

#### **Internal Transition of Existing Staff**

Flexibility in work schedules may be expanded to accommodate entrepreneurial activities within pre-approved community transition or human resource programs and guidelines in anticipation of community transition.

To help ensure stability during restructuring, use of contract personnel, task-order subcontracts and professional service pools will be limited to only those activities that cannot be performed within scheduled time-frames by existing Hanford Site personnel, or where the necessary skills cannot be obtained from the regular work force.

#### **Managed Attrition**

The principal contractors on the Hanford Site experience an annualized attrition rate in the range of 4 to 5 percent. Attrition, in conjunction with internal redeployment and retraining, will be managed and utilized to reduce the need for any reductions in force.

### **PART IV - PROGRAMS for SEPARATED WORKERS**

Appendix C is a matrix of other available benefits.

#### **Medical Benefits**

Voluntarily separated employees, depending upon the option elected under a VROF program, may be eligible for the extended medical coverage outlined in the Plan or coverage under the Consolidated Omnibus Budget Reconciliation Act (COBRA), which offers benefits at the full cost to the employee.

In the event that the Displaced Workers Medical Benefits program is revised to include other prime contractors to DOE in addition to M&O contractors, employees of direct contractors to DOE may be eligible to participate in the extended medical benefits program, effective with the approval date of the policy. Employees separated prior to the approval of the revised policy will not be eligible to participate.

#### **Separation Incentive Programs**

RL will consider the use of all forms of separation programs, including an enhanced retirement program, to accomplish its work force restructuring needs. In the event RL authorizes its contractors to implement any of the below-listed separation programs, the following provisions will apply:

#### **Enhanced Retirement Program (ERP)**

RL will consider the specific restructuring needs of each contractor, and the financial strength of the pension plan in determining if an ERP will be offered to the respective contractor's work force. An ERP was offered to employees of WHC/BCSR/CF KH and BHI during the June through August, 1996, time period. The enhancements to the retirement program in that ERP were identical to those offered in late 1994, namely the addition of a flexible three-plus-three years to age and service and a bridge payment of \$125 per month to social security eligibility.

In addition, employees will be required to execute a release which contains a prohibition on reemployment under all DOE-RL contractors for a three-year period. In the event the document is revised, changes will be incorporated into any future offering of the ERP.

**Voluntary Reduction of Force (VROF)**

The options to be offered in a VROF will be the same as those offered in 1995, as outlined in the Work Force Restructuring Plan dated February 5, 1995.

Employees who accept an incentive and voluntarily separate will be required to sign a waiver detailing a restriction from employment with the employer or any other future or current contractor or subcontractor at the Hanford Site for a period of twelve months from the date of the employee's signature. In the event the waiver is revised, changes will be incorporated into any future offering of a VROF.

In order to maintain the integrity of the core competencies required to safely and responsibly operate the Site, participation in this program may be limited or denied when the loss of essential skills would adversely affect Site operations.

**Involuntary Reduction of Force (IROF)**

To the extent that an IROF is necessary, it will be implemented in accordance with the conditions stated in the Plan, including the requirement to repay the separation payment if rehired by the terminating employer during a time period equivalent to the separation payment period. For example, if an individual receives 5 weeks of severance pay, the severance pay must be repaid if rehired by the terminating employer within 5 weeks of separation.

**Termination Payment for Construction Workers**

Construction workers who are employed by principal contractors and their integrated subcontractors, and who meet the eligibility criteria of this Addendum will receive a one-time termination payment of 40 hours base straight-time pay for each 2,080 hours worked on Site up to a maximum of 240 hours (six weeks) base straight-time pay. The eligibility requirement includes the completion of an assignment or project without prospect for a follow-on assignment at the site.

Construction workers who receive the termination payment will be restricted from employment at a Department facility for a period equivalent to the hours of separation pay received (a maximum of 240 hours or six weeks), and may not perform work funded by the Department without specific approval of the Department or pro rata repayment of the benefit.