

# Memo

To: 11/10/2010 11:49:41 AM EmpCom  
Subject: Workforce Restructuring



November 10, 2010

To: SRNS Employees  
From: Garry Flowers, President & CEO

## **Workforce Restructuring**

In recent weeks, there has been a great deal of discussion within the workplace about workforce actions that may occur as we approach the end of the year. We are now at a point where I can provide you with firm information on what our plans are, and what we anticipate both this year and in 2011.

We anticipated at the beginning of the contract that the size of our workforce likely exceeded the current mission, and we identified areas where we might need to take reductions to properly manage resources and costs. As we expected going into a project of this scope, the staffing levels on site have fluctuated routinely as we brought in subcontractors and other employees to work on specific tasks. The completion of significant projects, including business systems upgrades, information technology enhancements and other infrastructure improvements at the Savannah River Site (SRS) leaves us in a position where our workforce composition no longer matches the activities currently planned for Fiscal Year 2011 and beyond.

SRNS submitted a Workforce Restructuring plan that will ensure that moving forward, we have the right set of skills to achieve our mission at the greatest value for taxpayers.

The plan, which has now been authorized by the Department of Energy (DOE), includes a three-phased workforce restructuring framework that will use both voluntary and involuntary reductions to decrease the number of prime contractor workers employed by SRNS by 1,400 between now and the start of Fiscal Year 2012.

Starting November 15, 2010, a four-week Self-Select Program (SSP) will allow employees to voluntarily choose to leave the site or retire. The SSP is available to all permanent, full-service SRNS employees, and all components of the program will be posted on InSite. Employees who apply and are approved for SSP will receive severance of one week's pay for every year of eligibility service, up to 26 weeks. In addition, employees may be eligible for medical coverage under the DOE Displaced Workers Medical Benefits Program. Eligible employees will also be able to retire under the optional retirement provision of the SRNS pension plan, consistent with the terms of that plan.

After that period, we will evaluate the response and move into a period of involuntary separation. The Involuntary Separation Program will occur in two phases. The first phase will begin in January 2011. The second, based on remaining work scope, will be in August 2011. Involuntary separation selections for Exempt/Selected Overtime Positions will be based on results of the scope-driven ranking process. Non-exempt selection will be based on seniority, barring any documented disciplinary or attendance issues. Involuntarily separated employees will receive the same benefits as those employees that are approved for the SSP.

We have worked closely with the DOE to ensure that every worker will have access to a contractor transition service center which will be centrally located off-site for easy access and will be available starting in January 2011. Attached is a fact sheet from the Department which lays out these services. Each employee will have access to the services being offered, which include individual career counseling, resume development, interview coaching, job search techniques, and access to local and regional employers. In addition, all the services will be available online, providing convenient access to the offered services. These experienced and well trained employees will have an opportunity to continue to contribute to the nuclear initiatives of the nation, both here at SRS and across the southeastern region.

We have made significant progress in accelerating work here at SRS, including completing remediation of the M Area Operable Unit, and demolition of the Small Arms Training Area and the K Area cooling tower. Other work has been accelerated over the last 18 months due in part to American Recovery and Reinvestment Act investments, including grouting in P and R Reactors, remediation of the P Area Ash basin, treatment of tritium contaminated soils, and disposition of the site's legacy transuranic waste.

To date, our work at SRS has reduced the site's cleanup footprint by 36 percent, meaning we are well on our way to reaching the goal of reducing the sites footprint by 75 percent by the end of 2012. In the process we created or sustained more than 2,200 jobs, invested heavily in the local community and made good use of the taxpayer's investment in environmental cleanup at the site.

We should all be proud of the work that we have accomplished here and of the progress made so far. However, there is still work to be done, and I ask you all continue to focus on the job at hand to ensure we meet our obligations safely, cost-efficiently, and on schedule.

Garry