

**Work Force Restructuring Activities
December 10, 2008**

Note: Current updates are in bold

Site/Contractor	HQ Approved	# Planned Separations	Status
General			- LM has finalized the compilation of contractor management team separation data for the end of FY07 actuals and end of FY08 and FY09 projections. LM has submitted to Congress the FY 2007 Annual Report on contractor work force restructuring activities. The report has been posted to the LM website. LM conducted a DOE complex-wide data call to the Field and Operations offices for DOE Contractor Management teams to provide, by program, actual contractor separation data for the end of FY 2008 and projections for the end of FY 2009 and FY 2010. The data will be used to keep senior management informed of upcoming large WFR actions. Separation data is for salaried and hourly contractor employees and is not to include attrition.
CLOSURE SITES			
Fernald			
Fluor Fernald Inc.			- All contractor workforce restructuring activities for Fluor Fernald are complete - Fluor declared contract completion on 10/29/06.
Mound Closure Project CH2MHill Mound			All contractor workforce restructuring activities for CH2M Hill are complete.
Idaho			
CH2M-WG (CWI)	Secretary Approved	700 voluntary to occur immediately	DOE-ID updated their workforce restructuring plan and submitted

**Work Force Restructuring Activities
December 10, 2008**

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	11/29/05		it to LM for HQ approval. (Note: This is an update to their site plan, which is separate from contractor work force restructuring actions that are submitted for specific reduction programs.) Upon HQ approval DOE-ID will place the updated plan on their external website for a two week public comment period beginning 9/15/07. The plan is currently being review by LM. • The Draft Plan was posted on the website for public comment from 11/29-12/5. However, the press release associated with the Plan was not posted on the contractor's internal website; therefore, DOE-ID decided to extend the public comment period by two weeks to 12/20. DOE-ID's public affairs office prepared an updated press release announcing the extension. Contractor employees were notified of the extended comment period. • The public comment period for the draft Plan closed on 12/20/07. None of the comments received by DOE-ID affected the content of the plan. DOE-ID drafted responses and provided them to HQ on 1/7/08. LM, EM, and GC provided comments to DOE-ID. Upon comment resolution and HQ approval the 3161 Site Plan and response to public comments were finalized and released to the public. • DOE-ID submitted the final DOE -ID Workforce Restructuring Plan and the public comment responses for approval. LM concurred 2/28/08. After incorporation of comments by GC the plan was sent to the Secretary for approval and submission to Congress.

**Work Force Restructuring Activities
December 10, 2008**

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			• All concurrences were received and the Plan was approved by the Secretary. • <u>Phase 1 – VSP:</u> CWI's two-phased work force restructuring action, which allowed for the reduction of up to 700 employees, was approved on 11/30/05. The voluntary separation program (Phase 1) was completed on 2/6/06 with a total of 291 employees voluntarily separating. Phase 2 will be a series of Involuntary Separation Programs (ISP) needed to achieve the balance of the 700 reductions. CWI completed their first ISP on 6/4/07 resulting in 24 employee separations. The second ISP was completed on 11/8/07 resulting in 73 employee separations. The third ISP was completed resulting in 21 SS employees separating on 3/21/08 and 61 involuntary separations on 4/10/08. • <u>Phase 2 – ISP #4:</u> CWI notified DOE of plans to conduct a 4th ISP in mid-august. CWI is finalizing their skills mix assessment. Preliminary information indicates the potential of 50 separations. A self-select option was offered from 6/9 through 6/16. An adverse impact analysis will be provided to HQ for review and approval on 7/10. • There were 66 separations at Idaho in August 2008, including 20 self-selects and 46 involuntary separations. • The total CWI separations to date is 535, leaving a balance of 165 remaining separations out of the previously DOE approved 700. CWI projects layoffs due to skills mix issues are expected to continue over the remainder of the contract which terminates in 2012. CWI is projecting that 400 to 500 positions at the site may need to be eliminated through

**Work Force Restructuring Activities
December 10, 2008**

Site/Contractor	HQ Approved	# Planned Separations	Status
			involuntary separation. Since only 165 additional positions can be eliminated under the 2005 Skill Set Alignment Program authorization (700 positions), the contractor has submitted a 2008 Addendum to request approval to increase the total number of positions targeted for elimination from the 700 to 1000. • Since CWI projects that the next downsizing is not scheduled to occur until February/March timeframe, LM is not granting approval at this time. • DOE Inspector General out of Idaho audited the Voluntary Separation Program. IG submitted questions to LM. Response transmitted to Idaho IG on 8/01/06. Idaho IG held an entrance conference on 8/08/06 with LM, GC, MA, EM, DOE-Idaho, CFO and HQ IG to ask follow-up questions to the received response. LM provided documentation to the Idaho IG. LM also sent follow-up information on 8/18/06. • Idaho IG was at HQ the week of September 11th to conduct individual interviews with all offices listed above. The Idaho IG received documentation relating to Headquarters approved work force restructuring actions in FY 2004, FY 2005 and FY 2006 for a benchmarking comparison to the Idaho Voluntary Separation Program. • Follow-up answers were sent to the Idaho IG on 9/27/06. • The Idaho IG provided their preliminary draft audit report on the CWI voluntary separation program to LM on 1/31/07. LM provided copies to the affected offices to review for inaccuracies or misinterpretations. The IG audit objective was to determine whether the CWI voluntary separation program was cost effective

**Work Force Restructuring Activities
December 10, 2008**

Site/Contractor	HQ Approved	# Planned Separations	Status
			while meeting the goals of the Idaho Cleanup Project mission. • The Idaho IG issued its' final report to LM on 3/8/07. LM transmitted the consolidated DOE management response to the IG on 4/11/07. • LM along with EM, GC, DOE-IG, and DOE-ID participated on an exit conference call with the Idaho IG regarding the final report and draft cover memo from IG-1. • LM drafted a follow-up response to the Idaho-IG Report that once approved will go into the DARTS correspondence system. We are also in the process of scheduling a meeting with appropriate DOE program offices to engage in general discussions on contractor workforce issues such as, business case for workforce actions, backfilling, and benefits offered as part of VSP/ISP programs. • The follow-up response to the Idaho-IG Report has been submitted into the DARTS system.
Bechtel BWXT Idaho (BBWI)			• No projected WFR actions.
Oak Ridge			
Bechtel Jacobs Company (BJC)		126	• There were 126 separations in FY08.
LATA/Parallax Portsmouth (LPP).			
Paducah Remediation Services			
Swift & Staley Mechanical			
Richland			
Washington Closure Hanford	Not required	Up to 50	

**Work Force Restructuring Activities
December 10, 2008**

Site/Contractor	HQ Approved	# Planned Separations	Status
(WCH)		throughout FY08	• DOE-RL received HQ notification on 10/3/07 that WCH could proceed with their work force restructuring action of up to 50 employees in FY08. Of the 50, only four employees were separated (involuntarily).
Fluor Hanford, Inc.		173	• FHI was authorized to conduct a Voluntary Self-Select Program that opened on 9/3/08 and closed on 10/31/08 resulting in 156 employees approved for the VSP. All 156 employees are off the rolls with the exception of two individuals who will continue work until 1/15/09 due to completion of critical transition work scope. • FHI received HQ concurrences on 11/17/08 to conduct an involuntary layoff whereby up to 65 employees were to be laid off at the end of November. Seventeen (17) employees are off the rolls as of December 2, 2008. FHI will have no further reductions based on the approval of "up to 65."
NNSA SITES			
Kansas City Plant			
Honeywell			
Y-12 (Oak Ridge)		328	• BWXT-Y12 submitted for NNSA/DOE Headquarters approval a general work force restructuring plan. • LM concurred on the Y-12 Site Office General Workforce Restructuring Plan on 1/24/08. The Plan was approved by the Secretary. • A total of 328 employees separated under a VSP in March and April 2008

Work Force Restructuring Activities
December 10, 2008

Site/Contractor	HQ Approved	# Planned Separations	Status
Lawrence Livermore	Approval needed	Up to 750	• LLNL has submitted for NNSA/DOE Headquarters approval a general work force restructuring plan. • The comment period has ended on the general workforce plan. No comments were received. • LM concurred 3/7/08 on the draft LLNL general workforce restructuring plan going to the Secretary for approval and submission to Congress. • NNSA requested LM concurrence on the LLNL Site Specific Plan. Lawrence Livermore National Security (LLNS) proposed to restructure its workforce by reducing employment by up to 750 employees. The Plan would be effective throughout FY08 and FY09. LLNS first offered a Self-Select Program being followed by an Involuntary Program. On 3/14/08, 215 employees separated under the VSP. On 5/22/08, 330 employees were issued formal layoff notices. • In May 2008 110 employees were involuntarily separated.
Los Alamos	Approval needed	500-750	• Los Alamos National Security, LLC (LANS), identified a need to reduce its workforce by approximately 500 to 750 employees in FY08 in order to transform its workforce to meet future mission requirements. LANS submitted a business case requesting authorization for reimbursement of a separation incentive of 20 percent or \$5000, whichever is greater, to the current contractually established separation payments when conducting their Voluntary Self-Select Program (V-SSP). • VSP closed with 429 volunteers; LANS management decided an

**Work Force Restructuring Activities
December 10, 2008**

Site/Contractor	HQ Approved	# Planned Separations	Status
			ISP would not be necessary. LM concurred 3/7/08 on a draft LANL general workforce restructuring plan that was approved by the Secretary for submission to Congress.
Sandia		Up to 70	- There were 37 involuntary reductions that occurred throughout the FY08. - Sandia submitted for NNSA/DOE Headquarters approval a general work force restructuring plan. - Comments on general plan has ended. No comments have been received at this time. - The plan is awaiting approval by the Secretary
Nevada Test Site	Approval needed	Up to 450	- NNSA indicated that operating under the lower mark could result in up to 470 layoffs at NTS under a continuing resolution and 220 even at the requested budget. - NTS draft general workforce restructuring plan was approved by NNSA on 9/25/07 following coordination with LM and GC. The plan has been posted for public comment. Congressional notifications were made prior to the plan being posted. - On 9/26/07 NTS submitted a draft specific work force plan for approval indicating the need to separate up to 450 employees. NTS proposed to use a two-phase approach to achieve the necessary reductions. The first phase was a self select option. The second phase was an involuntary separation. - Thus far, there have 46 voluntary separations and 165 involuntary separations.

Work Force Restructuring Activities
December 10, 2008

Site/Contractor	HQ Approved	# Planned Separations	Status
Pantex	Approval needed	Up to 700	• B&W Pantex submitted a Work Force Restructuring Plan for a Self-Select Voluntary Separation program to be conducted in conjunction with an Involuntary Separation Program for the Pantex Plant based on changing mission needs and funding uncertainties. B&W Pantex anticipates the need to reduce employment by up to 720 employees. • Due to impending reprogramming actions reductions may be avoided. • LM concurred 3/7/08 on a Pantex general workforce restructuring plan that was approved by the Secretary for submission to Congress.
BWXT	No DOE approval needed.	50-60	• BWXT plans to separate 50-60 (approximately 40-50 bargaining unit and 10 non-bargaining unit) employees although the company expects to find other jobs for approximately 45-50 individuals. Therefore, only 5-10 layoffs may occur. NNSA Congressional made notifications to the Hill and LM gave approval on 4/12/07 to move forward with the layoffs. • There were no layoffs in FY08.
RW SITE			
Yucca Mountain Project			
Bechtel-SAIC (BSC)		28-30 48	• LM received a request for review and approval of the Bechtel SAIC Co. FY07 and FY08 Work Force Restructuring Plan on Feb. 14, 2007. The FY 07 planned reductions will impact about 70-180 employees. It is anticipated that a similar number of

Work Force Restructuring Activities
December 10, 2008

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	LM approved 1/20/06	200 for FY06	employees will be impacted in FY08. • Informal discussions indicate 28-30 separations for craft workers in the September-October timeframe. • LM received informal notice on 6/8/06 that a portion of the BSC work scope will transfer to Sandia. BSC will layoff approximately 53 employees as of 10/1/06. It is anticipated that Sandia may rehire a portion of the employees. This separation will be conducted pursuant to the previously approved plan for 200 separations. • LM received a 96-hour HOLD notification on Monday 7/17/06 and modified by RW on Tuesday 7/18/06. BSC wants to issue WARN notices to 53 employees. On 7/19/06 CI indicated they will not make Congressional notifications. LM is coordinating the review with GC. On 7/19/06 GC indicated a concern about severance and does not want WARN notices given until the issue is resolved. On 7/27/06, GC indicated the severance issue has been taken care of and 60-day WARN notices are not needed due to proposed separations of under 50. RW indicated 48 separations will occur and employees will receive 30-days notice. LM gave approval to RW on 8/01/06. GC is reviewing the adverse impact analysis. • Yucca Mountain submitted a WFR action plan to LM on 10/20/05 for up to 200 separations due to decreased funding. • The WFR plan was submitted to LM on 12/22/05. • Upon receipt of CI concurrence, the WFR plan was approved On 1/24/06. • BSC's self-select program ended resulting in 69 participants. There were 13 involuntary separations. • GC has determined that an adverse impact analysis is not

Work Force Restructuring Activities
December 10, 2008

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			required. - Bechtel SAIC Company, LLC, (BSC) is planning to reduce its workforce by approximately 180 beginning on February 27, 2008. The majority of releases are expected to occur between February 27 and March 5. The proposed layoffs are due to skills mix and budget reductions. BSC is proposing that the layoffs be done through an Involuntary Separation Program. - BSC informed its employees on 1/31/08 of the reductions beginning on February 27, 2008. However, the diversity analysis has not yet been approved by GC.
Savannah River			
Washington Savannah River Company (WSRC)		500	- WSRC proposed in 2007 to separate up to 500 employees through a self-select option. If an involuntary separation was needed, the contractor was required to submit a separate package. - LM received a legal opinion from GC regarding the WARN Act and 120-day notices. GC provided comments to SRS on self-select papers. Following GC approval of the self-select papers, SRS submitted a revised package to LM along with a 96-hour HOLD notification to CI. - On April 19, 2007, LM approved the SRS request to allow WSRC to announce a Self-Select WFR Program to be implemented in FY 2007. It was anticipated that approximately 500 separations would occur through the use of the Self-Select Program (SSP). Full implementation of this reduction in force was contingent upon LM reviewing and approving an adverse impact analysis. Also, if an involuntary program was required, separate approval had to be requested. - On 4/19/07 DOE-SR posted a general notification of the

**Work Force Restructuring Activities
December 10, 2008**

Site/Contractor	HQ Approved	# Planned Separations	Status
			upcoming WSRC WFR action and WSRC made a general announcement to their workforce. • The employee SSP window closed on 5/7/07. Four hundred and eighty-two employee applications were submitted. WSRC reviewed the applications for site critical need and submitted an adverse impact analysis to DOE-HQ for approval. • DOE-HQ approved the adverse impact analysis on 5/15/07 and authorized WSRC to continue with the SSP. The SSP rescission window was extended to 5/31/07. The extension did not affect the separation date of 6/8/07. • The SSP resulted in 312 participants. • On 12/9/08, LM approved a request by Savannah River Nuclear Solutions to offer a VSP for approximately 250 employees and a request by WSRC to offer a VSP for approximately 50-75 employees. The primary employee benefit under the SSP program is severance pay – one week's pay per year of service up to 26 weeks. • The window will open for SRNS and WSRC SSP employee applications from December 12 through January 6. The intent of this effort is to have all participants processed for voluntary separation during this time period and off their employer's payroll by January 15, 2009. • The site has indicated that there is the potential of up to 1000 layoffs at the site in February/March timeframe due to projection completions and skills mix.
West Valley			
WVNSCO		100	• On 4/19/07 WVNSCO announced to their workforce that a restructuring program potentially impacting 100 employees might

**Work Force Restructuring Activities
December 10, 2008**

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			be required in FY 2007 to align the contractor workforce and work scope to the FY 2008 funding levels. WVNSCO announced they plan to conduct a Self-Select Program to try to alleviate the need for an involuntary program. EM-HQ and EM-WV held a conference call regarding the announcement and sent a communication to WVNSCO notifying them that any announcements of potential work force restructuring separations requires advance approval by DOE. DOE-WV informed HQ offices (EM, LM, CI, and PA) of WVNSCO actions. • WVNSCO submitted a workforce restructuring proposal on 4/26/07 to DOE-WV requesting approval for a reduction of less than 50 contractor employees in FY 2007 through a Self-Select Program. • EM-HQ received WVNSCO's 96-Hour Notification Form on 5/2/07. EM denied approval at that time and did not forward for further processing until EM, in consultation with the appropriate DOE HQ offices, reviewed the proposed plan. DOE Contracting Officer approval is required for contractor separations up to 100 employees. • EM forwarded the proposed plan to LM for review and coordination with GC. DOE-HQ concurred with the Final WVNSCO proposed plan and a 96-Hour Notification Form was approved. • WVNSCO submitted a revised SSP Plan in response to questions/issues that EM raised in May. LM participated in an EM conference call along with GC and DOE-WV to discuss

Work Force Restructuring Activities
December 10, 2008

Site/Contractor	HQ Approved	# Planned Separations	Status
			contract transition questions and issues. Note: The WVDP IES contract was awarded to West Valley Environmental Services, LLC (WVES) on 6/29/07. The WVNSCO contract was extended to 9/30/07 to provide for an organized transition to WVES. • HQ-GC informed WVNSCO on 8/23 that they could proceed with conducting their ISP plan. • There were 21 separations conducted under a Self-Select Program and 13 separations under the ISP. • Affected ISP employees (including outsourced employees) were notified on 8/24/07. They received ISP benefits in addition to 30 days pay in-lieu-of notice. SSP employees were off the rolls as of 8/30-31/07.
SC SITES			
Stanford Linear Accelerator Center (SLAC)			
Argonne Nat'l Laboratory			• The Office of Science has submitted for Headquarters approval the Argonne General Workforce Restructuring Plan. The plan is being reviewed by LM, GC, and SC.
Stanford	No DOE Approval Needed	100	• The Office of Science informed Headquarters that Stanford anticipated 100 layoffs at SLAC. Stanford proposed to offer a Voluntary Program that they anticipated would attract 50 or more employees followed by an Involuntary Separation Program. Several issues were resolved with Stanford in implementing the layoffs including not requiring employees that would be involuntarily separated to sign a wavier not to sue.

Work Force Restructuring Activities
December 10, 2008

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			- Announcement of layoffs to employees were made on 11/2/07. - On January 8, 2008, Stanford University provided notice to DOE that it planned to conduct an involuntary reduction-in-force program at the Stanford Linear Accelerator Center (SLAC) during the first week in February to approximately 145-150 employees. Employees went off the payroll in April 2008. This reduction was the second phase of a separation program announced in October 2008 in which 80 voluntary separations were received by SLAC. The reduction was a result of a skills mix re-evaluation and the reduction in work on the International Linear Collider and the B-Factory/BaBar Physics program. The Involuntary Separation Program was approved by LM and GC approved the diversity analysis.
Fermi Nat'l Accelerator			
Fermilab	No HQ Approval Needed	150	Due to budget reductions in FY08 the Lab began planning for a Lab-wide reduction of up to 150 employees. The initial phase was a voluntary program; the reduction was interrupted by funding available. The Lab went back to each volunteer informing them of the funding and gave them the option of withdrawing their voluntary termination request or terminating. Approximately 60 employees voluntarily terminated their employment.