



## Department of Energy

**Environmental Management  
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To: Interested Parties

**PORTSMOUTH (PORTS) DECONTAMINATION AND DECOMMISSIONING (D&D) PROCUREMENT AND OPERATIONS AND SITE MISSION SUPPORT (OSMS) PROCUREMENT – SPECIAL RELEASE OF INFORMATION REGARDING ANTICIPATED CHANGES FOR THE FINAL REQUESTS FOR PROPOSAL**

The EMCBC is issuing this notice in advance of release of the Final Request for Proposals (RFP) for the subject procurements to advise of the intent to include the changes described below in the Final RFPs relevant to the Section H, Contractor Human Resource Management (CHRM) clauses.

As indicated in the Draft RFPs, some scope activities previously provided under the incumbent PORTS D&D contract with Fluor-BWXT Portsmouth, LLC, and the current Paducah Deactivation and Remediation Contract (e.g., Site utilities (electrical, water, sewer, steam, etc.), Emergency Services, Security (Pro Force) and Uranium Transfer (at PORTS)) will transfer to the new OSMS Contract. DOE does not anticipate workforce reductions as a result of this scope alignment. The following summarizes revisions from the Draft RFPs specific to the Section H, CHRM clauses:

- In the OSMS RFP only, revise H.3 *Definitions* to provide separate definitions for Portsmouth Incumbent Employees and Paducah Incumbent Employees to clarify that employees at each site will remain at the respective site and not move between sites during transition. In other words, Portsmouth personnel stay at Portsmouth and Paducah personnel stay at Paducah. These new definitions will be referenced throughout the Section H CHRM clauses. No changes to the PORTS D&D Final RFP are required.
- In both RFPs, revise clause H.4 *Workforce Transition and Employee Hiring Preferences* to add language to include Right of First Refusal language per Section 3 of Executive Order 14055, *Nondisplacement of Qualified Workers Under Service Contracts*, dated November 18, 2021.

- In the OSMS RFP only, revise H.5 *Employee Compensation: Pay and Benefits* to include the new definitions of Portsmouth Incumbent Employees and Paducah Incumbent Employees to clarify that equivalent pay and comparable benefits will be based on the site where the employees are working and to add ETTP Pension Plan for Grandfathered Employees to the list of pension plans and post-retirement benefit plans that the OSMS Contractor is to sponsor. No changes to the PORTS D&D RFP are required. The current H.5 *Employee Compensation: Pay and Benefits* clauses require equivalent pay and comparable benefits for the first year. In both RFPs, the clauses at H.5 *Employee Compensation: Pay and Benefits* are being revised to clarify that equivalent base pay includes Cost of Living Allowance (COLA), if applicable.
- In the OSMS RFP only, add language in H.6 *Special Provisions Applicable to Workforce Transition and Employee Compensation: Pay and Benefits*:
  - that requires the Contractor to provide training for Portsmouth and Paducah Incumbent Employees if a comparable position is not available and the individuals can become qualified within 6 months for another position;
  - that service credit would transfer with employees moving with the scope over to the OSMS Contract. Therefore, Portsmouth Incumbent Employees transitioning over to OSMS (at Portsmouth) will keep their service credit and Paducah Incumbent Employees transitioning over to OSMS (at Paducah) will also keep their service credit; and
  - to address situations post-transition if Portsmouth or Paducah employees are identified as being at risk of layoff due to work completion, then the OSMS Contractor will be required to recognize the site service credit date if no break in service. In regard to the issue of the “wrap around” benefit in the USW Career Pension Plan, since all applicable service credit will be recognized, there will not be any negative impact on this benefit as covered by the plan document. Under the PORTS D&D Draft RFP, service credit and site seniority will follow the individuals employed under the successor PORTS D&D Contract. Therefore, no changes to the PORTS D&D Final RFP are required.
- In both RFPs, revise clause H.7 *Workforce Transition and Benefits Transition: Plans and Timeframes* to add language regarding proposed economic bargaining parameters of the Workforce Transition Plan in order to encourage early discussion and negotiation between the contractors and unions workforces. The new contractors will also be required to submit the economic bargaining parameters during transition for DOE review and approval of costs subject to DOE reimbursement which would include addressing multiple rates, differences in benefits, etc.
- In the OSMS RFP only, add the missing USW Local 550 in H.9 *Labor Relations*.

DOE intends to answer all questions pertaining to the Final RFPs (once posted) as thoroughly and efficiently as possible and looks forward to receiving proposals in response to the Final RFPs.

Sincerely,

LeAnn M. Brock  
PORTS D&D Procuring Contracting Officer

Kimberly A. Tate  
OSMS Procuring Contracting Officer