

MEMORANDUM OF UNDERSTANDING COMPRESSED WORK SCHEDULE

This memorandum of understanding between BPA and the Professional Division of Laborers (PDL) International, Local 335, establishes a compressed work schedule for certain bargaining unit employees, as described in the attached Personnel Letter, and supplemented below. The purpose of the work schedule is to improve the working conditions of covered employees, consistent with studies regarding the adverse impacts that result from working rotating shifts.

Revisions to Work Schedule. Attached is an example of the planned rotating shift schedule to be used for the work unit. The schedule contains a combination of 8-hour and 12-hour work shifts. Each employee's schedule equals 80 each pay period, consistent with the definition of the administrative workweek. The schedule for all employees is completed (i.e., one complete cycle) in 24 weeks.

It is understood that management retains the right to make changes due to unanticipated employee absences, turnover, changes in unit staffing levels, operational needs, or the needs of employees. However, such changes will not deviate from the basic concept that a combination of 8-hour and 12-hours rotating shifts will be used to schedule each employee for 80 hours of work each pay period, consistent with the definition of the administrative workweek. Also, such changes must be agreed to by affected employees. Finally, such changes will not require modification of this MOU.

Implementation Date. It is understood that management will implement the new work schedule within 30-60 days following approval of this MOU by the Department of Energy.

Duration. This MOU shall remain in effect for 1 year following implementation, unless both BPA and the PDL mutually agree to revision or termination. Subject to future term contract negotiations between the PDL and BPA, at the end of the initial year of operation, this MOU will be automatically renewed for 1 year on an annual basis, unless either party requests renegotiation. Such requests for renegotiation must be made not earlier than 90 days and no later than 45 days prior to the annual renewal date.

Agreed this 23rd day of February 1994.

David A. Hunt

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Paul J. Fisher

Business Representative
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Laborers, Local 335

Timothy M. Duke

Director of Personnel, Department of Energy

3/18/94

Date