



INTEGRATED APPROACH TO WORKER HEALTH AND SAFETY

Labor Union and Stakeholder
Outreach and Collaboration

Office of Health, Safety and Security
Briefing to the Defense Nuclear Facilities Safety Board

Leadership Commitment

"It is imperative that we communicate and establish relationships with those elements that train, manage and represent our workforce to improve the safety culture at DOE sites."

Glenn S. Podonsky
Chief Health, Safety and Security Officer



History

October 2006: Formation of HSS to provide an **integrated** DOE HQ-level function for **health, safety, environment, and security** into one unified office.

February 2007: Established **HSS Focus Group** - outgrowth of HSS formation goals

- initiate and maintain an ongoing **dialogue with managers and stakeholders** that support continuous improvement in both the services and operations of HSS and performance at field sites
- to **establish a forum** capable/available to respond to questions and concerns regarding HSS initiatives and activities for **improving the health, safety, environmental and security performance** within DOE
- To get **line feedback**, as well as, feedback from **“frontline” workers**

March 2007: Invitations sent to Union Leaders, Program Secretarial Offices and DOE Stakeholders to meet with HSS senior managers

- Provide a **direct channel of communication** between HSS and **worker representatives**
- Discuss broad issues of **worker health and safety in the public sector**

Development: Integrated Approach

Feb - Dec 2007: Met with 10 Labor Unions, 4 Program Offices, 2 DOE stakeholders

Jan - Dec 2008: Path Forward → Integrated Approach

- Key worker **safety and health issues are summarized** by HSS and Union representatives from 2007 initial one-on-one HSS/union meeting discussions
- **Path Forward Matrix** identifies mutual priority improvement areas of: Training, Safety Standards/10 CFR 851, Former Worker/Energy Compensation Programs, CAIRS Reporting, Central Worker Data Tracking, Aging Workforce and union topical leads/participants.
- **More labor unions and stakeholders** [HAMMER Volpentest Training/Education Facility; National Institute of Environmental Health Sciences (NIEHS)], and Department of Labor **engage**.
- Aug: **HSS Public Outreach Website** [<http://www.hssoutreach.doe.gov>]
- Dec: 2008 **Topical Wrap Up** of meetings/discussions; **2009 Task Matrix outline**

2009 Accomplishments

- Jan – Apr: **2009 Task Matrix** developed [short term tasks/activities, schedules, owners (Union, HSS, Stakeholder)]
- Jan – Nov: **Oversight Inspection Schedule/851 awareness** and implementation – included identifying and engaging local worker representatives
- Feb: **HSS/NIEHS MOU** established collaborative work to promote worker health and safety training/education at DOE sites
- May: Focus Group **Union Information Book** developed - *Active Labor Unions Interfacing with DOE* – reflects snapshot of DOE related union/stakeholder interface, worker health & safety issues
- June: **EFCOG/Union Meet and Greet** – initiate dialogue/union perspective
- July/Dec: **Collaborative** [NTC/HAMMER/NIEHS] **Training Assessments** [Oak Ridge/SRS pilots]
- Oct: Collaborative **851 Rule Workshop** [HSS/Union/NIEHS/HAMMER/EFCOG]: Worker awareness; implementation training – Videoconference across Complex

2010 Accomplishments

Jan/Feb: **S-2 initial discussions with Union Presidents**

Mark Ayers-BCTD; Leo Gerard-USW; Ron Ault-Metal Trades Department; Rich Michalski-IAM

Mar: **S-2/U-Secs Safety and Security Reform Roundtable w/Union Leads**

- Engage Unions in DOE Safety and Security Reform
- Communicate Reform end point vision/plan
- Union perspectives on external regulation

Apr-Jul: **NAPA Worker Dialogue: Improving Health, Safety & Security at DOE**

- HSS/NAPA partnership
- Open online DOE-wide dialogue; worker challenges/improvement recommendations; NAPA third party monitor/analysis

Aug: **DOE/Union Meetings**

- HSS/Union Leadership Meeting – DOE Safety & Security Reform status/Union engagement
- Engagement of S-2/DOE-wide areas of concern

Current Activities

- Follow-on to S-2 Roundtable Meeting w/Unions
 - **DOE Safety & Security Reform** – Directives Review; Union Feedback
 - **NAPA Worker Dialogue – Analysis/Recommendations**
 - **DOE assistance** response to USW on EEOICPA issues
- **Workforce Reliability:** Collaboration HSS/ORAU/IAFF/University of Maryland - study of 3 job classifications (Fire Fighters, Security, and Metal Trades - at-risk for aging impacts) to understand employee health, safety and productivity and how these relationships specifically impact the DOE workforce/contribute to the **DOE aging workforce initiative**.
- Proposal: DOE HSS-NTC/HAMMER/NIEHS worker **health and safety training collaborative partnership** - output of OR and SR training assessments and NIEHS MOU with focus on **improved worker health and safety training** to include model training /integration/portability.
- HSS/Union Leadership meeting to be scheduled for December – assess status of Union related activities; identify emerging issues; **identify/prioritize worker health & safety activities for 2011**.

Key Elements for Success in Working with Labor Unions

Senior Leadership Commitment

Worker Involvement

Credibility

Direct/Open/Integrated Communication

Mutual Goals/Action Plans

Transparency/Disclosure

Action

Ongoing Dialogue

HSS Focus Group Labor Unions

Metal Trades Department*

Building and Construction Trades Department (BCTD)*

BCTD Center for Construction Research & Training

International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers

International Association of Fire Fighters

International Association of Machinists and Aerospace Workers

International Brotherhood of Electrical Workers

International Chemical Workers Union Council

International Guards Union of America

International Union of Operating Engineers

Laborers' International Union of North America

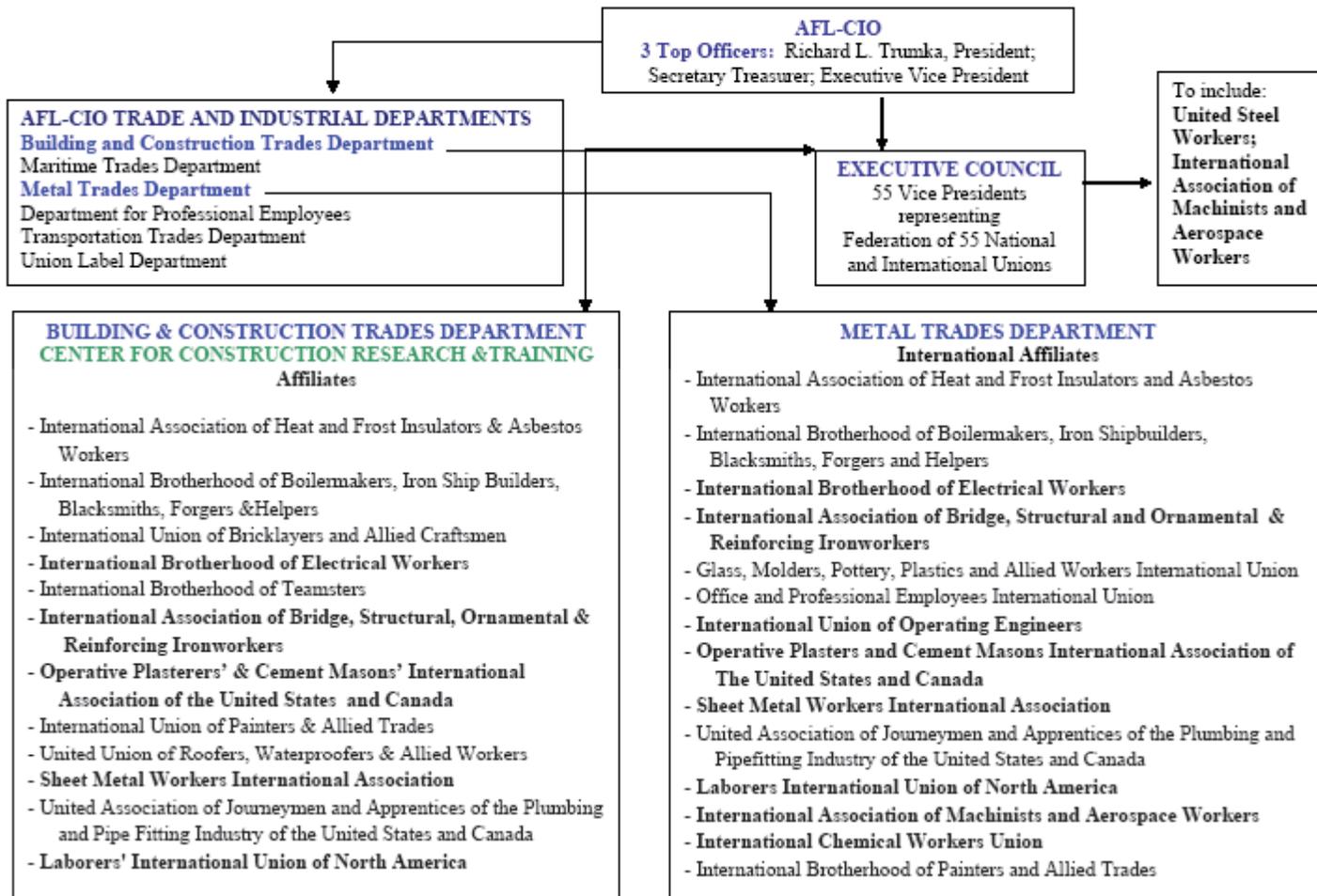
Operative Plasters' and Cement Masons' International Association

Sheet Metal Workers International Association

United Steel Workers

* Union Umbrella Organizations

OVERVIEW OF UNION CONSORTIUM



Union Councils/Stakeholders Collaborative Partners

Central Washington Building & Construction Trades Council

Hanford Atomic Metal Trades Council

Atomic Trades and Labor Council

Atomic Energy Workers Council

National Council of Security Police

HAMMER Volpentest Training and Education Center

Energy Facilities Contractor Group

National Academy of Public Administration

National Institute of Environmental Health Sciences

University of Maryland

U.S. Department of Labor