

CWI's 2011 Workforce Strategy

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Historical Perspective – *Paul Allen (DOE-ID)*

◆ The Idaho Cleanup Project

- Managed by CH2M♦WG Idaho, LLC (CWI)
- Contract term of May 1, 2005 through September 30, 2012

◆ Workforce Restructuring Context

- DOE-ID & CWI knew from the beginning that the workforce would shrink as work was completed
- Planned for reductions early, worked to obtain approval, executed the plans effectively
- Change is inevitable, and DOE-ID and CWI effectively navigated those changes:
 - Work completion
 - Work acceleration
 - American Recovery and Reinvestment Act (ARRA, aka “Stimulus”)
- CWI effectively managed the increases to their work scope
- Results in the need to continue to shrink the workforce as work is completed

Current Status – *Bill Dalton (CWI)*

- ◆ As the ICP work scope is completed, some CWI employees and subcontracted workers have skills that are no longer needed
- ◆ Current workforce analysis indicates that a significant number of positions will need to be eliminated in 2011 due to skill mix issues
- ◆ Workforce restructuring (WFR) activities are being planned for January, June, and September of 2011
- ◆ Each WFR event will include two distinct phases
 - A voluntary "Self-Select Program" or SSP, and
 - An Involuntary Separation Program or ISP

ISP Selection Process – *Bill Dalton (CWI)*

- ◆ **Salaried Employees – The selection process for salaried employees includes the following steps:**
 - Managers determine how many positions need to be eliminated – by type of work
 - The initial number of positions to be eliminated is adjusted downward based on the results of the Self-Select Program and the release of subcontracted personnel.
Except in unusual situations, subcontract workers are released before direct employees.
 - Salaried employees who perform the same type of work are peer-ranked based primarily on their skills, and the relevance of those skills to future work requirements
 - For those types of work where salaried positions still need to be eliminated (after the adjustments noted above, the lowest ranked employees are selected
- ◆ **Represented Employees - The selection of represented employees for involuntary separation is conducted in accordance with the applicable collective bargaining agreement.**

Benefits and Services – *Bill Dalton (CWI)*

- ◆ **All SSP participants and ISP-impacted employees receive the same benefits:**
 - Severance based on whole years of service
 - Options to continue medical coverage at subsidized rates for at least one year
 - Special education benefits of \$5,000 and the availability of a \$1,000 scholarship at EITC
- ◆ **Available services and resources (through CWI and/or the Idaho Department of Labor) include:**
 - An Outplacement Center with full business resources (i.e. work areas, equipment, internet access, and supplies)
 - Training programs and classes (such as Resume and Interview Preparation, Negotiating a Job Offer, Conducting Electronic Job Searches, Effective Networking Skills, etc.)
 - Retirement counseling
 - "Next Steps" counseling
 - Identification of possible job opportunities
 - Job fairs and skill fairs

Rehire Rights – *Bill Dalton (CWI)*

- ◆ SSP participants agree not to seek employment with DOE or NNSA, or any contractor/subcontractor to DOE or NNSA, for a two-year period.
- ◆ Involuntarily separated individuals are generally eligible for rehire, subject to the availability of an open CWI position for which they are qualified.
- ◆ Involuntarily separated individuals who were continuously employed since September 27, 1991 by a DOE or DOD contractor or subcontractor, are eligible for “Preference in Hiring Status” with respect to open CWI positions for which they are qualified.

CONCLUSION

Questions and Answers