

BASIC LABOR-MANAGEMENT AGREEMENT

between the

BUREAU OF RECLAMATION

HUNGRY HORSE FIELD OFFICE

of the

GRAND COULEE POWER OFFICE

UNITED STATES DEPARTMENT OF THE INTERIOR

and the

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION No. 77

PREAMBLE

This Basic Labor-Management Agreement, herein called the Basic Agreement, and Supplementary Agreement No. 1, herein called Supplement No. 1, constitutes an Agreement between Grand Coulee Power Office, Bureau of Reclamation, Department of the Interior, acting through the Facility Manager of the Hungry Horse Field Office, hereinafter called the Office, and the craft employees of the Office who are covered by the Agreement acting through the International Brotherhood of Electrical Workers, Local Union No. 77, hereinafter called the Union.

The Bureau of Reclamation recognizes the Union as the exclusive representatives for all craft employees, who are engaged in the operation and maintenance of the water and power facilities and related activities of the Hungry Horse Field Office.

ARTICLE I GENERAL PROVISIONS

A. Purpose

Section 1.1 It is recognized that the Bureau of Reclamation is an agency of the Government of the United States and that it is dedicated to the accomplishment of the public purpose for which it was created, including the discharge of the public duties and responsibilities vested in and delegated to the Facility Manager of the Hungry Horse Field Office.

The public interest in the accomplishment of the purpose of the Office always being paramount, the Office and the Union agree that pending the determination or adjustment of any issue arising between them by means of the procedures herein, there will be no change in the provisions of the Basic Agreement and Supplement No. 1 except as required by law, order, regulation, or policy, and there will be no stoppage or interference with the progress of work.

It is further recognized that cooperation between the Facility Manager and the employees on the basis of mutual understanding developed through the processes of collective bargaining is conducive to the accomplishment of those public purposes.

Section 1.2 The Office and the Union also recognize that they have a common constructive interest in the development and utilization of water and power resources in the Office area and that their common interests will be furthered by the establishment and maintenance of labor management cooperation between the Office and the employees.

Section 1.3 Therefore, the Office and the Union hereby agree to establish the negotiation and consultation procedures hereinafter provided for the following purposes:

1. To promote the highest degree of efficiency and responsibility in the performance of the work and the accomplishment of the public purpose of the Office.

2. To provide fair and reasonable rate of pay (subject to current pay laws, regulations, and rules), hours, and working conditions.
3. To ensure the making of appointments and promotions on a merit basis.
4. To promote stability of employment and to establish a satisfactory tenure.
5. To provide improvement and betterment programs designed to aid the employees in achieving their acknowledged and recognized objectives.
6. To adjust promptly all disputes arising between them
7. To promote systematic Labor-Management cooperation between the Office and its employees.

B. Provisions of Law and Regulations

Section 1.4 It is recognized that in negotiating and administering all matters covered by this Basic Agreement and Supplement No. 1, both the Office and the employees are governed by the provisions of applicable Federal laws, executive orders, regulations, and policies, including labor relations policies and regulations prescribed in Department of the Interior manual, all of which are regarded as paramount, and that the Basic Agreement and Supplement No. 1 shall at all times be applied, subject to all such laws, orders, regulations, and policies as may be in effect from time to time.

Section 1.5 In the event that any law, order, regulation, or policy is hereafter enacted or issued that is inconsistent with any of the provisions of this Basic Agreement and Supplement No. 1, the Office shall promptly notify the Union, and the Union and the Office may issue a joint statement interpreting the effect of such change upon the Agreements.

Section 1.6 No employee and no one seeking employment shall, as a condition of employment or other action affecting employment status, be required to join or refrain from joining any labor organization. Employees have the right to organize or join or refrain from joining labor organizations, and to designate representatives for purposes of consulting and negotiating with management officials and processing grievances. In the exercise of this right, employees and their representatives shall be free from interference and discrimination. Union membership shall not be encouraged or discouraged by anyone acting in a supervisory capacity for the Office, and the unions agree to accept employees as members upon the same basis that other applicants are accepted.

ARTICLE II SCOPE AND DURATION

Section 2.1 The Basic Agreement and Supplement No. 1, except as they may otherwise specifically provide, shall be applicable uniformly to all craft employees in the bargaining unit, as described in the Preamble.

Section 2.2 Effective dates

- A. The Basic Agreement shall become effective upon approval by the Secretary of the Interior and shall remain in effect until amended by mutual consent.
- B. Supplement No. 1 shall become effective after approval by the Office of the Commissioner of Reclamation.

Section 2.3 Either party may terminate the Basic Agreement or Supplement No. 1 after giving the other party 90 days written notice.

ARTICLE III WAGE RATES

Section 3.1 Wage adjustments for the Office employees shall normally become effective the first day following the first full pay period after May 1 of each year. Wages can only be implemented following a recommendation for approval by the Local Wage Survey Committee and the Grand Coulee Power Office Manager and approved by the Regional Director.

The rates of pay for the Office craft employees shall be determined by the Wage Survey Committee and must be consistent with governing laws and regulations. However, should there be a dispute regarding the interpretation or application of any governing laws and rules while implementing rates of pay, the Union has the right to grieve and utilize the arbitration procedure herein.

Wage rates for craft employees of the Office are determined by special schedule authority and instructions established by 5 U.S.C., §5353, Subchapter IV and 5 CFR, Part 532 and guidance provided by Department of the Interior and Office of Personnel Management.

**ARTICLE IV
MANAGEMENT RIGHTS**

Section 4.1

- A. The Office retains the right and obligation in accordance with the applicable Federal laws, regulations, and the Agreement to:
 - 1. Direct employees covered by this Agreement.
 - 2. Hire, promote, transfer, assign, and retain employees in positions within the Project Organization.
 - 3. Suspend, demote, discharge, or take other disciplinary actions.
 - 4. Maintain the efficiency of Government operations entrusted to it.
 - 5. Determine methods, means, and organization by which such operations are to be conducted.
 - 6. Take action when necessary to carry out the mission of the Office in emergency situations.

- B. The making of reasonable rules and regulations for the conduct of its business is a function of the Office. In making rules and regulations having a bearing upon the terms and conditions of the Basic Agreement and Supplement No. 1, the Office recognizes and will honor the obligation to negotiate with the Union within the discretion of the Facility Manager. However, this obligation on the part of the Office does not include matters with respect to the mission of the Office, its budget, its organization, the number and types of employees in the classifications currently covered by this Agreement, or its internal security practices.

**ARTICLE V
WORK ASSIGNMENTS**

Section 5.1

- A. The Union and Office recognize the need to work efficiently, effectively, economically, and safely. The nature of the job shall determine the resources and labor requirements necessary to perform work safely.

- B. The Office shall determine the number and structure of crews and shall arrange and rearrange crews so as to provide the most efficient, safe use of employees. However, routine work assignments and practices shall in no way hinder the Office in its right to

assign employees to any work which the Office deems the employees are qualified to perform, but always recognizing safe work practices are paramount.

- C. Employees who are temporarily promoted to a higher paying job shall receive the higher rate of pay for all hours worked in the higher job in accordance with merit promotion principles.

ARTICLE VI NEGOTIATIONS

Section 6.1 The effective date for the agreements shall be the date it is executed by the Department of the Interior and Bureau of Reclamation in accordance with 5 U.S.C. 7114(c). The Basic Agreement is approved by an Interior official, and Supplement No. 1 is approved by a Reclamation official. They shall remain in effect for two (2) years from the date of approval. The Basic Agreement and Supplement No. 1 shall be renewed for an additional one (1) year period on each anniversary date thereafter, unless ninety days prior to the anniversary date this entire contract is open for negotiation. Proposed changes should be in writing.

Section 6.2 At the end of the contract period, if the contract is opened, the parties agree to exchange proposals in writing no later than 60 days prior to the anniversary date. Upon conclusion of negotiation, the Basic Agreement and Supplement No. 1 are to be ratified by the membership and subsequently recommended for approval by Power Manager and Regional Director. Approval of the Basic Agreement and Supplement 1 shall be as required in Section 2.2A and 2.2B.

ARTICLE VII NEGOTIATION IMPASSES

Section 7.1 When agreement is not reached in direct negotiations upon working conditions affecting employees covered by this Basic Agreement, either party may invoke the services of the Federal Mediation and Conciliation Service. The mediator shall use his/her best efforts to bring the parties to agreement by mediation. Mediation may be waived by mutual consent of the parties.

Section 7.2 If efforts to bring about agreement through mediation are not successful, either the Union or the Office may submit their controversy to arbitration.

The parties, failing to mutually agree upon an arbitrator, shall submit a request to the Office of Arbitration Service of the Federal Mediation and Conciliation Service for a panel of seven (7) qualified arbitrators. Within ten (10) working days after receipt of the panel by both parties, representatives of the parties shall meet to select an arbitrator. The first strike shall be determined by the flip of a coin and continue alternately until one name remains. The remaining person shall be asked to serve as the arbitrator in the matter(s) in dispute. The decision of the arbitrator shall be binding on the parties, as permitted by law, or appealed, as stipulated by laws

governing Federal negotiations. Costs of arbitration shall be shared equally by the parties as specified in Section 8.6 below.

ARTICLE VIII GRIEVANCE PROCEDURE

Section 8.1

- A. The purpose of this article is to provide a mutually satisfactory method for the settlement of grievances between members of the bargaining unit and their supervisors and/or disputes over the interpretation and application of the Agreements. The Office and the Union agree that it is intended that this grievance procedure will provide a means of resolving complaints and grievances at the lowest level possible. Nothing in this article shall be interpreted as requiring the Union to represent an employee if it considers the grievance to be invalid or without merit. At any step in the procedure, within the above specified time limits, either party may request a meeting of persons involved in the matter to try and resolve the issues prior to binding arbitration.

- B. If, at any step of the grievance procedure set forth herein, the aggrieved employee decides to accept a decision rendered by the responsible official of the Office, the grievance shall be terminated after approval of the Union.

- C. This Article shall be the exclusive procedure for the settlement of grievances over the interpretation or application of the provisions of this Basic Agreement and its supplementary agreements. The following matters (1-5) are specifically excluded from consideration:
 - 1. Statutory appeals procedures (except as noted below).
 - 2. Equal Opportunity complaints.
 - 3. Separation of employees during the probationary period.
 - 4. Reductions in force.
 - 5. Matters under the Fair Labor Standards Act.

Employees may exercise the option of utilizing either the negotiated grievance procedure or:

- 1. The statutory procedures in the processing of prohibited personnel practices; and,

2. The U.S. Merit System Protection Board appellate procedure for adverse actions (suspensions of more than 14 days, reduction in grade, or removal) and performance-based actions.

Employees may not use both procedures for the same action. Once written submission is made under either procedure by an employee or his/her designated representation, that choice is irrevocable. A written submission concerning submission of a grievance procedure refers to the formal presentation of the grievance specified in Section 8.3.

- A. Other questions as to whether or not a grievance is on a matter subject to this grievance procedure or is subject to arbitration under the Basic or Supplementary Agreement No. 1 may, by agreement of the parties, be submitted to arbitration.
- B. Any employee filing a grievance or serving as representative of another person on a grievance shall be protected from restraint, interference, coercion, discrimination, or reprisal in presenting the grievance. If an employee covered by the Basic Agreement should choose not to be represented by a representative approved by the Union, he/she must represent himself/herself in presenting the grievance. The Union shall be given the opportunity to be represented at the adjustment of the grievance between the Office and the aggrieved. The adjustment of a grievance shall not be inconsistent with the terms of the Basic Agreement and Supplement No. 1.

Section 8.2 *Informal presentation.* Any employee, a Steward, or a Union representative having a grievance shall present the matter informally to the immediate supervisor. The grievance must be presented within 10 working days after receipt of the notice of action or knowledge or occurrence of the incident with which the aggrieved is dissatisfied. Every effort shall be made to settle the grievance promptly at this informal state. The supervisor may involve higher level supervisors if he/she wishes.

Section 8.3 *Formal presentation.* If the grievance is not settled within 10 working days and further consideration is desired, it shall be reduced to writing and sent to the Hungry Horse Facility Manager. The written grievance must contain the following information: (a) identity of person originating the grievance; (b) specific nature, details, and date of occurrence of grievance; (c) specific corrective action desired; (d) specify the contract clause violated; (e) name of the representative, if any.

Section 8.4 *Consideration of formal grievance.* If the Hungry Horse Facility Manager, who has been presented with a grievance, has not settled the matter to the satisfaction of all concerned within 10 working days, it may be referred to the Grand Coulee Power Office Manager within 10 working days of receipt of the decision of the Hungry Horse Facility Manager. The grievant or his representative may ask that the written request be supplemented by verbal presentation to the Grand Coulee Power Office Manager. If the Grand Coulee Power Office Manager is not

successful in adjusting the grievance within 10 working days, it may be taken to the final step of this procedure, which is binding arbitration.

Section 8.5 *Arbitration.* The aggrieved party shall have 15 working days after the receipt of a reply from the Grand Coulee Power Office Manager to submit the grievance to arbitration. The arbitrator is to be selected as provided in Section 7.2 above. Arbitration may be invoked only by the Office or the Union. Failure on the part of the complainant to comply with time limits specified herein shall render the grievance closed.

Section 8.6 Any time limits may be extended by mutual agreement prior to their expiration by the parties.

Each party shall bear the expense of preparing and presenting its own case, including travel expenses for any witnesses, and the parties shall share equally all costs of the arbitrator and fees related to any hearing. The Union will provide reasonable written notice to the Office of employee(s) it will call as witnesses. The notice is provided so arrangements can be made which will cause the least disruption to Office operations.

The decision of the arbitrator shall be final and binding on all parties. However, either party may request an exception to an arbitration decision under the rules and procedures of the Federal Labor Relations Authority.

ARTICLE IX APPOINTMENT AND TENURE

Section 9.1 It is the Office's objective to provide, whenever possible, subject to regulatory limitations and labor requirements, continuous employment for the Office's craft employees. The employees will therefore be given appointments which afford greatest job security in keeping with this objective.

Section 9.2 The Office shall select all employees in accordance with the provisions of appropriate civil service laws, the regulations of the Office of Personnel Management, and the Department Merit Promotion Plan. Selections in accordance with such regulations will be made on the basis of merit and efficiency as determined by such factors as ability, skill, diligence, training, and experience. The Office may request assistance of the Union in directing qualified eligibles to those sources through which employees are regularly obtained. When the Office is seeking applicants for temporary employment, local union representatives of the appropriate union, among others, will be notified so that qualified persons may be made available for the vacancies.

Section 9.3 Suspension, terminations, and reduction in force shall be made in accordance with appropriate statutes.

In individual suspensions or dismissals for cause, the Office will issue a written statement of reasons to the employee involved. In reduction in force, the Office will give the maximum amount of advance notice consistent with applicable reduction-in-force statutes.

ARTICLE X CONDITIONS OF EMPLOYMENT

Section 10.1 All existing rules of the Office relating to employees and all privileges and benefits heretofore granted to them which are not specifically mentioned or changed by the Basic Agreement or Supplement No. 1 shall, so far as they are not inconsistent with applicable Federal statutes, executive orders, regulations, policies, and decisions, remain in effect.

Section 10.2 Each employee shall be assigned a designated place or places to report for work. The employee shall report at the place designated at the commencement of workday and, after reporting, shall be regarded as on duty.

Section 10.3 Travel and expenses and per diem for travel away from official duty station will be compensated in accordance with Federal travel regulations and established practices of the Bureau of Reclamation.

Section 10.4 The Office will endeavor to carry on all its operations consistent with the requirements of the job and with regard to the safety and health of its employees. The employer and employees shall obey such rules and regulations as they are set forth in the applicable safety and health laws, rules, and regulations.

Section 10.5 Benefits will be provided in accordance with the current provisions of statutes, regulations of the Office of Personnel Management, or other authority to all eligible employees covered by the Basic Agreement and Supplement No. 1.

Deductions will be made from base pay as prescribed by law or regulations for the above and for other authorized deductions such as: (a) union dues, (b) savings bonds, (c) allotments to savings institution.

**ARTICLE XI
APPRENTICESHIP**

Section 11.1 Should the Office deem it necessary to establish an apprenticeship and/or training program(s), the Union and Office will work together to develop standards.

**ARTICLE XII
LABOR-MANAGEMENT COOPERATION AND ASSISTANCE**

Section 12.1

- A. *Union Stewards.* One Shop Steward plus one alternate shall be designated by the employees through the Union, and the Union shall supply the Facility Manager with his or her names. The names shall be posted on appropriate bulletin boards. The Shop Steward or, when the regular shop steward is absent, the alternate shop steward, are authorized to perform and discharge the duties and responsibilities which may be properly assigned to them by the Union under the Agreements, and the Office agrees that there shall be no discrimination against a Shop Steward because of the performance of such duties.
- B. *Labor-Management Cooperation.* The Office and Union will work together to forge joint Labor-Management cooperation throughout the office. The Facility Manager and Shop Steward will hold meetings to discuss issues concerning each party. Other supervisors and craft employees may be asked to assist the Facility Manager and Shop Steward. It is emphasized here that the Shop Steward and Facility Manager will work together, within their authority, to resolve any problem, including grievances, through the joint Labor-Management cooperation process. The intent of the parties is to make a very reasonable effort to resolve problems through cooperation of the two aforementioned individuals. Further, the mutual resolution is without precedence. (Note: The intent of “without precedence” is to remove pressure and concerns that a mutual settlement may impact others, thus promoting good, open communication based on trust and mutual respect by working together.)

Section 12.2 *Equal Employment Opportunity.* The Office and the Union do hereby agree that both parties will not discriminate because of race, sex, creed, color, religion, age, national origin, individual handicap, marital status, or political affiliation.

Section 12.3 *Union Representative Visits.* It is recognized that in order for the Union to discharge its obligations under the terms of the Basic Agreement and Supplement No. 1, Union representatives, who are non-government employees, will be permitted to visit places of work during working hours. Prior to entering such places of work, Union representatives shall contact the Office’s official in charge and reach agreement on the extent and length of such visits. The visits shall be confined to discussion of matters directly related to the Agreements. Visits will be subject to existing security restrictions and safety provisions.

Section 12.4 *Bulletin Boards.* Space on bulletin boards shall be made available to the Union for posting of official union bulletins. The use of such space shall be subject to the provisions of departmental policy.

Section 12.5 *Distribution of Agreements.* The office will provide copies of the Agreement to employees who are covered by the Basic Agreements and Supplement No. 1.

Section 12.6 An employee selected or appointed to serve as a Union Local Officer (i.e., President, Vice President, Secretary/Treasurer, Board Member) may be granted leave without pay (LWOP) or annual leave to fulfill the duties of that office. LWOP will require a prior written request from the Union. Scheduling and arrangements can be made by management which will cause the least disruption to operations. LWOP approved by the supervisor will not be authorized for more than five (5) days per year. However, the parties may review and extend LWOP requests beyond the five (5) days on a case-by-case basis.

WITNESS WHEREOF the parties hereto have entered into this Agreement:

FOR THE BUREAU OF RECLAMATION

FOR THE UNION

/s/
Chief Negotiator

/s/
Chief Negotiator

Recommended:

/s/
Business Manager

/s/
Grand Coulee Power Office Manager

Approved: /s/ 10/21/1998
IBEW Office

Executed and Recommended for Approval:

/s/
Regional Director
U.S. Bureau of Reclamation
Pacific Northwest Region
Approved:

11/4/1998
Date

/s/
Director, Office of Personnel
Department of the Interior

12/1/1998
Date

**SUPPLEMENTARY LABOR-MANAGEMENT AGREEMENT NO. 1
GENERAL WORKING CONDITIONS**

**ARTICLE 1-1
HOURS OF WORK**

Section 1-1.1 Except in emergency situations, a minimum of twenty-four hours' notice shall be given to employees of any change in regular working hours. The Office will, having due regard to the necessities of continuous and uninterrupted services and economies of operations, make every effort to keep emergency or call work, overtime work, and irregular shifts to a minimum. Notice of variations shall be given as far in advance as practically possible.

Section 1-1.2 The basic workweek and work schedules for employees of the office are established in accordance with the Federal Employees Flexible and Compressed Work Schedules Act of 1982, codified at 5 U.S.C., 6120.

Section 1-1.3 Variations from the foregoing provisions, relating to the employees' workweek and/or work schedule, may be provided as needed. Whenever it is necessary to meet such exigencies, as may arise, the Office may call upon employees to perform work during hours or on days other than or beyond those falling within their regularly scheduled tours of duty.

Section 1-1.4 Holidays will be granted and pay administered in accordance with existing legislation and procedures prescribed by the Office of Personnel Management.

**ARTICLE 1-2
VOLUNTARY SALARY ALLOTMENTS OF UNION DUES**

Section 1-2.1 Office of Personnel Management, Department of the Interior, and Bureau of Reclamation regulations, particularly parts thereof establishing standards regarding eligibility for voluntary salary allotments of union dues, shall be applied by the Office without further amplifications or specifications herein.

Section 1-2.2 The Union is responsible for obtaining standard authorization forms (SF-1187), distributing them to employees, explaining the voluntary nature of the salary allotments, and forwarding the completed forms to the Office. On the forms shall be designated the exact amount to be withheld from each bi-weekly salary payment to each employee making this voluntary salary allotment.

Section 1-2.3 Deductions shall be made each pay period and separate payments by the Office to the Union. Deductions from the salaries of individual employees shall begin as soon as possible after their authorizations are received. The amount remitted to the Union shall be the total of all allotments.

Section 1-2.4 At the end of each pay period, the Union will be furnished a statement including the names of employees from whose salaries dues were withheld, amounts actually deducted, and net amounts to be remitted to the Union.

Section 1-2.5 Once each year, the Union may notify the Office of changes in the amounts to be deducted from the salaries of employees who have authorized salary allotments to it. The Office shall effect such changes on the first pay period following receipt of such notifications unless a later date is specified in the notification.

Section 1-2.6 The Union shall promptly notify the Office whenever any employee who has authorized payment of salary deductions to it ceases to be a member. The Office will notify the Union whenever changes in an employee's employment status make him ineligible for further deductions. Deductions will cease as soon as possible following receipt by the Office of the appropriate notification.

Section 1-2.7 Individual employees may obtain standard revocation forms (SF-1188) from the Office or may notify the Office by letter that they desire to revoke their deductions. Revocation notices may also be submitted through the Union if the employees so desire. Revocation shall be effective on the first pay period beginning one (1) calendar year after the date the employee authorized dues withholding. The Office will notify the Union after receiving any such notice.

Section 1-2.8 The union shall promptly notify the Office whenever any employee who has authorized payment of salary deductions to it ceases to be a member in good standing. The Office will notify the union whenever changes in an employee's employment status make him/her ineligible for further deductions. Deductions will cease as soon as possible following receipt by the Office of the appropriate notification.

Section 1-2.9 Individual employees may obtain standard revocation forms (SF-1188) from the Office to terminate union dues deduction. Revocation notices may also be submitted through the union if the employee(s) desires. Revocation shall be effective on the first pay period following March 1 or September 1 after receipt by the Office of the revocation notice. The Office shall notify the union after receiving revocation notices.

**ARTICLE 1-3
WORKDAYS AND WORK SCHEDULES**

Section 1-3.1 The basic workweek shall normally consist of 40 hours per week and five consecutive 8-hour workdays, normally Monday through Friday, and may not spread over more than 6 days of the administrative workweek.

Section 1-3.2 Employees have the opportunity to work Alternative Work Schedules (AWS) in accordance with established laws, regulations, and rules. If an employee(s) is allowed to work an AWS, there may be emergency, training, or annual and sick leave situations where management will require an employee(s) to temporarily convert back to a work schedule of 8 hours per day and 40 hours per week.

**ARTICLE 1-5
MEALS**

Section 1-5.1 Meal periods shall be 30 minutes in length and will normally be from 12:00 to 12:30 pm. If mutually agreed between affected employees and immediate supervisors, the 30-minute meal period may be varied. These meal periods may be varied up to 1 hour either way as determined by the supervisors concerned. However, every effort will be made to allow an employee to eat a meal.

Section 1-5.2 When an employee is required to work on his nonwork days or wholly outside the regular hours, the employee is expected to bring his first meal when reporting to work. The employee will be provided 30 minutes (non-paid) to eat his/her meal. In cases where an employee is required to work additional hours and the employee does not bring a meal, the employee will be given adequate time to provide a meal for him/herself or have a meal brought to the facility (provided/paid by the employee) and given a 30-minute (non-paid) meal break.

Section 1-5.3 If meal periods cannot be provided and the employee is required to work through his/her meal period, the employee will be paid 30 minutes of overtime for each meal period not provided, and the overtime will be paid in accordance with 5 U.S.C.

Section 1-5.4 In an emergency situation, at the discretion of the supervisor, the crews may be required to eat in shifts, or one employee may be sent to bring meals for the crew.

Section 1-5.5 In overtime situations where there is no opportunity to prepare a meal prior to beginning work, reasonable and adequate provisions will be made for meals. Normally, such employees will not be required to work more than 6 hours without a meal.

WITNESS WHEREOF the parties hereto have entered into this Agreement:

FOR THE BUREAU OF RECLAMATION

FOR THE UNION

/s/ _____
Chief Negotiator

/s/ _____
Chief Negotiator

Recommended:

/s/ _____
Business Manager

/s/ _____
Grand Coulee Power Office Manager

Approved: /s/10/21/1998 _____
IBEW Office

Executed and Recommended for Approval:

/s/ _____
Regional Director
U.S. Bureau of Reclamation
Pacific Northwest Region

11/4/1998 _____
Date

Approved:

/s/ _____
Human Resources Officer
Bureau of Reclamation

10/7/1998 _____
Date