

DOE Safety and Security Reform
HSS/Union Meeting
August 13, 2010

Meeting Summary

Purpose: HSS senior managers with lead responsibilities in DOE's safety and security reform activities met with labor union representatives to discuss approach and process for the engagement of worker stakeholders in the reform efforts.

History: On March 16, the Deputy Secretary issued the Department's 2010 Safety and Security Reform Plan, including end-state vision statements, with actions and milestones to streamline DOE safety and health directives and oversight processes to improve both the efficacy and performance of DOE mission operations. On this same day, the Deputy Secretary, the Department's Under Secretaries, and the Chief Health, Safety and Security Officer participated in a roundtable meeting with Labor Union Leadership to initiate open discussion on DOE's Safety and Security Reform Initiative. DOE's approach to expand its assistance function and performance based oversight versus external safety oversight (outsourcing to OSHA) were presented and discussed.

Labor Unions agreed with DOE's reform goals and were in accord that the oversight function should remain within DOE (the responsibility should be kept in the Department where the owner is accountable). The decision to pursue reformation of the DOE approach was based on an internal assessment that included the engagement of OSHA in preliminary discussions and the development an evolution of an integrated oversight concept/model. The union representatives expressed the importance of their continued engagement in the development and implementation of safety and security reform plans and activities.

Progress since the March 16 Roundtable Meeting:

- To systematically manage this reform initiative, HSS drafted a project management plan, to guide ongoing implementation, with participation and input by external stakeholders. HSS managers have identified interim reform milestones and have drafted Systems Approach and Requirements Framework documents that lay out the intended design of functional area requirements.
- Stakeholder Outreach – Outreach is ongoing to a wide array of internal and external stakeholders, including labor unions, Congress, and the Defense Nuclear Facilities Safety Board (DNFSB). Over the past several months HSS has briefed the National Lab Directors and Chief Operating Officers, the DNFSB and interested U.S. House and Senate Committees.
- Although the DNFSB was initially skeptical, HSS has been successful in gaining the confidence of the DNFSB through a transparent process and resolved concerns regarding the efficacy of the process by decelerating what was an initial accelerated directives reform timeline.

Where Are We Now?

- Meeting today is to work out a process to engage the unions in directives reform, including prioritizations and feedback.
- Directives Reform Project Manager, Steve Kirchhoff, was introduced as the central point of contact with overall responsibility for the facilitation, integration and coordination of directives reform activities.
- Although an integrated schedule/timeline has been developed that reflects prioritization, it is subject to change.
- The higher-priority directives reform efforts will be actively worked, engaging line and external stakeholders; the lower-priority actions will be planned for later in the year.
- Requirements framework documents have been developed for each topical area that includes the current and desired end state.

What is the best approach for engaging the Unions?

The question was asked of the union participants on how DOE/HSS might best engage approximately 16 unions in the safety and security reform activities, and more specifically in the review of 106 DOE Directives. The following is an overview of union responses and next steps to engage worker representatives in the directives review:

- Unions confirmed their appreciation for and the importance of their early engagement and opportunity to provide worker perspectives in the directives review, rather than being on the receiving end of adapting to DOE/contractor developed policies and requirements impacting worker health, safety and security that may not include line worker insights.
- **Agreed upon union engagement process:** HSS will provide the union representative review participants with:
 - List of the directives under review, with the descriptive title. [Worker representatives will want to provide greater focus/feedback on those directives with worker health and safety impacts].
 - Requirements Framework Documents
 - Project Plan
- **Unions have offered to provide their SMEs to participate in directives review and related activities.**

Other Union expressed items of interest/overarching concerns:

- IAFF reported their priority item of interest and overarching concern are the issues associated with an aging workforce and mandatory retirement requirements.
- IBEW reported their affiliation with the Federal Advisory Council on Occupational Safety and Health; the use of OSHA standards as a minimum requirement, and their interest in contractor programs that will allow for stop work authority for safety hazards and subsequent review.
- IABSORIW suggested that HSS look at the TVA model for worker representatives on safety committees as an example of worker engagement in safety improvement discussions and activities.
- IAMAW reported that the recent NAPA/DOE Worker Dialogue exchange identified most worker concerns are related to training issues.

Meeting Participants

HSS

Glenn Podonsky HS-1
Bill Eckroade HS-1
Mari-Jo Campagnone HS-1
Lily Alexander HS-1
Barb Stone HS-1
Lesley Gasperow HS-1.2
Steve Kirchhoff HS-1.2
Pat Worthington HS-10
Andy Lawrence HS-20
Bill Roege HS-30
John Boulden HS40/60
Tom Staker HS-60
Larry Wilcher HS-80
Steve Simonson HS-40

Labor Union:

Frank Migliaccio-IABSORIW
James Ridley – IAFF
Chico McGill – IBEW
Doug Stephens - USW

Call-In:

Steve Fowee - IAMAW
Bill Hoobler-ICWUC
Barb McCabe – IUOE
Gary Gustafson – LIUNA
Randy Lawson – NCSP
Gerald Ryan - OPCMIA
Gary Karnofski – HAMMER
Karen McGinnis –HAMMER
Bob Legard – HAMMER/Washington Building & Constructions Trades Council
Randy Coleman – HAMMER/Hanford Atomic Metal Trades Council

Invitees unable to participate:

Gary Batykefer – SMWIA
Leo Gerard/Jim Frederick - USW
Patrick Morrison – IAFF
Rich Michalski/Mike Flynn – IAMAW
Ron Ault – Metal Trades Department
Pete Stafford – BCTD CPWR

Note: Hanford Metal Trades Council representatives have requested to be on primary distribution for DOE Safety and Security reform related correspondence and would like to participate in the directives review.