

## **ARTICLE 28: SUBCONTRACTING**

To meet customer requirements and successfully operate its business, the Employer may, at its sole discretion, contract or subcontract work, functions, or processes normally performed by bargaining unit members.

Any subcontracting decision that would result in the direct layoff of a bargaining unit member will be subject to bargaining between the Employer and the Union.

LLNS will agree not to assign unit members as the “Responsible Individual” for a subcontractor’s employee, unless there is an emergency or an official inspection by a State or Federal inspector or other official assessor or an informational visit by an equipment vendor. An employee who escorts a subcontractor’s employee but who is not a “Responsible Individual” shall bear no responsibility for the unsafe act(s) or omission(s) of said subcontractor’s employee provided, however, and notwithstanding the Employer’s use of subcontractors, bargaining unit employees will always be expected to cooperate in a professional manner with a subcontractor’s employee and to follow LLNL’s workplace health and safety policies and practices and the Administrative Escorts Procedures as developed by the Employer, as outlined in Article 2.