

HSS Focus Group
May 19 Teleconference with Union Representatives
Reconciliation of HSS/Union Work Groups

MEETING DISCUSSION

Glenn Podonsky, Chief Health, Safety and Security Officer - Opening Remarks:

- DOE Administration's strategic goals are supported by continued focus on national prosperity and security through energy, environmental, nuclear and science and technology advancement solutions.
- Melvin Williams is recently appointed in the new position of Associate Deputy Secretary to provide senior level focus to management and operational excellence goals and to transform our approach to safety and security.
- DOE is realigning roles and responsibilities across the Complex to support this focus. Safety and training are key elements.
- HSS reorganization, effective May 8, is to improve efficiency/enhance performance through operational streamlining and consolidation of similar functions. The new organizational chart has been sent to the HSS Focus Group union leads.
- As part of the reorganization efforts, the new Director of NTC, Karen Boardman, will not only manage day-to-day operations of the NTC, but also the future direction of the Department's training mission in collaboration with the Chief Human Capital Officer, the national Nuclear Security Administration and the Offices of Environmental Management and Science; and continuous improvements in training to support crosscutting nuclear safety and security issues.
- Teamwork is key to the success of continuous worker health, safety and security improvements. Union participation in the Focus Group and expanded worker improvement activities and communications efforts is not only appreciated, but necessary.
- It is priority that has been clearly communicated to HSS managers.
- Will turn over the meeting to Pete Stafford and Mari-Jo Campagnone who will facilitate the HSS/Union Focus Group discussion to establish our improvement priorities and reconcile our Work Groups to support those.

Utilizing the 2009 Work Group Matrix, Pete Stafford provided a brief overview of the 8 Workgroups that had been established as an output of the initial HSS/Union Focus Group worker health and safety improvement efforts and establish/reinvigorate a path forward.

- The Workgroups outlined in the *Integrated Approach Matrix to Identified Topical Interests* are: Training, Safety Standards, 10 CFR 851, Central Worker Data Tracking, Former Worker Programs, Reporting/CAIRS, Aging Workforce, and Strategic Initiatives.
- Purpose of the discussion is to determine as a group which Work Groups should be maintained and/or realigned, or eliminated based on accomplishments and updated goals and priorities.
- Based on the discussion, the group collectively decided to eliminate and/or consolidate the initial 8 Workgroups down to 5 active Workgroups, which are 10 CFR 851, Training, Data, Aging Workforce, and Strategic Initiatives (see attached Workgroup Matrix).

Workgroup Discussion Overview

• 10 CFR 851 WORK GROUP

- USW reported a continued need to address improvements in training and enforcement and the correlation with issues/experience with the lack of involvement of workers by contractors.
- In addition to HSS efforts to improve and enhance awareness efforts through training materials and workshops; it was proposed that training materials could additionally be placed on the HSS website to be utilized by workers/sites.
- Pat Worthington offered to coordinate expanded discussions with USW representatives to address improvements in working with management to ensure worker participation in training efforts.
- NIEHS qualified the issue as one of “meaningful” worker involvement.
- In response to a union-expressed concern related to enforcement of 851 requirements, HSS made the following points:
 - Enforcement looks at potential violations of 851, issues of non-compliance with the requirements.
 - Enforcement emphasizes the areas of training, awareness, and roles and responsibilities
 - Enforcement representatives strive to ensure interface with worker representatives during onsite investigations. To date, most prime contractor workers have received training or otherwise been aware of Part 851, including their rights and responsibilities under the rule. Based on a limited number of cases, subcontractor workers are not as familiar with Part 851.;
 - Discussions continued regarding validation of implementation.
 - Many sites integrate 851 training into other existing worker health and safety training plans; a potential topic for further discussion in the Training Work Group.
 - DOE VPP folks should be engaged in these efforts; they spend a lot of time in the Field, worker involvement is a critical element of the Program which innately provides an existing vehicle for worker feedback There is a need to look at the links between VPP and 851; need to address issues of VPP Star Sites that may not be 851 compliant
 - HSS discussed the need to bring broader corporate focus into the discussion; regulatory enforcement is a small part of a bigger picture; DOE needs to do better by looking at all of the parts to ensure the system is working, and needs more focus on 851. An expanded discussion of HSS senior leadership with Melvin Williams and the Line Programs who manage the contracts was proposed.
- Union Remarks:
 - Proposed investigating the potential for contractual language to be added to ensure subcontractor compliance.

ACTION: Reinvigorate the 851 Implementation/Training/Enforcement Workgroup

- (1) HSS/Unions to establish a 851 Workgroup Charter
- (2) HSS and Union leads to be identified
- (3) Task Listing to be developed
- (4) HSS to engage in expanded discussion with Line Programs/Melvin Williams

(5) Pat Worthington offered to coordinate expanded discussions with USW representatives to address improvements in working with management to ensure worker participation in training efforts

• **TRAINING WORKGROUP – Maintain**

- NTC is continuing to lead work with NIEHS, HAMMER and union representatives in the development of a strawman model for a collaborative approach to integrated safety and health training at DOE sites. [This is the culmination of results from 4 collaborative safety training assessment workshops over the past 2 years to identify training efficiencies and challenges at DOE sites].
- Training assessment activities path forward: Strawman model to be distributed to stakeholders for review and comment. Plans for pilot implementation at ORO YSO are currently being worked.
- Unions reiterated the need to establish mandatory minimum requirements to drive adequate training and delivery across the Complex.
- Unions have emphasized the need for standardization to improve worker health and safety since their initial meetings with the HSS Focus Group and have determined that progress in this area is a contractual exercise.
- The HAMMER model was again proposed as an avenue to effect change supportive of standardized training

ACTION: Training Workgroup

- (1) HSS/Unions to establish a Training Workgroup Charter
- (2) HSS and Union leads and participants to be identified
- (3) Establish training goals/priorities; address need for standardization/succession planning
- (4) Identify and engage stakeholders
- (5) HSS to expand the discussion – engage Line Programs and encourage DOE Senior level support [ultimately establish one voice with responsibility, supported by Secretary Chu].
 - New NTC Director, Karen Boardman, will play a major role in changing the direction of the Department and improving training across the Complex.
- (6) Training assessment activities path forward: Strawman model to be distributed to stakeholders for review and comment. Plans for pilot implementation at ORO YSO are currently being worked.

ACTION: Safety and Security Reform

- (1) HSS to send status of the Directives Reform to union leads

• **FORMER WORKER PROGRAM/CAIRS/CENTRAL WORKER DATA TRACKING WORKGROUP**

- It was agreed that the intent of the Former Worker Program working group had been met and could be eliminated from the working group matrix
- HSS has made the CAIRS data accessible to the unions
- Reporting issues and supporting data are areas of interest

ACTION: Establish Data Workgroup

- (1) HSS/Unions to establish a Data Workgroup
- (2) HSS and Union leads/participants to be identified
- (3) Establish goals/priorities
- (4) Identify and engage stakeholders

- **AGING WORKFORCE WORKGROUP**

- HSS reported current status on the **Health & Productivity Initiative**

- Continuing work with the University of Maryland (UMD) School of Social Work through the Oak Ridge Institute for Science and Education, in conjunction with Harvard Medical School's Department of Health Care Policy and the Integrated Benefits Institute, in a study to understand the relationship between employee health, safety and productivity and how these relationships specifically impact DOE workforce reliability, and how health and productivity management can contribute to the recent DOE Aging Workforce Initiative.
- Surveys/data collections have been completed at Argonne; currently being conducted at Sandia; are looking for a third survey site [Hanford survey site eliminated from consideration due to site layoffs].
- DOE Office of Environmental Management has expressed interest in this initiative at EM sites across the complex. Surveys have been well received – workers have been surprised by interest in their health.
- Have been working with stakeholders to focus data collection and analysis for three job classifications that are at-risk from the effects/impacts of stress and aging. The classifications are: Fire Fighters, Security Personnel and Metal Trades Workers.
- An aggregate survey analysis report is targeted for late summer.
- Reported current discussions within EFCOG's Occupational Medicine Subgroup about the formation of a Health and Productivity Management Subgroup.
- The engagement of EFCOG's Human Capital Work Group to address the related issues associated with succession planning was suggested.
- It was proposed that unions/stakeholders share their aggregate data related to health and productivity, and succession planning to enhance these efforts.
- In response to Union questions about intended output of the health and safety productivity initiative, the following intended goals were reported:
 - Utilize the morbidity information to establish priorities: work with medical and human resources staffs, upgrade health benefits, implement interventions (e.g., for depression). It was noted that initial findings indicate that depression is significantly more costly among laborers than office workers.)

- **Pro-Force Longevity Initiative**

- HSS reported an effort to better integrate information, issues and activities of the Pro-Force Longevity Initiative with that of the Health & Productivity Initiative
- HSS and National Council of Security Police (NCSP) offered to share the data collections from the Pro-Force Longevity Initiative as an additional resource in the Health & Productivity Initiative.
- CPWR expressed a shared interest in the health and productivity initiative and offered to share their relevant data collections.
- NCSP suggested survey consideration of sites with larger pro-force and fire fighters such as Oak Ridge (OR).
- HSS responded that a meeting has been scheduled to discuss the potential for OR Y-12 as a survey site.

ACTION: Aging Workforce Workgroup

Current Activities:

- (1) HSS to distribute to HSS/Unions, an aggregate Health & Productivity Survey Analysis Report (targeted for late summer).
- (2) HSS to look into the engagement of EFCOG's Human Capital Work Group in addressing issues of succession planning.
- (3) Improve integration efforts of Focus Group aging workforce initiatives (e.g., Pro-Force Longevity Initiative and Health & Productivity Survey Analysis to share data collections)
- (4) Unions/stakeholders to share aggregate data related to health and productivity and succession planning.

• STRATEGIC INITIATIVES

- Safety Culture and Worker Involvement concerns are being addressed in separate meeting series of USW representatives and HSS functional leads in follow-on to commitments to USW in the January 25th DOE/Union Roundtable Meeting. An initial follow-on meeting with USW was held May 9. [Andy Lawrence, HSS Lead for this meeting.]

ACTION: Strategic Initiatives

- (1) HSS Enforcement to conduct telecon on June 14 with USW representatives to discuss safety concerns at Portsmouth.
- (2) Pat Worthington to coordinate follow-on meeting with USW representatives to discuss USW concerns related to safety culture.
- (3) Follow-on discussions related to behavior based safety initiatives (HPI, VPP) to be scheduled between HSS functional leads and USW representatives.

NEXT STEPS: HSS Outreach

- (1) HSS to provide draft meeting overview for review and comment
- (2) HSS to draft revised matrix per meeting discussion to include an intended outcome column
- (3) HSS/Unions to review revised matrix and provide feedback to include identifying participation interests and lead roles.
- (4) HSS to follow-up on new interest in HSS Focus group participation.

Attachments:

1. Draft Work Group Matrix
2. Health & Productivity Sample Survey
3. Health & Productivity Sample Report
4. Karen Boardman Bio
5. Updated HSS Organizational Chart

PARTICIPANTS

HSS

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Mari-Jo Campagnone
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Union

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HAMMER

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*New union representation – has not previously engaged in Focus Group efforts. HSS to follow-up on new union interest in HSS Focus group participation.