INTEGRATED APPROACH TO WORKER HEALTH AND SAFETY

Labor Union and Stakeholder Outreach and Collaboration

Office of Health, Safety and Security
Briefing to the Defense Nuclear Facilities Safety Board
Leadership Commitment

"It is imperative that we communicate and establish relationships with those elements that train, manage and represent our workforce to improve the safety culture at DOE sites."

Glenn S. Podonsky
Chief Health, Safety and Security Officer
History

October 2006:  **Formation of HSS** to provide an *integrated* DOE HQ-level function for *health, safety, environment, and security* into one unified office.

February 2007: Established **HSS Focus Group** - outgrowth of HSS formation goals
- initiate and maintain an ongoing *dialogue with managers and stakeholders* that support continuous improvement in both the services and operations of HSS and performance at field sites
- to *establish a forum* capable/available to respond to questions and concerns regarding HSS initiatives and activities for *improving the health, safety, environmental and security performance* within DOE
- To get *line feedback*, as well as, feedback from “*frontline*” workers

March 2007: Invitations sent to Union Leaders, Program Secretarial Offices and DOE Stakeholders to meet with HSS senior managers
- Provide a *direct channel of communication* between HSS and *worker representatives*
- Discuss broad issues of *worker health and safety in the public sector*
Development: Integrated Approach

Feb - Dec 2007: Met with 10 Labor Unions, 4 Program Offices, 2 DOE stakeholders

Jan - Dec 2008: Path Forward → Integrated Approach

- Key worker safety and health issues are summarized by HSS and Union representatives from 2007 initial one-on-one HSS/union meeting discussions
- Path Forward Matrix identifies mutual priority improvement areas of: Training, Safety Standards/10 CFR 851, Former Worker/Energy Compensation Programs, CAIRS Reporting, Central Worker Data Tracking, Aging Workforce and union topical leads/participants.
- More labor unions and stakeholders [HAMMER Volpentest Training/Education Facility; National Institute of Environmental Health Sciences (NIEHS)], and Department of Labor engage.
- Aug: HSS Public Outreach Website [http://www.hssoutreach.doe.gov]
- Dec: 2008 Topical Wrap Up of meetings/discussions; 2009 Task Matrix outline
2009 Accomplishments

• Jan – Apr: **2009 Task Matrix** developed [short term tasks/activities, schedules, owners (Union, HSS, Stakeholder)]

• Jan – Nov: **Oversight Inspection Schedule/851 awareness** and implementation – included identifying and engaging local worker representatives

• Feb: **HSS/NIEHS MOU** established collaborative work to promote worker health and safety training/education at DOE sites

• May: Focus Group **Union Information Book** developed - *Active Labor Unions Interfacing with DOE* – reflects snapshot of DOE related union/stakeholder interface, worker health & safety issues

• June: **EFCOG/Union Meet and Greet** – initiate dialogue/union perspective

• July/Dec: **Collaborative [NTC/HAMMER/NIEHS] Training Assessments** [Oak Ridge/SRS pilots]

• Oct: **Collaborative 851 Rule Workshop** [HSS/Union/NIEHS/HAMMER/EFCOG]: Worker awareness; implementation training – Videoconference across Complex
2010 Accomplishments

Jan/Feb: **S-2 initial discussions with Union Presidents**
Mark Ayers-BCTD; Leo Gerard-USW; Ron Ault-Metal Trades Department; Rich Michalski-IAM

Mar: **S-2/U-Secs Safety and Security Reform Roundtable w/Union Leads**
- Engage Unions in DOE Safety and Security Reform
- Communicate Reform end point vision/plan
- Union perspectives on external regulation

Apr-Jul: **NAPA Worker Dialogue: Improving Health, Safety & Security at DOE**
- HSS/NAPA partnership
- Open online DOE-wide dialogue; worker challenges/improvement recommendations; NAPA third party monitor/analysis

Aug: **DOE/Union Meetings**
- HSS/Union Leadership Meeting – DOE Safety & Security Reform status/Union engagement
- Engagement of S-2/DOE-wide areas of concern
Current Activities

- Follow-on to S-2 Roundtable Meeting w/Unions
  - DOE Safety & Security Reform – Directives Review; Union Feedback
  - NAPA Worker Dialogue – Analysis/Recommendations
  - DOE assistance response to USW on EEOICPA issues

- Workforce Reliability: Collaboration HSS/ORAU/IAFF/University of Maryland - study of 3 job classifications (Fire Fighters, Security, and Metal Trades - at-risk for aging impacts) to understand employee health, safety and productivity and how these relationships specifically impact the DOE workforce/contribute to the DOE aging workforce initiative.

- Proposal: DOE HSS-NTC/HAMMER/NIEHS worker health and safety training collaborative partnership - output of OR and SR training assessments and NIEHS MOU with focus on improved worker health and safety training to include model training/integration/portability.

- HSS/Union Leadership meeting to be scheduled for December – assess status of Union related activities; identify emerging issues; identify/prioritize worker health & safety activities for 2011.
Key Elements for Success in Working with Labor Unions

- Senior Leadership Commitment
- Worker Involvement
- Credibility
- Direct/Open/Integrated Communication
- Mutual Goals/Action Plans
- Transparency/Disclosure
- Action
- Ongoing Dialogue
HSS Focus Group Labor Unions

Metal Trades Department*

Building and Construction Trades Department (BCTD)*

BCTD Center for Construction Research & Training

International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers

International Association of Fire Fighters

International Association of Machinists and Aerospace Workers

International Brotherhood of Electrical Workers

International Chemical Workers Union Council

International Guards Union of America

International Union of Operating Engineers

Laborers’ International Union of North America

Operative Plasters’ and Cement Masons’ International Association

Sheet Metal Workers International Association

United Steel Workers

* Union Umbrella Organizations
OVERVIEW OF UNION CONSORTIUM

AFL-CIO TRADE AND INDUSTRIAL DEPARTMENTS
- Building and Construction Trades Department
- Maritime Trades Department
- Metal Trades Department
- Department for Professional Employees
- Transportation Trades Department
- Union Label Department

AFL-CIO
3 Top Officers: Richard L. Trumka, President; Secretary Treasurer; Executive Vice President

EXECUTIVE COUNCIL
55 Vice Presidents representing Federation of 55 National and International Unions

BUILDING & CONSTRUCTION TRADES DEPARTMENT CENTER FOR CONSTRUCTION RESEARCH & TRAINING
Affiliates:
- International Association of Heat and Frost Insulators & Asbestos Workers
- International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers
- International Union of Bricklayers and Allied Craftsmen
- International Brotherhood of Electrical Workers
- International Brotherhood of Teamsters
- International Association of Bridge, Structural, Ornamental & Reinforcing Ironworkers
- Operative Plasterers’ & Cement Masons’ International Association of the United States and Canada
- International Union of Painters & Allied Trades
- United Union of Roofers, Waterproofers & Allied Workers
- Sheet Metal Workers International Association
- United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
- Laborers Union of North America

METAL TRADES DEPARTMENT
International Affiliates:
- International Association of Heat and Frost Insulators and Asbestos Workers
- International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers
- International Brotherhood of Electrical Workers
- International Association of Bridge, Structural and Ornamental & Reinforcing Ironworkers
- Glass, Molders, Pottery, Plastics and Allied Workers International Union
- Office and Professional Employees International Union
- International Union of Operating Engineers
- Operative Plasterers and Cement Masons International Association of the United States and Canada
- Sheet Metal Workers International Association
- United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
- Laborers International Union of North America
- International Association of Machinists and Aerospace Workers
- International Chemical Workers Union
- International Brotherhood of Painters and Allied Trades

To include:
- United Steel Workers
- International Association of Machinists and Aerospace Workers
Union Councils/Stakeholders
Collaborative Partners

Central Washington Building & Construction Trades Council
Hanford Atomic Metal Trades Council
Atomic Trades and Labor Council
Atomic Energy Workers Council
National Council of Security Police
HAMMER Volpentest Training and Education Center
Energy Facilities Contractor Group
National Academy of Public Administration
National Institute of Environmental Health Sciences
University of Maryland
U.S. Department of Labor