



U.S. DEPARTMENT OF
ENERGY



Paramilitary Security Services

Labor & Pension Landscape

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Contracting Officer

DOE-SR Protective Forces Acquisition Industry Day & Community Day

August 14 - 15, 2017

Labor Relations

Collective Bargaining Agreements (CBA):

United Professional Pro-Force of Savannah River

(UPPSR Local 125) (*427 members*) (Officers and Dispatchers)

- Positions:
 - *Security Officer*
 - *Security Police Officer I (SPO I)*
 - *Security Police Officer II (SPO II)*
 - *Security Police Officer III (SPO III)*
 - *SPO III – K-9 Specialty*
- Long-standing union; new CBA being negotiated
- Most work 12.5 hour shifts, rotating schedules
 - 4 days on, 4 days off
 - every 8 days, rotate from night to day or day to night

Labor Relations

Collective Bargaining Agreements: International Guards Union of America (IGUA) Local 159

Sergeants (33)	Lieutenants (45)
<ul style="list-style-type: none">SPO I Sergeant	<ul style="list-style-type: none">SPO I Lieutenant
<ul style="list-style-type: none">SPO III & K-9 Sergeant	<ul style="list-style-type: none">SPO II Specialty Lieutenant
	<ul style="list-style-type: none">SPO III & K-9 Lieutenant

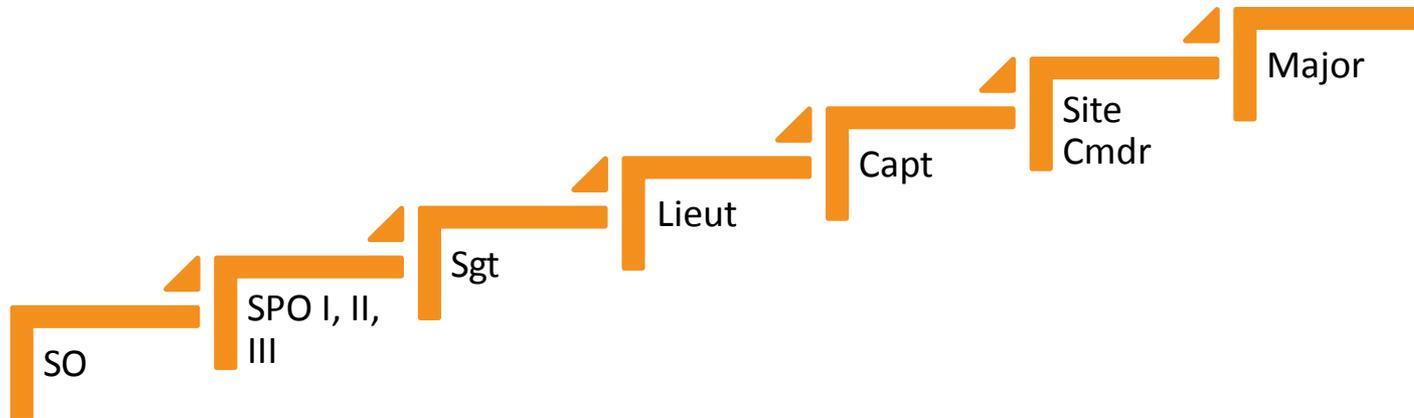
- New CBA (11/28/2016)
- NLRB Decision (10-RC-126849) (2 to 1)
 - Lieutenants do not exercise the 12 Supervisory indicia
 - Lieutenants' commands must still be obeyed
 - Supervision is by Site Commanders (6, 1 per shift)



Labor Relations

New Developments:

- Consistent career path: compensation progression, even for exempt levels



Retirement Plan

Collective Bargaining Agreements:

- Initially consult with and recognize the unions, bargain in good faith to a collective bargaining agreement. Give due consideration to applicable terms and conditions of existing CBAs
- SC is a right-to-work state: employees are not required to join a union or pay dues
- Both unions receive Defined Contribution pension and benefit plans through the Contractor.

Retirement Plan

Pension Plan:

- No Defined Benefit Plan
- Defined contribution Plan (401k)

	Non-Union	IGUA	UPPSR
Non-Matching	3.5% of eligible earnings		\$3,900 (Incr. by \$100/yr.)
Matching (\$1 per \$1)	< 2 years: up to 3% ≥ 2 years: up to 6 %		
Vesting	<3 yrs: 0%; 3+ years; 100%		
Deferral limits	1% to 80% of eligible earnings (within IRS limits)		

Medical Plan

- **Health Care Plan**
 - Medical, Rx, Dental and Vision
 - Market-competitive coverage and rates
 - Employee, Spouse, Children and Family rates
- **Bridge Medical -- Provides access to health care after retirement up to age 65**
 - Retiree pays 20% of total premium
 - Spouse pays 80% of total premium

Other Benefits

- **Life insurance**
 - Employer: \$50,000 coverage
 - Employee (voluntary): 1, 2, or 3x pay, up to \$500,000
- **Disability**
 - Sick Leave: Accrue 12 days per year
 - Short Term: 60% of pay after 7 calendar days
 - Long Term: 60% of pay; min \$50/wk.; max \$3,000/wk.
- **Paid Time Off**
 - Holidays & personal days: 12 per year
 - Vacation:
 - <5 yrs: 10 days
 - 5 – 9 yrs: 15 days
 - 10 – 14 yrs: 20 days
 - 15+ yrs: 25 days

Pension and Benefits

- **Other benefits**
 - 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

Questions

