Department of Energy
Office of Science
Washington, DC 20585

MEMORANDUM FOR PATRICIA M. DEHMER
ACTING DIRECTOR, OFFICE OF SCIENCE

THROUGH: JOSEPH A. MCBREARTY 8/5/15
DEPUTY DIRECTOR FOR FIELD OPERATIONS

FROM: STEVEN C. JONES
ACTING DIRECTOR, OFFICE OF LABORATORY POLICY

SUBJECT: **ACTION:** Oak Ridge Reservation General Workforce Restructuring Plan

ISSUE: On July 21, 2015, the Manager, Oak Ridge Office (ORO) submitted a Draft Workforce Restructuring Plan, herein referred to as a General Plan, requesting approval of an update to the site's previous General Plan. The General Plan was prepared in compliance with Section 3161 of the National Defense Authorization Act for Fiscal Year 1993, which directs the Department of Energy (DOE) to submit a plan to Congress for each defense nuclear facility. The Department has historically developed one plan for the Oak Ridge Reservation site applicable to all its facilities although it contains both defense and non-defense facilities. This proposed General Plan will apply to restructuring activities at Oak Ridge National Laboratory (ORNL), the East Tennessee Technology Park (ETTP), Oak Ridge Institute for Science and Education (ORISE) and various prime contractors.

BACKGROUND: Section 3161 directs that General Plans be developed in consultation with affected stakeholders, reflect objectives to minimize involuntary separations, reduce the social and economic impact of restructuring on involuntarily separated individuals, and mitigate the detrimental effects of restructuring on the surrounding communities. On May 5, 2011, the Secretary of Energy issued workforce restructuring policy that provided templates for a General Plan, as well as those for Voluntary Separation Program s and Involuntary Separation Programs for specific restructuring actions. These have recently been re-issued through DOE Order 350.3, *Labor Standards Compliance, Contractor Labor Relations, and Contractor Workforce Restructuring Programs*, dated September 29, 2014. The General Plan submitted by ORO does not vary from the template and, therefore, reflects DOE policy and preferred practices. The General Plan is open-ended and provides the guidelines for workforce restructuring activity that may occur at the ORR, including the roles and responsibilities of DOE and the contractor, the

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expectations for workforce planning, consideration of Self-Select Voluntary Separation Programs to minimize involuntary separations, and benefits available to employees impacted by restructuring (i.e., Displaced Workers' Medical Benefits, outplacement services, hiring preference).

In compliance with the Section 3161 requirement to obtain stakeholder input in the development of General Plans the Draft General Plan was posted on the site office website for a 2-week comment period. Only two comments generated editorial changes to the Draft General Plan for clarification; no substantial changes were necessary.

In updating the Draft General Plan no changes were made to procedure or benefits that would impact employees who may become affected by restructuring activity. Changes consisted of removing the Y-12 site from under the scope of the ORR General Plan as it is now covered under a National Nuclear Security Administration (NNSA) General Plan, and reflecting editorial changes made to the model General Plan by GC-63 to clarify conflicting and confusing language.

This draft General Plan was reviewed by staff from the Assistant General Counsel for Labor and Pension Law (GC-63) for compliance with policy as well as by the ORO Program Offices (i.e., ORNL Site Office, Oak Ridge Office of Environmental Management, and the Nuclear Energy Oak Ridge Site Office).

Congressional notifications will be made upon approval of the General Plan announcing that an updated Plan will be available in the ORO public reading room and contractor websites.

OPTIONS:

OPTION #1: Approve the revised Draft General Plan for the Oak Ridge Reservation for submission to Congress.

OPTION #2: Disapprove the revised Draft General Plan and require ORR to manage restructuring activities under its current plan.

RECOMMENDATION: Approve Option #1, as Congress expects the Department to periodically update its General Plans.

OPTION #1 ✓

OPTION #2____

Patricia M. Dehmer
Acting Director Office of Science

DATE: 8/12/2015