



U.S. DEPARTMENT OF
ENERGY

OFFICE OF
**ENVIRONMENTAL
MANAGEMENT**

SRS – Liquid Waste (LW) Labor and Pension Landscape

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LW currently has one Project Labor Agreement (PLA) with the Augusta Building & Construction Trades Council

- **Full-time workers (2014): 350 - 400**
- **Establishes parameters for labor relations, management procedures, and craft workforce hiring and retention policies**
- **Assures represented workers that incoming contractors will be required to recognize the established agreement**
- **In place until 6/30/2017 (or contract completion); agreement with new contractor is targeted for the end of contract transition**
- **Building trades employees receive pension and benefit plans through the union**

Labor Categories Represented by the Augusta, GA Building & Construction Trades Council:

- Asbestos/Insulators
- Boiler Makers
- Bricklayers/Cement Masons
- Carpenters/Millwrights
- Elevator Constructors
- Electrical Workers
- Ironworkers
- Laborers
- Operating Engineers
- Painters/Glaziers
- Roofers
- Sheet Metal Workers
- Teamsters
- Pipefitters/Plumbers
- Sprinkler Fitters

For construction work covered by the Davis-Bacon Act (DBA)

- Currently, site contractors and subcontractors who perform construction work are signatory to a PLA
- Collectively bargained agreement with the local Building and Construction Trades
- Construction workforce is obtained through the Building Trades
- Establishes wages, benefits, grievance procedures, and provides for the LW Labor Coordinator's Office
- Work classifications are determined via an electronic Labor Standards Review Board process with DOE

Facilities operated by the LW contractor

(under construction or with construction requirements)

- **Defense Waste Processing Facility: Vitrification plant**
- **F-Tank Farm**
- **H-Tank Farm**
- **Evaporators: 2H and 3H**
- **Saltstone Production Facility (SPF)**
- **Saltstone Disposal Unit (SDU)**
- **Salt Waste Processing Facility (when operational)**

LW management, professional and administrative employees

(2014 total: ~1,500 FTEs)

- **LW employees fall under two retirement plans:**
 - **Grandfathered Employees**
 - **SRNS* Multiple Employer Pension Plan (MEPP) Defined Benefit (DB) pension plan - eligible employees are former contractor employees hired as of 12/8/2008 and hired by the successor LW contractor on 7/1/2009**
 - **SRNS Savings Investment Plan (SIP) Defined Contribution (DC)**
 - **New Hires since (12/09/2008)**
 - **Enhanced SIP (not eligible for the MEPP)**

**SRNS: Savannah River Nuclear Solutions; current Management and Operations (M&O) Contractor*

- **Pension plan is a multiple employer plan**
 - Each contractor with grandfathered employees should anticipate co-sponsoring the SRNS MEPP
 - 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
 - Required LW pension contribution is sent by DOE to SRNS

- **Other benefits**
 - Each contractor should anticipate continuing the current, industry comparable benefit plans (i.e. medical/drug, dental, vision, group life, Short-term Disability, Long Term Disability, Paid Time Off)
 - DOE intends to include Pension and Benefit H clauses in the draft RFP for industry input