLMI

Sheets, Scott

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Scott J
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Scott Sheets
WRPS



Mary Murphy
Director, Workforce Relations HMIS

Signature: 
Kevin R. Adkisson (Mar 29, 2022 13:34 EDT)

Email: kevin@nabtu.org

Signature: 
Brent Booker (Mar 29, 2022 13:36 EDT)

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