

# Savannah River Site (SRS) Liquid Waste Services CHRM Section H Clauses Pre-Solicitation Conference DE-SOL-0008913

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**Joe Da Via**

*Contractor Industrial Relations Specialist*  
Office of Environmental Management (EM)  
Savannah River Operations Office

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## **Contractor HR Management (CHRM) clauses in the Draft RFP:**

**H.2 DOE-H-2002 No Third Party Beneficiaries**

**H.3 Definitions**

**H.4 Workforce Transition and Employee Hiring Preferences**

**H.5 DOE-H-2001 Employee Compensation: Pay and Benefits**

**H.6 Special Provisions Applicable to Workforce Transition and Employee Compensation: Pay and Benefits**

**H.7 Workforce Transition and Benefits Transition: Plans and Timeframes**

## **Contractor HR Management (CHRM) clauses in the Draft RFP:**

**H.8 DOE-H-2004 Post Contract Responsibilities for Pension, Other Benefits**

**H.9 DOE-H-2028 Labor Relations**

**H.10 Workforce Restructuring**

**H.11 Labor Standards**

**H.12 DOE-H-2023 Worker's Compensation Insurance**

**H.13 DOE-H-2049 Insurance Requirements**

**H.14 DOE-H-2057 Department of Labor Wage Determinations**

**H.15 DOE-H-2073 Risk Management and Insurance Programs**

## H.4 Workforce Transition and Employee Hiring Preferences

### Right of first refusal applies to:

- **Current SRR Service Employees:** unless he/she declines bona fide job offer
- **SWPF C, O and M Employees only:** for substantially equal jobs

### Hiring Priorities

1. **SRR non-Managers, SWPF C, O & M Employees only:**
  - Right of First Refusal for substantially similar positions
2. **SRR non-Managers:** Preference in Hiring for non-Managerial positions if one meets qualifications
3. **SRR Employees at risk of Involuntary Separation:** Preference in Hiring
4. **Former SRR employees:** Preference in Hiring
5. **Former employees of other DOE nuclear contractors:** Preference in Hiring
6. **Other former SRS employees** who are not precluded from seeking employment, who are qualified or agree to become qualified under the contract: Preference in hiring

## H.5 DOE-H-2001 Employee Compensation: Pay and Benefits

- **Incumbent Employees**
  - Pay: Equivalent base pay for at least the 1<sup>st</sup> year of the contract
  - Benefits: Substantially equivalent to SRR; pension eligible will remain in plan.
- **Non-Incumbent Employees (Including SWPF C, O and M)**
  - Market based total pay and benefits including medical and retirement plans competitive with your industry
- **Key Personnel** (*7 people maximum*)
  - **Top Contractor Official:** Total Compensation requires annual DOE approval; reimbursable compensation is subject to OFPP Cap
  - **Other Key Personnel:** Total Compensation approval required at time of hire or promotion; total compensation must be below that of Top Contractor Official; Compensation is included in the same pool with other employees.

## H.5 DOE-H-2001 Employee Compensation: Pay and Benefits

- **Pension and other benefits**

- Currently, SRR and SRNS are both sponsors of the SRNS Multiple Employer Pension Plan (*and the SRNS Welfare Benefits Plan*)
- SRNS is the Plan Administrator, responsible for paying benefits, record keepers and consultants and filing IRS, DOL and other reports.
- LW contractor is jointly responsible to see that payments and filings are timely.

## H.6 Special Provisions on Workforce Transition and Employee Compensation: Pay and Benefits

- **Benefit plans: Incumbent Employees**
  - Defined Benefit (DB) and Defined Contribution (DC): Cannot lose right to participate as a result of the contract transition
  - Service Credit for Leave: Length of service carries over for accruing leave
  - Service Credit for Fringe Benefits Other than Leave: Service credit applies as defined applicable law and terms of benefit plans
- **Benefit plans: Non-Incumbent Employees**
  - Provides a market-based retirement and medical benefits package that is competitive with the industry in which you recruit and complies with applicable law and terms of benefit plans

## H.7 Workforce Transition and Benefits Transition

- a) Workforce Transition Plan
- b) Benefits Transition Plan

**Critical activities!**

**Make certain you plan and have appropriate resources available.**

## H.9 Labor Relations

**No individual Collective Bargaining Agreements.**

**For construction work covered by the Davis-Bacon Act (DBA) (350 craft)**

- **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**