



December 26, 2024

Chris Hall, President  
Hanford Guards Union, Local 21  
P.O. Box 687  
Richland WA, 99352

Subject: Notification of Bargaining Impasse After HMIS Best and Final Offer

Dear Mr. Hall,

I write on behalf of Hanford Mission Integration Solutions (HMIS) to formally notify you that we believe that our collective bargaining negotiations have reached an impasse.

Despite our best efforts, the use of a federal mediator, and many negotiation sessions, we are unable to reach a mutually acceptable agreement on key terms of a new labor contract, including vaccine mandates, wage rates, and shift differential pay. The parties thoroughly explored various proposals and counterproposals, yet significant differences remain. Given the current circumstances, the company believes that further negotiations would not be productive. We are at a critical juncture, and without significant movement towards an agreement, the parties are at impasse.

In the event that the union does not accept HMIS Best and Final Offer (BAFO) no later than January 2, 2024, the company will send a letter, prepared by counsel, to the union to formally communicate the company's position as it relates to impasse. This letter will outline that the parties have been unable to reach a mutually agreeable resolution and that further negotiations are unlikely to be productive.

HMIS will inform the union of its intention to unilaterally implement the BAFO presented during negotiations. The letter will include a brief summary of the key terms or changes, such as wage increases, benefits adjustments, and modifications to working conditions.

Additionally, HMIS will notify the union that employees are expected to return to work on a specified date and time, adhering to their established work schedules. The letter will also state that employees who fail to report to work as scheduled may be subject to HMIS's procedures and policies.



Following the communication to the union, HMIS will send a similar notification to all employees, ensuring they are informed of the expectations and any changes resulting from the implementation of the BAFO.

We remain hopeful that the union will agree that the HMIS BAFO is fair and acceptable. The company remains committed to fostering a positive working relationship with the union and our employees. If HGU's position changes or HGU submits a proposal that is in line with HMIS BAFO, we are open to resuming meaningful discussions at any time.

Thank you for your attention to this matter. We look forward to your response and hope to continue working towards a resolution.

Please do not hesitate to contact me with any questions or concerns.

Sincerely,

A handwritten signature in black ink that reads 'Douglas Christensen'.

Douglas Christensen  
Director of Labor Relations  
Hanford Mission Integration Solutions