
THE HANFORD SITE WORK FORCE RESTRUCTURING PLAN

Part I - Public Involvement

STAKEHOLDER INVOLVEMENT

3161 requires that DOE consult with certain stakeholders

EMPLOYEE AND COMMUNITY NOTIFICATION

Explains how those affected were or will be notified

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STAKEHOLDER INVOLVEMENT

Section 3161 requires DOE to consult during development of the work force restructuring plan, with Site stakeholders who are potentially affected by the plan. This Hanford Site Plan has been developed with the benefit of input received from Site employees and other key stakeholders (see Appendix B). Consultation was done not only to assure compliance with the requirements of the Act but more importantly to ensure inclusion of the views and expertise of a broad spectrum of stakeholders in the development of the plan.

Key stakeholders of the Site were first consulted for input to the work force restructuring plan through a general notice sent by John Wagoner, Manager, RL, on February 14/15, 1994. A copy of the notice can be found in Appendix D. The notice was sent to all Hanford Site employees as well as national and state legislators; national, state and local agencies; the Indian Nations; bargaining union representatives; community leaders; and other key stakeholders. Comments received in response to this initial general announcement were considered, and many were incorporated or addressed in the draft Plan.

KEY STAKEHOLDERS

Names and affiliations of stakeholders consulted on this Plan can be found in Appendix B.

The draft Hanford Site Work Force Restructuring Plan was released on July 27, 1994, for employee and stakeholder review and comment. The draft Plan was available to employees through all computer workstations on the Hanford Local Area Network (HLAN). Over 550 copies were printed and distributed in the local communities, and on the Hanford Site for employees without access to computer workstations. Copies were distributed to 14

cities and towns in the Columbia Basin and the Yakima Valley, and were available at both the city halls and public libraries. Copies were also mailed to the key stakeholders who had received the initial notice of restructuring.

In late summer a Community Stakeholder 3161 Steering Committee was formed to work with RL to facilitate public workshops, encourage public commentary, and to assist with the rewrite of the draft Plan. The Steering Committee included 85 participants. The Committee formed five sub-committees which focused on specific aspects of the plan. These were: Separation and Benefits, Public Participation, Economic Development, Labor Market Studies, and Education and Training.

ABBREVIATIONS

A list of common abbreviations and acronyms used in this document can be found in Appendix A.

Three public workshops were conducted by RL and the Steering Committee, with all comments being recorded. An interactive television program on the local cable channel to discuss the Plan was sponsored by the Public Participation Committee. Taped copies of the television program were made available at local libraries for viewing. Processes for sending and receiving comments via various formal and informal on- and off-site means were developed.

As a result of these efforts: over 250 individuals participated in the public workshops, and more than 500 written comments were received by RL along with substantial local media coverage. A summary of the comments received and their disposition is contained in Appendix C.

PUBLIC INPUT

A summary of comments received and their disposition is contained in Appendix C.

All comments received were reviewed by RL and by sub-committee members. These comments and the workshop/television discussions were considered in the rewrite of the draft plan. Dispositioning of the comments was based on several criteria, including:

Compliance with Section 3161; balancing the

needs of all stakeholder groups to ensure a fair and equitable process; and stewardship of funding to ensure cost effectiveness.

The Future

Stakeholder involvement will be sought in the annual updating of the Plan. The lessons learned and results achieved from implementation of this initial 3161 Plan will help in making decisions on the level of stakeholder involvement required for subsequent updates.

3161 STAKEHOLDER STEERING COMMITTEE

Economic and Work Force Development Entities

Dallas Breamer, President, Tri-Cities Enterprise Association
Jack Briggs, Executive Committee, Tri-City Industrial Development Council (TRIDEC);
Publisher, Tri-City Herald
Richard Foepfel, Executive Director, Private Industrial Council, Inc.
John Lindsay, President, TRIDEC
Mike Schwenk, Director, Economic Transition Center, WHC; Associated Development
Organization (ADO) Council
Sam Volpentest, Executive Vice President, TRIDEC
Jerry White, Tri-Cities Commercialization Partnership; Manager, Richland Operations,
Science Applications International Corporation (SAIC)

Education and Skill Enhancement Entities

* LoAnn Ayres, Manager, Planning and Administration, Washington State University Tri-
Cities (WSU-TC)
Jim Cochran, Dean, WSU-TC
Byron Gjerde, Dean of Student Development Services, Columbia Basin College (CBC)
* Karen Hodges, Unit Head, Conferences and Institutes, WSU-TC
Gary Karnofski, Special Projects, Economic Transition Center, WHC
Vicki Mitchell, Executive Vice President, CBC
Larry Sappington, Superintendent, Educational Service District #123
Virginia Treadway, University Liaison, WHC
Vicki Van Beek, Director, Curriculum and Institutional Staff Development, Educational
Service District #123

U.S. Department of Energy - Richland Operations Office (RL)

Kathy Andrews-Smith, Program Analyst, Strategic Transition Initiatives
Susan Brechbill, Chief Counsel, Office of Chief Counsel
Chuck Chandler, Contractor Industrial Relations Specialist, Contractor Programs
Barbara Hoffer, Contractor Industrial Relations Specialist, Contractor Programs
Susan Hostick, Contractor Industrial Relations Specialist, Contractor Programs
June Ollero, Director, Human Resources Division
Dom Sansotta, Contractor Industrial Relations Specialist, Contractor Programs
Theo Schmeackle, Engineer, Strategic Transition Initiatives
Dan Sours, Program Manager, Office of Economic Transition (OET)
Larry Williams, Director, Office of Economic and Strategic Transition and Integration

State, Local and Tribal Government

Victor Andrews, Yakama Indian Nation
Ben Bennett, Executive Director, Port of Benton
William Burke, Treasurer, Umatilla Conference of Tribes
Paul Chasco, Administrator, City of West Richland
* Bill Clark, Commissioner, Franklin County
Roger Collis, Director, Special Projects, Washington State Depart. of Economic and Community Development
Mike Corcoran, City Planner, City of West Richland
Gary Crutchfield, Manager, City of Pasco
Tom DiDomenico, Economic Development Coordinator, Benton Franklin Regional Council
Sue Frost, Manager, Port of Kennewick
Ray Isaacson, Commissioner, Benton County
Russell Jim, Program Manager, ER&WM, Yakama Indian Nation
* Bob Kelly, Manager, City of Kennewick
Patrice Kent, Information Specialist, Yakama Indian Nation
* Joe King, Manager, City of Richland
Joe Mendoza, Operations Manager, Tri-Cities Job Service
Sue Miller, Commissioner, Franklin County
Donna Noski, Director, Administrative Services, Benton County
Donna Powaukee, Program Manager, ER&WM, Nez Perce Tribe
Dean Schau, Labor Market Analyst, Washington State Department of Employment Security
Sandi Strawn, Commissioner, Benton County
Jim Toomey, Manager, Port of Pasco
Tom Walker, Council Member, City of Kennewick
Don Williams, Economic Development Senior Planner, City of Richland
Bob Wlaznak, Administrator, Washington State Department of Employment Security

Community, Employee, and Union Representatives

Jim Ball, President, United Way of Benton and Franklin Counties
Rick Berglund, Executive Director, Central Washington Building Trades Council
Cary Blackburn, Senior Software Engineer, WHC
Larry Bundy, Principal Instructor, WHC
* Jodie Butcher, Benefits Specialist, Pay + Benefits
Janeen Denham, Agency Relations Director, United Way of Benton and Franklin Counties
Candace Dillman, Manager, Community Relations, Hanford Environmental Health Foundation (HEHF)
Dave Dillman, Public Affairs Specialist, WHC
Jan Ford, Manager, Recruitment, WHC
Nadine Haag, Manager, Training, Bechtel Hanford Inc. (BHI)
John Heaton, Co-Owner, Pay + Benefits
Kenneth J. Kubinski, Sr., Engineer, Economic Transition Center, WHC
Bob Lewis, Senior Research Scientist, Pacific Northwest Laboratory (PNL)
Lucy Love, Vice President, Communications, ICF KH

Gary Muth, President, Hanford Atomic Metal Trades Council
Todd Nelson, Manager, Public Outreach Department, PNL
Joyce Oswald, Manager, Inter-Contractor Relations, WHC
Gary Petersen, Director, Communications, PNL
Paul Polus, Manager, Special Projects, WHC
Joe Reder, Manager, Configuration Management Systems, WHC
Jay Rhodes, Vice President, Hanford Atomic Metal Trades Council
Bill Root, Vice President, Strategic Planning, ICF KH
Dave Roxburgh, Manager, Human Resources, BHI
John Schlatter, Vice President, Community Relations, BHI
Al Skinnell, Vice President, Central Washington Building Trades Council
Cherie Smith, Manager, Leadership & Organization Development, WHC
Carolyn Smithrud, Hazardous Materials Management and Emergency Response Program and
Facilities (HAMMER), Economic Transition Center, WHC
Ken Sowa, Principal Engineer, WHC
Mike Spellman, Senior Communications Specialist, WHC
Dean Strawn, Owner, Dependable Janitor
Terry Sullivan, Manager, Economic Transition Center, WHC
George Toyoda, Retired Worker
Jim Worthington, Training Fund Coordinator, Sheet Metal Workers International

Consultants

Ray K. Robinson, Tri-Cities Commercialization Partnership & President, RKRI
Deborah Harper, Consultant, RKRI (Editor)
Tamara Marlin, Consultant, RKRI
Marilyn Robinson, Consultant, RKRI

* Indicates Chairpersons of Sub-Committees

EMPLOYEE AND COMMUNITY NOTIFICATION

Section 3161(c)(1)(B) established an objective for DOE to only make work force changes after the issuance of a 120 day advance notice to employees at the work site and to the surrounding communities. RL issued such a notice on February 14 and 15, 1994. The notification stated that between 500 to 1,000 jobs could be eliminated by these actions. A copy of the notice sent to employees and the one sent to other key stakeholders are enclosed (see Appendix D).

In addition to the Section 3161 notification, the Worker Adjustment and Retraining Notification (WARN) Act (Public Law 100-379) requires that employees impacted by a mass layoff be given individual, written notice 60 days in advance of being laid off. A mass layoff is defined as a layoff within a 30 day time period of at least 500 employees at a single company site or 33 percent of the work force at a single company site where this percent would constitute at least 50 employees. Applicability of the act is determined by the number of full-time employees to be laid off. Employees of a company's subcontractors are not included in determining the application of the WARN Act.

NOTIFICATION
Employee and stakeholder notices
can be found in Appendix D.

A WARN notice will be sent out to affected employees in accordance with the statutory requirements.