

ADDENDUM

The 1996 Hanford Site Work Force Restructuring Plan U.S. Department of Energy - Richland Operations Office

Synopsis of Significant Changes from 1995 Plan

PART II - BACKGROUND

Eligibility Criteria, pages 3 and 4

Clarified requirement for regular employees to be continuously employed in the Department of Energy (DOE) complex from September 27, 1991, to the date of the restructuring announcement per revised Headquarters Interim Planning Guidance for Contractor Work Force Restructuring dated April 5, 1995 (HQ Guidance).

Intermittent or construction workers must be employed at a facility within 180 days preceding the restructuring announcement, changed from 90 days per revised HQ Guidance.

PART III - OPTIONS to MINIMIZE LAYOFFS

Work Force Planning, page 4

This section was expanded to include the work force headcount by the Common Occupation Classification System (COCS) at the COCS 90 category level.

Internal Transition of Existing Staff, page 7

Flexibility in work schedules was expanded to accommodate entrepreneurial activities within pre-approved programs and guidelines in anticipation of community transition activities.

Separation Incentives

Medical Benefits, page 7

The proposed revision to the Displaced Workers Medical Benefits program to include other prime contractors to DOE in addition to Management & Operating (M&O) contractors was included.

Enhanced Retirement and Voluntary Reduction of Force Programs, pages 7 and 8

The site-wide reemployment ban contained in the standard general release and waiver was referenced as a change from the prior waiver.

Termination Payment for Construction Workers, page 8

Construction worker rehire ban for a period equivalent to the number of weeks for which a worker receives separation payment (pro rata repayment) was added for those workers receiving a termination payment per revised HQ Guidance.

PART V - SPECIAL PROGRAMS

Preference in Hiring, page 9

Guidance regarding practicability was added per revised HQ Guidance.

Training and Education, pages 9 and 10

Criteria for practicability of Internal Retraining for New Missions including Cleanup was added per revised HQ Guidance.

\$5,000 per year limit on reimbursement was deleted because the intent of an annual limit was to protect individuals from being taxed on the benefit. Individuals will be responsible for monitoring their expenditures and tax liability.

Employment by the DOE, a contractor or subcontractor was deleted from the conditions that would terminate the education reimbursement so that the benefit terminates only if the recipient becomes eligible for an educational assistance plan through a new employer. This is consistent with several other major DOE site plans.

Authorized institutions and applicable taxes were clarified in response to employee inquiries.

Outplacement Assistance, page 10

General Support Services Contracts, subcontractors and intermittent workers do not have to meet the eligibility criteria to have access to outplacement assistance. With the nature of the currently operating joint center, all displaced workers in the Tri-Cities will have access to some services.

Community Transition, pages 11-13

Goals and Action Items were grouped and consolidated to abbreviate the section of the plan.

The RL procurement policy to provide a preference to local businesses in their subcontracting efforts was included.

Benefits Matrix, page 25

Benefits eligibility for subcontractor employees is limited to outplacement assistance including use of Job Opportunity Bulletin Board System (JOBBS). The scope of benefits eligibility is consistent with the practice at several major DOE sites.