



U.S. DEPARTMENT OF  
**ENERGY**

OFFICE OF  
**ENVIRONMENTAL  
MANAGEMENT**

# Idaho Cleanup Project (ICP) Labor and Pension Landscape

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## ICP currently has four labor agreements:

- United Steelworkers (USW, the operating union at ICP)
  - Teamsters (Warehousemen for ICP)
  - Operating Engineers (OEs, the operating union at AMWTP)
  - The Idaho Building Trades per the Site Stabilization Agreement
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- Contractors who assume represented workers will be expected to recognize their existing units, and either recognize the existing agreement or negotiate new ones

## For construction work covered by the Davis-Bacon Act

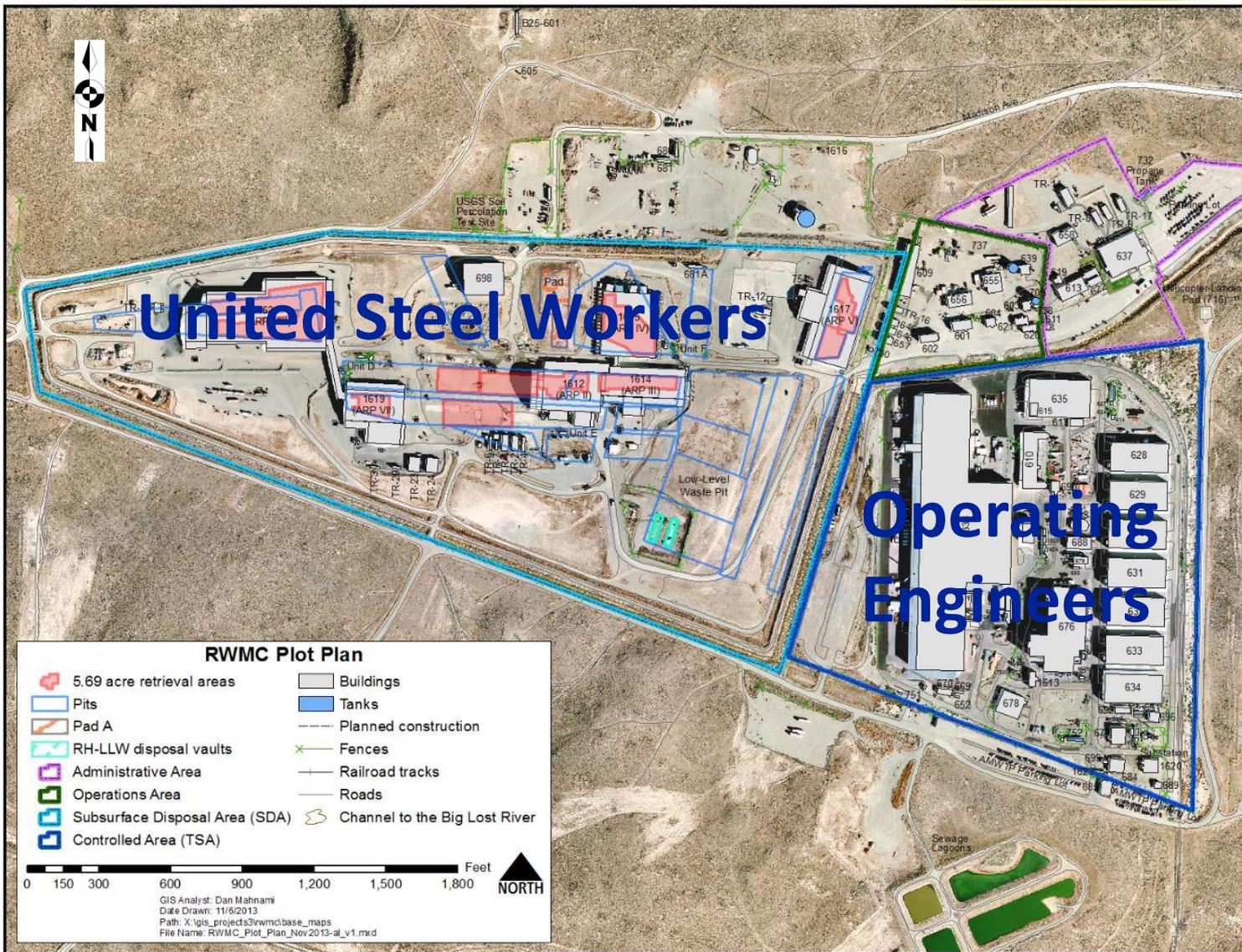
- Currently, site contractors and subcontractors who perform construction work are signatory to a Site Stabilization Agreement
- Collectively bargained agreement with the local Building and Construction Trades
- Construction is the jurisdiction of the Building Trades
- Establishes wages, benefits, grievance procedures, and provides for the INL Labor Coordinator's Office

# Location of Bargaining Units

INTEC



# Location of Bargaining Units RWMC



- Employees hired prior to 5/1/2005 are “grandfathered” into the INL Retirement Plans
- Idaho employees fall under two retirement plans:
  - INL Defined Benefit Plan (pension plan) and INL Defined Contribution Plan (401(k) Plan) for Grandfathered employees
  - Company specific but comparable Defined Contribution Plan for employees hired after 5/1/2005

- **Pension plan is a multiple employer plan**
  - Each contractor with grandfathered employees should plan on being a co-sponsor of the INL Retirement Plan
  - Each co-sponsor is responsible for ensuring the IRS qualified status of their segment of the plan
  - Failure to qualify their segment will result in:
    - Failure of the *entire* plan
    - Costs to qualify your segment of the plan that may be unallowable costs to the contract