

DATE: 7/12/2023

HLMI:

HAMTC:

LOCAL 12-369

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**APPENDIX "A" AGREEMENT(S) – CHEMICAL TECHNOLOGISTS, SENIORITY GROUP 060,  
LOCAL 12-369**

**JOB DEFINITION**

**CHEMICAL TECHNOLOGISTS**

Perform routine analytical analysis on a variety of samples and material by chemical, physical, instrumental and radiochemical methods, using a variety of analytical instrumentation and equipment (may include but not limited to Alpha Energy Analysis (AEA), Gamma Energy Analysis (GEA), Non Destructive Analysis (NDA), Gas Chromatography (GC), Gas Chromatography/Mass spectrometry (GC/MS), Ion chromatography (IC), Inductively Coupled Plasma (ICP), ICP plus Mass Spectrometry (ICPMS) and x-ray) and the reporting of generated lab data. Perform assignments of diverse, specialized and complex nature requiring the full knowledge of the analytical laboratory techniques and procedures. May direct the activities of others, and give on-the-job training to less experienced personnel.

**NOTE:** Job Definition modifications have been made to the job description to reflect updated technology and it is not intended to either enhance or erode the work jurisdiction of Seniority Group 060. It is agreed that non-bargaining personnel (e.g. chemist, etc.) retain the right to use equipment in the development and modification of methods, procedures, protocols and for the ability to diagnose, check, verify lab results and data.

**UNDERSTANDINGS:**

1. There will be one supervisory work group for Chemical Technologists within HLMI.
2. Overtime Groups
  - Analytical Services (Radio Chemistry, Standards Lab, Inorganic, Organic, Industrial Hygiene, Sample Management, Hot Cells, Research and Technology Development)
  - Facility Operations (Waste Services & Building Operations)
2. Hiring Rates
  - An individual with little or no experience or training shall be assigned the first step rate of the Chemical Technologist progression schedule.

- An individual may be hired at any step in the rate progression table in accordance with his/her relative previous experience and/or training and educations as determined by management.
- An individual who is fully experienced and qualified to perform the full scope of duties of the Chemical Technologist class as determined by management, shall be hired at the sixty (60) month rate.
- Issues related to hire in rates for new employees must be raised within the first six months of employment. Jointly ~~HR~~ Labor Relations and the union will resolve the problem or document the issue using the grievance process.

### 3. Probationary Period and Training

Newly hired Chemical Technologists will have a MAXIMUM ~~twelve (12)~~ nine (9) month probationary period of training and evaluation. If the newly hired Chemical Technologist is not satisfactorily meeting the training requirements, the Employee will be administratively terminated.

- Union and Management will optimize the ongoing training program which will include maintaining the chemical technologists cross-training and proficiency training on laboratory methods and duties that they are trained on.

### 4. Working Leads Selections Process

- When the management of the laboratory has identified a position within the laboratory where a working lead is to be established, the responsible manager will develop a list of criteria that reflects the attributes and responsibilities of the position. A notice describing the position and requirements shall be posted.
- Any individual may be nominated within the same Company group (a Chem Tech, a member of management, or a Chemist may nominate). All persons nominated will be contacted to verify their interest in being considered for the position.
- The responsible manager shall work with the board to develop a set a questions to be asked ~~by~~ of all vying candidates for the opening. The questions shall explore the knowledge of the individual on specific job knowledge, procedures and their compliance, job safety, and leadership.
- A board of three (3) persons shall consist of one individual selected by the bargaining unit, one selected by laboratory management and one selected by Industrial Relations/Human Resources. This board will be convened and will interview each candidate and offer a rating of the candidates. The ratings will be provided to the responsible manager for his/her final selection.
- If a Chem Tech with a Lead Assignment transfers to another position, the Lead Assignment position will not be transferred with him/her and may become an open position at management's discretion.

## 5. Shift Rotation Procedure

- A. A Chemical Technologist desiring to rotate from shift to day or day to shift must submit a written request a minimum of 30 days prior to the date of the rotation. Normally the request will be honored within that 30-day period.
- B. Once the employee has agreed to the move and the exchange in assignments has been scheduled, the employees will be required to make the move.
- C. ~~An operator~~ A Chemical Technologist must work at least ~~six~~ twelve (12) months on an assigned shift or days before becoming eligible to rotate to days or shift as outlined below:
  - 1. An employee on shift or days may rotate a less senior employee on days or shift within the same Supervisory Work Group.
  - 2. Lacking volunteers, the least senior employee on days or shift will be rotated.
  - 3. Stewards working days are not eligible to be rotated unless the progress of work requires such rotation to shift.
- D. TOWP selections made by both employees in accordance with the annual scheduling procedure or TOWP periods already approved by management prior to the exchange of employees will be honored.
- E. The Company may accommodate day shift restricted personnel, as long as the employee's restriction does not impact a more senior employee's rotation rights.
  - 1. All restrictions must be verified by the Hanford site occupational medical provider.
  - 2. All day shift restricted personnel will be exempt from working segments of rotating shifts. They will be deleted from the applicable overtime list.
- F. ~~It is the intent of this procedure to maintain adequate skill levels within all shifts involved in the shift rotations, while at the same time considering the wishes and desires of the employees.~~ Training gaps will normally be filled by placing the newly assigned person on shift to receive OJT. Eligibility to rotate back to days begins 12 months from the day that shift qualification has been obtained
- G. If this procedure proves to be unworkable in practice, the Company and the Council will negotiate the changes necessary to maintain this procedure as an effective vehicle for shift to days and days to shift employee rotations.

**Shift Rotation Process** — ~~There are two different conditions for assignment to shift work or dayshift. There are as follows:~~

6. A. Management Realigning the Existing Workforce (Shift/Dayshift Openings)

A 4. Realigning Workforce from Dayshift to Shift (no addition to staff) – When realigning the existing workforce and moving employees from dayshift to shift work, the following will be used to staff the shift work:

- Ask for volunteers from dayshift within the evertime-supervisory work group (SWG)
- If no volunteers, the most junior qualified dayshift employee within the evertime-SWG group will be assigned to shift.
- If the filling of the shift work increases the head count within the work group, the following will apply for backfilling the vacancy left by the employee that either volunteered or is assigned to the shift work
  - Ask for volunteers within the work group
  - Lacking volunteers, the low senior employee within the work group will be moved to the vacant position.

B. 2. Realigning Workforce from Shift Work to Dayshift (no addition to staff) – When realigning the existing workforce and moving employees from shift work to dayshift, the following will be used to staff the dayshift:

- Ask for volunteers, within the evertime-group SWG working shift
- If no volunteers, the most junior shift employee within the evertime groupSWG will be assigned to dayshift.
- If the filling of the dayshift increases the head count within the work group, the following will apply for backfilling the vacancy left by the employee that either volunteered or is assigned to day work
  - Ask for volunteers within the work group
  - Lacking volunteers, the low senior employee within the work group will be moved to the vacant position.

B. Employee Initiated Request

Shift to Days Rotation – Does not apply to “vacancies” as described in the Realignment within Supervisory Work Group

- Each laboratory having shifts will designate day shift positions within the evertime groupSWG into which a shift worker may rotate based on his/her maximum time on shift.



- ~~• The rotation to dayshift will be initiated by a request for rotation, in writing, by the individuals who have at least twelve months on shift.~~
- ~~• Workers on days will have a minimum of twelve (12) months on days before they are eligible to be rotated (an individual may waive the 12-month requirement if they so desire). If more than one worker meets the requirement for rotation, volunteers will be solicited; if none, the low seniority employee will determine be assigned to shift.~~

#### 7. ~~6.~~ Procedure – Movement within Supervisory Work Group

When a vacancy is identified within the Supervisory Work Group, the following procedure will apply:

- A. A vacancy to be filled within a Supervisory Work Group is identified by management.
- B. Interested Candidates will express their interest by notifying the manager with the vacancy. Employees have five (5) working days to "bid" on the vacancy. If an employee is going to be absent from work, it is their responsibility to indicate their interest in a position by providing written notice to their immediate manager.
- C. The candidate list is collected and reviewed by Labor Relations. The most senior employee will then be offered the vacancy, provided the employee has been on their present assignment for at least twelve (12) months. Once offered the position, the employee has a maximum of one (1) hour to accept the position. Subsequent vacancies shall be offered in the same manner until all individuals on the "original" candidate have been considered. After the process is completed, the "vacant" position is posted utilizing the LAMP process.
- D. Incumbent Chemical Technologists will be offered vacant openings after completing fundamental training. Those who volunteer for openings being offered by seniority may not bid for new positions for 1 year. Those new hires being offered positions, who do not volunteer for any of the openings offered to them, will be assigned to positions, but will retain their right to post for any new positions within the first year of hire. After the first year of unvolunteered assignment, the employee will use the previous steps outlined above (A, B, & C).
- E. Non-Incumbent employees hired after the ratification of this agreement will no longer be provided the provisions in Section D. Non-incumbent Chemical Technologists will be placed by management into a vacant opening after they complete initial qualification and will not be eligible to bid on a vacancy until they have been in their current position for at least 12 months. After 12 months have elapsed, they will use the previous steps A, B, and C, for assignments.

#### ~~D.F.~~ Chem. Tech. work groups within the Supervisory Work Group

1. Building Operations
2. Waste Services (HMC)
3. Hot Cells
4. Sample Management

USW changes to HLMI (Navarro & ATL) proposal 4  
7/11/2023

- ~~5.~~ ~~Inorganic~~ ~~Organic~~
- ~~5-6.~~ ~~Organic~~
- ~~6-7.~~ ~~Radio Chemistry~~
- ~~7-8.~~ ~~Standards Lab~~
- ~~8.~~ ~~Industrial Hygiene (IH)~~
- 9. Research and Technology Development