

HSS/Union Lead Checkpoint Meeting

November 17, 2009

Meeting Points

HSS Changes to Safety Structure/ HSS Integrated Collaborative Oversight Process

- HSS tasked by the Deputy Secretary to lead a collaborative evaluation of, and identify options for, improving regulation/oversight of safety at DOE facilities in response to concerns expressed by the DOE Laboratories and Contractors of stringent regulations impairing competitiveness and impacting resources.
- HSS Path Forward:
 - Strengthen oversight function [i.e., increase nuclear safety and oversight staff]
 - Assess a more effective enforcement tool: mitigation for corrective actions/enhance proactive processes to improve safety and security performance/compliance
 - Focus on development of a data analysis model that will look at trends/leading indicators and use data beyond incident reporting
 - Integrated Collaborative Oversight Concept development
 - Based on collaborative risk evaluations and peer review
 - Open collaborative process [of DOE Line and Program Management, M&O Contractors, Researchers, Labor Unions, External Regulators]; expanding open communication and disclosure
 - Reflective of broader governance and organizational sustainability models
 - Leverages expertise through rotations; streamline oversight by integrated oversight activities
 - Invigorate sustainability and reliability of mission through outreach and collaboration
- Expressed Union Areas of Concern
 - Clear lines of authority/decisiveness/timely resolution with regard to worker health and safety are impeded by DOE's large decentralized organizational infrastructure and multiple layers of contracts.
 - Issue of non-reporting of safety issues by workers not only at DOE sites, but evidenced across the industry; fear of retaliation; incomplete safety data/analysis because important operational information not collected and used in an organized complex-wide process
 - The need for ground level investigations at some sites to identify and resolve operational issues, enhance early detection of safety issues; need for onsite Enforcement points of contact - implementation of a proactive process when there is a problem
 - Worker safety issues associated with inconsistencies within the same M&O as a result of different LLCs/subcontractors under the M&O

2009 HSS/Union Activities

- Task Accomplishments/Path Forward – *See attached overview*
- Union Feedback for Improvements
 - Oak Ridge Training Assessment: 851 training gap analysis was not adequately addressed while focused on important issues such as reciprocity it did not adequately define training

gaps and priorities; would propose that this focus is provided in the December SR training assessment. [Action: Feedback to Jim Vosburg]

- Data Analysis provided by HSS on training related ORPS events would be value added if assessments resulted in broader conclusions rather than strictly ORPS based numerical data—analysis fell short of providing underlying causes or drawing some broad useful conclusions to help guide further efforts. [Action: USW, CPWR to work with Bill Roege on improving training data analysis]
 - Aging Workforce Initiative activities: CPWR engaged in conducting informative research related to an aging workforce. Recent NIOSH/CPWR report, "Healthy Aging for a Sustainable Workforce" is posted on the CPWR website. Increase existing interface between Mike Ardaiz and CPWR/Laura Welsh.
- Next Steps:
 - HSS to address improvement feedback identified above [Special thanks to Pete Stafford for referencing and offering to share CPWR data collection and analysis activities related to worker health and safety; CPWR to share data and engage in HSS/Union collaborative data analysis efforts [i.e., training needs assessments, aging workforce activities, worker health and safety program improvements]
 - HSS to participate in December EFCOG Semi-Annual meeting; communicate EFCOG response/process for integration of identified union/worker representatives on EFCOG Working Groups. [MJ Campagnone to follow-up]
 - Continued assessment and communications between Union Leads and HSS with regard to changing priorities in collaborative worker safety and health task activities.
 - CPWR proposes combined worker health and safety training related activities are addressed by one collaborative committee/working group [NTC training assessments, 851 workshops/activities, training data analysis, etc. to be addressed by one collaborative body].