



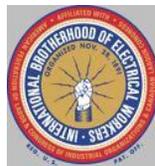
Information Book



Active Labor Unions Interfacing with DOE



LiUNA!



June 2014

Introduction

Overview: On February 12, 2014 the Secretary of Energy announced the formation of a new Office of Independent Enterprise Assessments (IEA). IEA reports directly to the Office of the Secretary and provides independent advice to the Secretary and Deputy Secretary. IEA is responsible for meeting Federal regulations and directives in the areas of independent oversight, safety and security enforcement and is headed by Glenn Podonsky. IEA will also have responsibilities in worker training and outreach.

Background: Labor unions provide an important perspective on worker safety and health matters. Therefore, the Office of Health, Safety and Security (HSS), under the leadership of Glenn Podonsky, established a Focus Group in March 2007 that has met on a recurring basis over the past years and continues to meet today. The purpose of the Focus Group is to initiate and maintain dialogue and interface among labor unions, DOE Program Secretarial Offices and stakeholders with interests and concerns related to health, safety and security across DOE. This information book provides an overview of what has been learned through the interface with representative labor unions and related stakeholders.

It is important to note that through the Focus Group's efforts, DOE has engaged labor unions and worker stakeholders such as the Volpentest HAMMER Education and Training Center, the National Institute of Environmental Health Sciences (NIEHS), the U.S. Department of Labor, the National Council of Security Police, the Energy Facility Contractors Group (EFCOG), and site contractors. This engagement will continue under IEA.

The Focus Group efforts have received a positive response from many union representatives and their leadership.

Accomplishments to Date:

- A Memorandum of Understanding between HSS and NIEHS was established and the HAMMER Facility has been engaged to support DOE worker health and safety training needs. These entities will continue to work closely with the DOE National Training Center, as well as other offices with related functions from across the complex.
- In April 2014, DOE Policy 364.1, *Health and Safety Training Reciprocity* was published. The publishing of this policy was only possible through the continued collaboration and support of the labor unions and stakeholders across DOE.
- The Department is working with labor union representatives and DOE stakeholders and contractors to ensure that effective implementation and support are provided under 10 CFR 851, *Worker Safety and Health Rule*.
- The DOE/Labor Leadership Roundtable Forum was established in 2010, and to date continues to provide a venue for senior leadership discussions. The meetings have been an opportunity for participants to foster a healthy exchange of ideas relative to the Department and our contractor workforce leadership in areas of safety, communications, and operations.
- In collaboration with the University of Maryland, a study was conducted on the health and productivity of a sample of the DOE workforce. In November 2012, the Health and Productivity Questionnaire Survey Report was published.
- As a result of the continued efforts of all involved, we have been able to open lines of communication, develop new working relationships, and establish a renewed trust in the Department's efforts to ensure that every worker, at every DOE site, returns home every day from a safe and healthful workplace.

Table of Contents

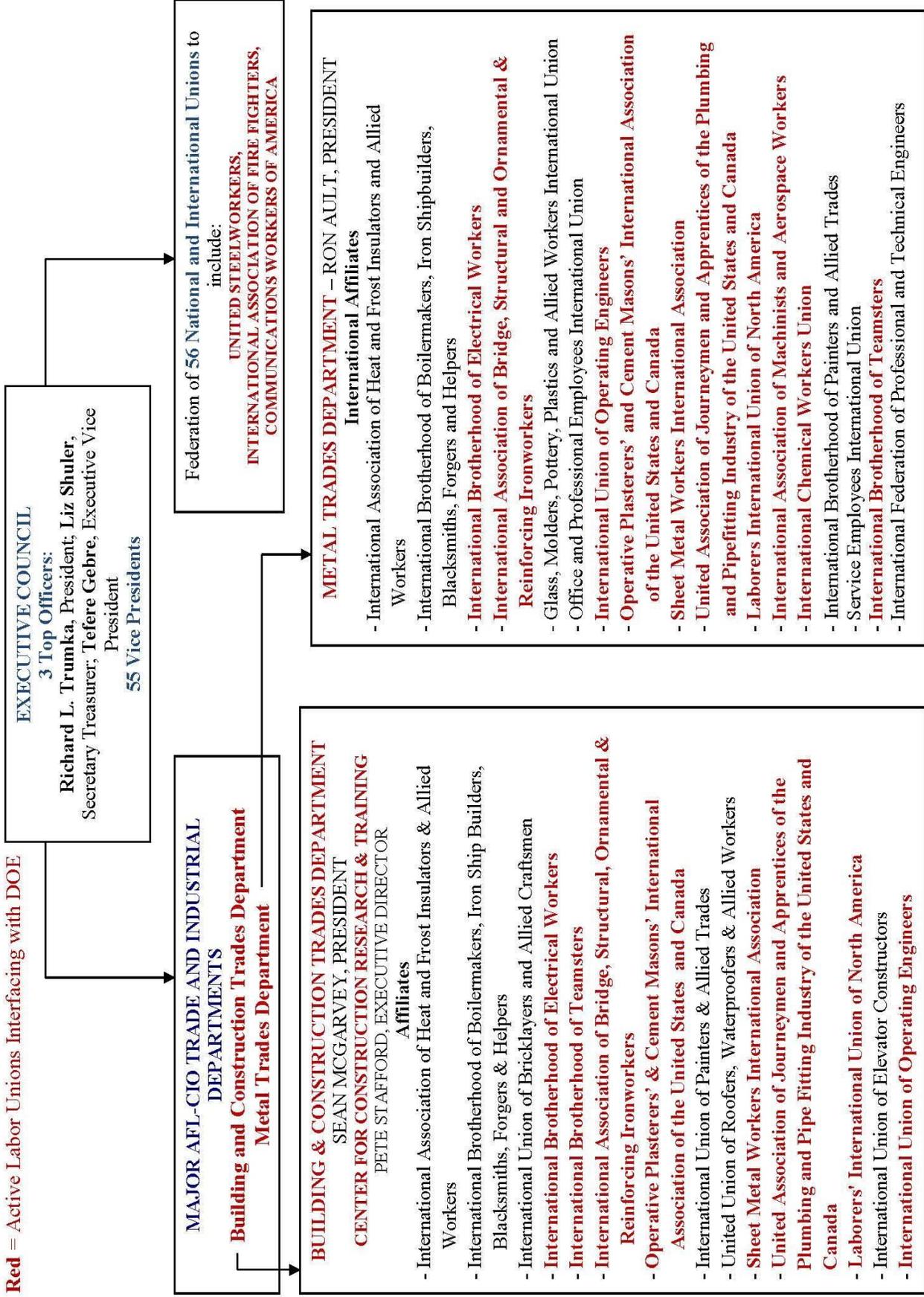
	PAGE
Introduction	1
Overview of AFL-CIO Union Federation	4
Tables: Union Membership at DOE	5
Map of DOE Sites and Facilities with Major Union Activity	9
Map of Active Union Interface with DOE	10
UNIONS	APPROXIMATE MEMBERSHIP
UNIONS	PAGE
1. Metal Trades Department, AFL-CIO	5 million
2. Building and Construction Trades Department	2 million
3. Center for Construction Research and Training	19
4. International Brotherhood of Electrical Workers	750,000
5. United Steelworkers	1.2 million
6. Laborers' International Union of North America	500,000
7. International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers	120,000
8. International Association of Machinists and Aerospace Workers	720,000
9. Sheet Metal Workers' International Association	150,000
10. Operative Plasterers' and Cement Masons' International Association	56,000
11. Communications Workers of America	700,000
12. International Association of Fire Fighters	300,000
13. International Guards Union of America/National Council of Security Police	3,600

Table of Contents

UNIONS	APPROXIMATE MEMBERSHIP	PAGE
14. International Union of Operating Engineers	380,000	63
15. International Brotherhood of Teamsters	1.4 million	67
16. International Chemical Workers Union Council/ United Food and Commercial Workers International Union	1.5 million	71
17. United Association Union of Plumbers, Fitters, Welders and HVAC Service Techs	370,000	75
18. Utility Workers Union of America	50,000	79
STAKEHOLDERS		
1. Volpentest HAMMER Training and Education Center		83
2. National Institute of Environmental Health Sciences		89
APPENDIX		
Appendix A: Sites and Facilities Not Included on the Map of DOE Sites and Facilities with Major Union Activity		93

OVERVIEW OF AFL-CIO UNION FEDERATION

Red = Active Labor Unions Interfacing with DOE



Union Membership at DOE

Metal Trades Department, AFL-CIO**	
Location	Members
Hanford Atomic Metal Trades Council [HAMTC]	3,000
Y-12 National Security Complex	2,000
Pantex Plant	1,200
Idaho National Laboratory	200
Sandia National Laboratories	600
Other DOE Sites	3,000
Total	10,000

Sheet Metal Workers' International Association (SMWIA) *
Ames Laboratory
Idaho National Laboratory
Brookhaven National Laboratory
Carlsbad Waste Isolation Pilot Plant
G.E. Vallecitos Nuclear Center (LM)
Hanford Site
Lawrence Berkeley National Laboratory
Lawrence Livermore National Laboratory
Los Alamos National Laboratory
National Energy Technology Laboratory
Oak Ridge Reservation
Pacific Northwest National Laboratory
Paducah Gaseous Diffusion Plant
Pantex Plant
Portsmouth Gaseous Diffusion Plant
Sandia National Laboratories
Savannah River Site

Building & Construction Trades Department (BCTD)	
Location	Members
Savannah River Site	1,587***
Oak Ridge Reservation	539
Idaho National Laboratory	300
Hanford Site	850
Total	3,177

CPWR (Building Trades National Medical Screening Program being conducted for current and/or past workers at the following Sites)
Amchitka (LM)
Battelle King Avenue
Battelle West Jefferson
Brookhaven National Laboratory
Brush Luckey (LM)
Fernald (LM)
GE Evendale
Hanford Site
Huntington Pilot Plant
Idaho National Laboratory
Kansas City Plant
Mallinckrodt (LM)
Mound Plant
National Energy Tech Lab
Oak Ridge Reservation
Paducah Gaseous Diffusion Plant
Pinellas Plant
Piqua (LM)
Portsmouth Gaseous Diffusion Plant
Rocky Flats
Savannah River Site
Shippingport Atomic Power Plant
Weldon Spring (LM)
Waste Isolation Pilot Plant
Yucca Mountain

***Note: The union membership numbers are estimates of workers who have worked at these sites in recent months. The numbers may significantly fluctuate based on demands and site activities. Union membership estimates are not available for all unions at all sites.**

**Metal Trades Department, AFL-CIO membership also includes International Chemical Workers Union Council / United Food and Commercial Workers International Union (ICWUC/UFCW).

*** This total may vary drastically as time passes. Savannah River Remediation is currently in a brief hiring mode and the MOX facility is currently in a state of "flux" with regards to how and/or what future work will be done at the facility.

Union Membership at DOE, continued

United Steelworkers (USW)	
Location	Members
Idaho National Lab	800
Hanford Site	660
Paducah Gaseous Diffusion Plant	272
Portsmouth Gaseous Diffusion Plant	975
Nuclear Fuel Services	300
Waste Isolation Pilot Plant	230
Oak Ridge Reservation	109
Total	3,346

United Association, Union of Plumbers, Fitters, Welders and HVAC Service Technicians	
Location	Members
Pantex Plant	27
Los Alamos National Laboratory	135
Sandia National Laboratories	87
Idaho National Laboratory	39
Paducah Gaseous Diffusion Plant	10
Oak Ridge National Laboratory	170
Yucca Mountain	27
Hanford Site	280
Total	775

Laborers' International Union of North America (LIUNA) *	
Location	Members
G.E. Vallecitos Nuclear Center	
Lawrence Berkeley National Laboratory	
Lawrence Livermore National Laboratory	
Los Alamos National Lab, Bayo Canyon Site (LM), Acid/Pueblo Canyon Site (LM)	
National Energy Technology Laboratory	
Oak Ridge Reservation	
Paducah Gaseous Diffusion Plant	
Pantex Plant	
Portsmouth Gaseous Diffusion Plant	
Sandia National Laboratories	
Savannah River Site	
Southwest Experimental Fast Oxide Reactor	
West Valley Demonstration Project	

International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (IABSORIW)	
Location	Members
Hanford Site	109
Oak Ridge Reservation	135
Savannah River Site	106
Idaho National Laboratory	80
Portsmouth Gaseous Diffusion Plant	75
Pantex Plant	24
Los Alamos National Laboratory	24
Paducah Gaseous Diffusion Plant	Numbers Vary
Total	600

International Brotherhood of Electrical Workers (IBEW)	
Location	Members
Southwestern Power Administration	56
Western Area Power Administration	366
Total	422

***Note: The union membership numbers are estimates of workers who have worked at these sites in recent months. The numbers may significantly fluctuate based on demands and site activities. Union membership estimates are not available for all unions at all sites.**

Union Membership at DOE, continued

International Association of Fire Fighters (IAFF)	
Location	IAFF Members within 150 miles
Argonne National Laboratory	18,560
Lawrence Livermore National Laboratory	12,146
Rocky Flats Plant	4,337
Oak Ridge Reservation	4,489
West Valley Demonstration Project	11,842
Nevada National Security Site	2,194
Savannah River Site	2,347
Los Alamos National Laboratory	1,234
Sandia National Laboratories	1,232
Hanford Site	1,721
Ashtabula Uranium Processing Plant (LM)	15,841
Barker Brothers (Waste Inc.) (LM)	5,642
Bettis (Atomic Power) Plant	9,221
Brookhaven National Laboratory	35,727
DOE Headquarters	23,971
Fernald Integrated Demonstration (LM)	13,463
Formerly Utilized Sites Remedial Action (46 sites)	5,257
Grand Junction	317
Idaho National Laboratory	476
Kansas City Plant	4,845
Lawrence Berkeley National Laboratory	11,454
Paducah Gaseous Diffusion Plant	6,544
Pantex Plant	720
Pinellas Plant	12,798
Portsmouth Gaseous Diffusion Plant	9,692
Princeton Plasma Physics Laboratory	31,065
Santa Susanna Field Lab	16,298
SLAC National Accelerator Laboratory	11,462
Umtra Project Office	215
Waste Isolation Pilot Plant	1,158
Weldon Spring Site	7,168
Total	297,906

International Union of Operating Engineers (IUOE) *
Acid/Pueblo Canyon Site (LM)
Argonne National Laboratory
Bayo Canyon Site (LM)
Brookhaven National Laboratory
Waste Isolation Pilot Plant
Energy Technology Engineering Center
Fermi National Accelerator Laboratory
General Electric Vallecitos Nuclear Center (LM)
Hanford Site
Idaho National Laboratory
Inhalation Toxicology Research Institute
Kansas City Plant
Lawrence Berkeley National Laboratory
Lawrence Livermore National Laboratory
Los Alamos National Laboratory
Moab (UMTRA Project)
National Energy Technology Laboratory (Pittsburgh PA, Morgantown WV, Tulsa OK, Albany OR)
National Renewable Energy Laboratory
Nevada National Security Site
Oak Ridge Reservation
Pacific Northwest National Laboratory
Paducah Gaseous Diffusion Plant
Pantex Plant
Portsmouth Gaseous Diffusion Plant
Princeton Plasma Physics Laboratory
Sandia National Laboratories
Savannah River Site
SLAC National Accelerator Laboratory
South Valley Superfund Site (LM-Considered Site)
Southwest Experimental Fast Oxide Reactor
SLAC National Accelerator Laboratory
Thomas Jefferson National Accelerator Facility
Tonopah Test Range
West Valley Demonstration Project

***Note: The union membership numbers are estimates of workers who have worked at these sites in recent months. The numbers may significantly fluctuate based on demands and site activities. Union membership estimates are not available for all unions at all sites.**

Union Membership at DOE, continued

International Association of Machinists and Aerospace Workers (IAM)	
Location	Members
Y-12 National Security Complex	245
Hanford Site	53
Kansas City Plant	--
ATLC Metal Trades Training Facility	253
Los Alamos National Laboratory	--
Sandia National Laboratories	--
Savannah River Site	--
Idaho National Laboratory	--
Pantex Plant	401
HAMMER	--
Total	2,000

Operative Plasterers' and Cement Masons' International Association (OPCMIA)	
Location	Members
Hanford Site	22
Los Alamos National Laboratory	2
Oak Ridge Reservation	10
Savannah River Site	15
Total	49

International Brotherhood of Teamsters	
Location	Members
Hanford Site	399
Los Alamos National Laboratory	64
Oak Ridge Reservation	250
Nevada National Security Site	50
Savannah River Site	100
Total	863

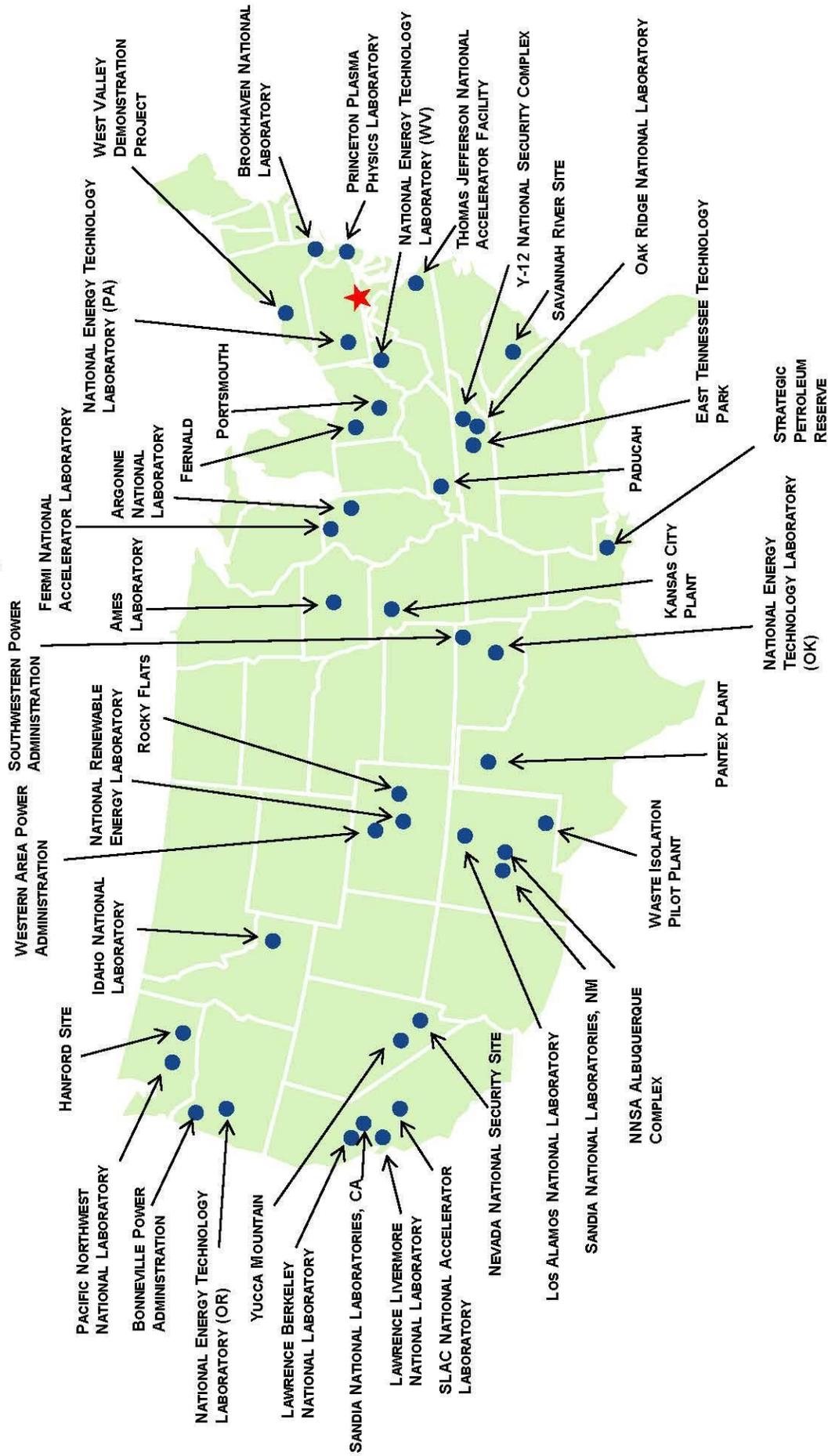
International Guards Union of America (IGUA)/National Council of Security Police (NCSP)*	
Location	Members
Lawrence Livermore National Laboratory	
Sandia National Laboratories	
Los Alamos National Laboratory	
Nevada National Security Site	
Kansas City Plant	
Pantex Plant	
NNSA Albuquerque Complex	
Y-12 National Security Complex	
Oak Ridge National Laboratory	
Idaho National Laboratory	
East Tennessee Technology Park	
Hanford Site	
Savannah River Site	
Strategic Petroleum Reserve	
Portsmouth Gaseous Diffusion Plant	
DOE Headquarters	
Total	

Communications Workers of America *	
Lawrence Berkley National Laboratory	
Lawrence Livermore National Laboratory	
Los Alamos National Laboratory	

Volpentest HAMMER Training and Education Center (HAMMER)	
Year	Number of Personnel Trained
2010	153,954
2011	140,773
2012	87,600
2013	74,818
2014 (Jan- Mar)	19,262
Total	476,407

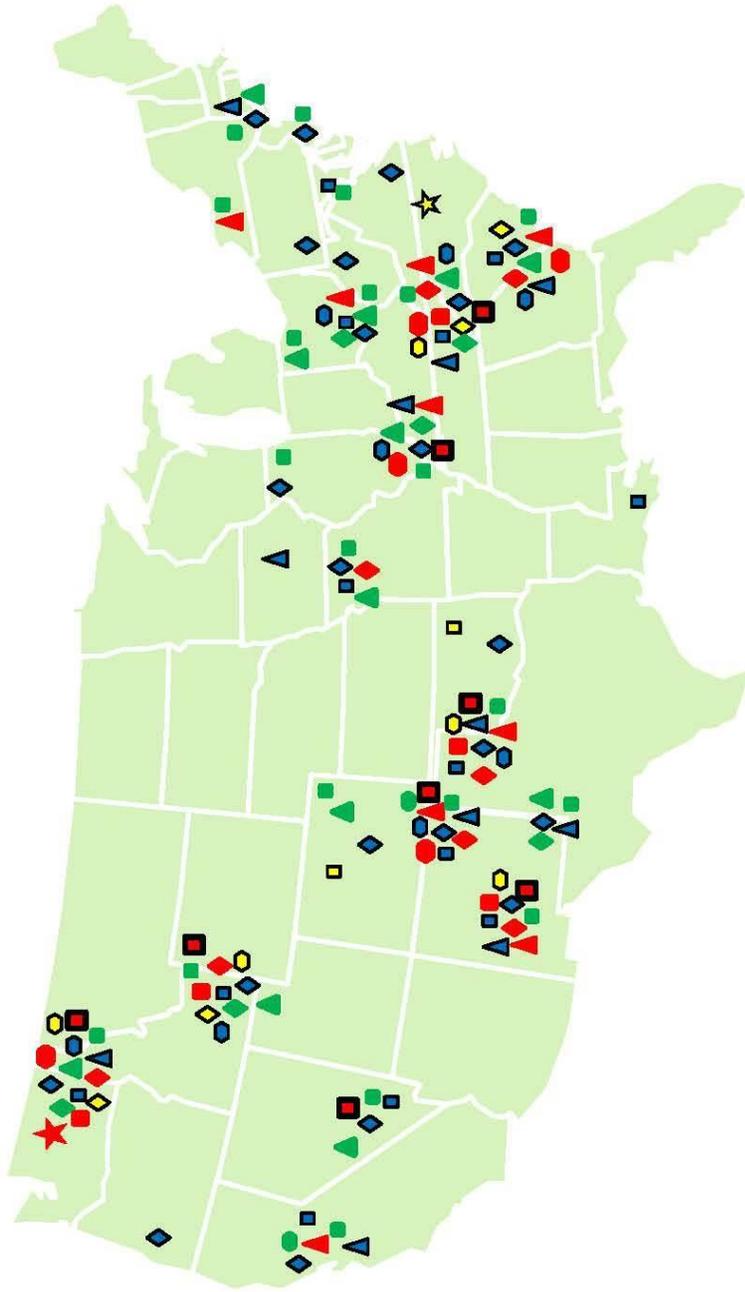
* Note: The union membership numbers are estimates of workers who have worked at these sites in recent months. The numbers may significantly fluctuate based on demands and site activities. Union membership estimates are not available for all unions at all sites.

DOE Sites and Facilities with Major Union Activity



NOTE: Criteria for sites and facilities being listed on this map included overall union population, site size and impact to DOE operations. A listing of sites and facilities with active union activity not meeting the criteria as a major site or facility can be found in Appendix A.

Active Union Interface with DOE



- METAL TRADES DEPARTMENT, AFL-CIO
- ◊ BUILDING AND CONSTRUCTION TRADES DEPARTMENT
- ▲ CENTER FOR CONSTRUCTION RESEARCH AND TRAINING*
- ◈ INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL, ORNAMENTAL AND REINFORCING IRON WORKERS
- INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
- ◆ UNITED STEELWORKERS
- ▲ SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION
- ◈ OPERATIVE PLASTERERS' AND CEMENT MASONS' INTERNATIONAL ASSOCIATION
- INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
- ◊ INTERNATIONAL UNION OF OPERATING ENGINEERS
- ▲ LABORERS' INTERNATIONAL UNION OF NORTH AMERICA
- ◈ INTERNATIONAL CHEMICAL WORKERS UNION COUNCIL/UNITED FOOD AND COMMERCIAL WORKERS UNION
- INTERNATIONAL GUARDS UNION OF AMERICA/NATIONAL COUNCIL OF SECURITY POLICE
- ◈ INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
- ▲ INTERNATIONAL BROTHERHOOD OF TEAMSTERS
- COMMUNICATIONS WORKERS OF AMERICA
- UNITED ASSOCIATION OF PLUMBERS, FITTERS, WELDERS AND HVAC SERVICE TECHS
- ★ STAKEHOLDER HEADQUARTERS
- ★ VOLPENTEST HAMMER TRAINING AND EDUCATION CENTER
- ★ NATIONAL INSTITUTE OF ENVIRONMENTAL HEALTH SCIENCES

* Indicates sites where CPWR Building Trades National Medical Screening Program is being conducted as a part of the DOE Former Worker Program.

Note: The union membership data are not available for all unions at all sites.



Metal Trades Department (MTD), AFL-CIO

Interesting Facts Pertinent to DOE

- The Metal Trades Department (MTD) is a trade department of the AFL-CIO. It was chartered in 1908 to coordinate negotiating, organizing and legislative efforts of affiliated metalworking and related crafts and trade unions.
- Seventeen national and international unions are affiliated with the MTD today. More than 100,000 workers in private industry and federal establishments work under contracts negotiated by MTD Councils.
- MTD has previously successfully lobbied for additional funding for DOE/NNSA missions. DOE contractor employees comprise the second largest group of MTD-represented employees.
- It is the only department that organizes bargaining units and lobbies on behalf of entire industries.
- MTD represents approximately 10,000 workers at DOE sites.
- MTD has a total of 5 Metal Trades Councils (MTC) which assists the DOE and its contractors in resolving employee concerns and issues related to environment, safety, and health: the Amarillo MTC at Pantex; the Eastern Idaho MTC at Idaho National Lab; the Hanford Atomic MTC at the Hanford site; the Atomic Trades and Labor Council serving Oak Ridge and Y-12, and the Albuquerque MTC at Sandia National Lab.
- It is also represented on the Volpentest HAMMER Education and Training Steering Committee chartered to assist in the development and sustainability of HAMMER through insight and recommendations regarding policies, strategies, and direction in reducing health and safety risks to workers.
- It is notably involved in the rebuilding of the defense and commercial industrial base, and actively supports programs that promote nuclear power and independence from foreign oil. The Union's leadership contends that union workers are integral to the expansion of heavy industries in the U.S. and that maintaining and rebuilding the U.S. manufacturing base are essential to U.S. economic interests and national security.
- The union represents the majority of wage-grade federal employees tasked with maintaining and operating major military facilities, including the U.S. Coast Guard's (USCG) only shipyard in Baltimore, MD and other USCG support facilities.



Metal Trades Department (MTD), AFL-CIO

DOE-Related Issues

The Metal Trades Department...

- Strongly supports presumptive standards for Cold War era workers that would allow for timely compensation to those suffering from illnesses incurred as a result of their work for DOE, or as applicable, to their survivors.
- Has actively pursued resolution of concerns over DOE labor policies that do not provide defined benefit plans or health care benefits for contractor employees.
- Is concerned over systemic safety and operational culture issues across the nuclear complex.

Worker Health and Safety Interface

Worker Health and Safety Training: A proponent of HAMMER-modeled training, the MTD continues to work with DOE and other interested unions to mobilize this training to other DOE sites. MTD has been a strong supporter of the DOE Training Reciprocity Program started in 2013.

Former Worker Program/Energy Employees Occupational Illness Compensation Program: The MTD strongly encourages the active engagement of DOE in resolving the former worker compensation issues. DOE's Office of Worker Health and Safety has established an interface on activities related to the Former Worker Medical Surveillance and Energy Employee Occupational Illness Compensation Programs.

Strategic Initiatives: The Metal Trades Department has been engaged in outreach and collaboration efforts with DOE and participated in the Visiting Speaker Program. It supports integrated strategic efforts of federal agencies and labor unions to support strategic missions, identify key strategic industries, and rebuild an infrastructure to develop and maintain long-term national capabilities.

DOE Worker Health and Safety Requirements: DOE is working with the MTD and other interested unions to enhance awareness, education and site-wide consistency in implementation of worker health and safety programs and requirements.



Metal Trades Department (MTD), AFL-CIO

Total Membership: Over 5 million

About MTD: The Metal Trades Department is a chartered trade department of the AFL-CIO representing 17 national and international unions to coordinate negotiating, organizing and legislative efforts of affiliated metalworking and related crafts and trade unions. Workers retain membership in their own trade unions.

The MTD is administered by a president assisted by a full-time staff. The President and ten vice presidents are elected from the affiliated international unions by convention for five-year terms. These eleven officers form the MTD Executive Council, which meets as needed to carry out convention programs and formulate and carry out department policies. Between full meetings of the Executive Council the president reports to a committee appointed by the Vice Presidents.

In total, the MTD has 17 International Unions participating in the Metal Trades and Atomic Trades Councils in the U.S. and Canada. These international affiliates are:

- 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 Ornamental and Reinforcing Iron Workers
- 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 Council
- International Brotherhood of Painters and Allied Trades
- International Federation of Professional and Technical Engineers
- Service Employees International Union
- International Brotherhood of Teamsters



Metal Trades Department (MTD), AFL-CIO



Ronald Ault

President

Prior to being elected as the Metal Trades Department's President, Mr. Ault served for four years as a General Representative of the Department. A former organizer with the International Union of Operating Engineers and a former business representative for the International Association of Machinists and Aerospace Workers, Mr. Ault is a career Labor

Representative with more than 30 years experience.

Mr. Ault served a four-year enlistment with the U.S. Navy, including a tour of duty in Vietnam (1968-69). Mr. Ault went to work at the Norfolk Naval Shipyard in Portsmouth, VA in 1971 as part of "Project Transition", a DOD military/civilian special hiring program enacted during the Vietnam War for veterans to transition from the military to civilian jobs. At the Naval Shipyard, he graduated with honors from a four-year Inside Machinist apprenticeship program and served in various union positions. From 1980 to 1985, he served as president of the Tidewater Virginia Federal Employees Metal Trades Council and the Chairman of the Conference Committee at the Naval Shipyard. Mr. Ault served as Campaign Coordinator in the MTD's successful drive for union recognition at the Avondale Shipyard in New Orleans and was the Chief Negotiator for the historic first union contract at the yard.

A native of Amity, Arkansas, Mr. Ault is married, the father of four children and currently lives in Waldorf, Maryland.



Building and Construction Trades Department (BCTD)

Interesting Facts Pertinent to DOE

- BCTD is an alliance of 14 national and international unions that collectively represent over 2 million skilled craft professionals in the United States and Canada.
- BCTD provides essential coordination and support to the work of its affiliated national and international unions in order that, through inter-trade solidarity, organized construction workers achieve a powerful voice in government, in bargaining, and in their communities.
- BCTD manages a large transient workforce and is involved in commercial, industrial, as well as some residential enterprises.
- The important work of the BCTD is in the detail and the daily implementation of policy. That work revolves around three crucial hubs of activity: Legislative and Governmental Affairs, Field Services, and Labor-Management Relations.
- BCTD also partners with the following industry organizations:
 - Nuclear Energy Institute (NEI): NEI is the policy organization of the nuclear energy and technologies industry and participates in both the national and global policy-making process.
 - The Association of Union Constructors (TAUC): TAUC is comprised of over 2,500 such contractors that perform construction and industrial maintenance everyday throughout the U.S.
 - The North American Contractors Association (NACA): NACA is a unique organization of contractors who construct or manage projects for public and private owners throughout the U.S.



Building and Construction Trades Department (BCTD)

DOE-Related Issues

The Building and Construction Trades Department...

- Strongly supports federal investment in infrastructure, innovation and energy.
- Supports the evolution of workforce capabilities and sustainability of skilled crafts workers to meet current and future needs.
- Supports continued and expanded use of federal assistance with regards to energy development conditionally on the continuation of Davis-Bacon prevailing wage requirements regardless of other federal assistance.

Worker Health and Safety Interface

DOE Worker Health and Safety Requirements: DOE is working with BCTD and other interested unions to enhance awareness, education and site-wide consistency in implementation of worker health and safety programs and requirements.

Worker Health and Safety Training: BCTD has played a pivotal role in creating standardized site-wide safety through the DOE National Training Center's Training Reciprocity Program. Training, specifically safety training for hazardous environments, is a key for providing DOE and others with the critical skills necessary to reliably perform the missions of energy independence, national security and economic/industrial base leadership.

The Center for Construction Research and Training (CPWR) is a division of the BCTD and is the world's largest organization strictly dedicated to construction safety and health research and training.

BCTD has an annual investment of \$1B for classroom training and an additional \$15B per year for wages and benefits related to training. The 1,500 training center network is equal in scale to the third largest public university system in the U.S.



Building and Construction Trades Department (BCTD)

Total Membership: Over 2 million

About BCTD: The BCTD is an alliance of craft unions that are the best choice for highly skilled and highly productive construction labor. The BCTD and its affiliated member unions demonstrate a concerted commitment to world class skills development and training, coupled with a 21st century labor/management model that is founded upon the principles of performance, pride, cooperation and partnership. For nearly a century, the BCTD has provided essential coordination and support to the work of its affiliated national and international unions in order that, through inter-trade solidarity, organized construction workers achieve a powerful voice in government, in bargaining, and in their communities.

The Governing Board of Presidents and Officers are assisted in implementing policy by the work of seven standing committees. The policies of the Governing Board are carried out by the BCTD Officers and Staff Departments, and through the efforts of 386 state, local and provincial councils in the U.S. and Canada.

The standing committees of the BCTD are: Apprenticeship and Training, the Canadian Executive Board, General Presidents' Committee on Contract Maintenance, Legislative Task Force Committee, National Organizing Committee, Women in the Trades Committee, and Safety and Health Committee. The chair of each standing committee devotes considerable time to lead the committee and works in concert with the staff of the BCTD.

Alliance: The BCTD is an alliance of the following 14 craft unions that represent approximately three million members:

- International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers
- International Association of Heat and Frost Insulators and Allied Workers
- International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers
- International Brotherhood of Electrical Workers
- International Brotherhood of Teamsters
- International Union of Bricklayers and Allied Craft workers
- International Union of Elevator Constructors
- International Union of Painters and Allied Trades
- Laborers' International Union of North America
- 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
- United Union of Roofers, Water Proofers and Allied Workers
- International Union of Operating Engineers



Building and Construction Trades Department (BCTD)



Sean McGarvey
President

Mr. McGarvey started his career with the International Union of Painters and Allied Trades (IUPAT) in 1981 as an apprentice with Glazier's Local 252 in Philadelphia, Pennsylvania. He graduated to

journeyman status in 1984 and subsequently worked his way up through various leadership positions, from elected recording secretary and business representative of his local, to his appointment as an International Representative and then Assistant to the General President for the IUPAT.

In 2000, Sean was elected General Vice President at Large, and in May 2002 he was appointed to the position of Government Affairs Director for the IUPAT.

In 2005, he was elected Secretary-Treasurer of the BCTD; and was subsequently re-elected to another 5 year term in August 2010.

On April 16, 2012, Sean was unanimously elected to the office of President of the Building and Construction Trades Department.

Sean currently serves in various capacities for the following organizations: Co-Chair of the Oil and Natural Gas Industry Labor-Management Committee - a unique partnership between America's Building Trades Unions and the American Petroleum Institute (API); Member, US Council on Competitiveness; Secretary-Treasurer, the Union Labor Life Insurance Company (Ullico); Treasurer, National Alliance for Fair Contracting, Inc.; Board of Directors, National Coordinating Committee for Multi-Employer Plans; Chairman of the Board, CPWR, The Center for Construction Research and Training; Labor Co-Chair of the Center for Military Recruitment, Assessment, and Veterans Employment (CMRAVE) which operates the "Helmets to Hardhats" program.

Sean also serves on several other union construction industry labor-management committees.

Sean graduated from Cardinal Dougherty High School in Philadelphia, PA; attended the St. Joseph's University of Philadelphia Labor Relations program; attended Harvard University's Trade Union Program; and earned his Bachelor of Arts from the National Labor College. He was born and raised in Philadelphia, and has two lovely daughters, Kerri Ann and Kelsey Marie.

Interesting Facts Pertinent to DOE

The Center for Construction Research and Training...

- Leads a national program that involves the development of new safety and health training curriculum and the delivery of a variety of training programs to thousands of construction workers annually.
- Is a not-for-profit institution created by the Building and Construction Trades Department, CPWR has become an international leader in applied research, training, and service to the construction industry while also defining and addressing issues of importance to workers.
- Has a cooperative agreements with: the National Institute for Occupational Safety and Health (NIOSH) that focuses on occupational safety and health research; with the National Institute of Environmental Health Sciences (NIEHS) that focuses on hazardous waste, disaster response, and minority worker training program; and with DOE to support the Former Worker Medical Screening program (FWP).
- Supports the Department of Labor (DOL) under the Energy Employees Occupational Illness Compensation Program Act (EEOICPA) by building and maintaining a database of DOE contractors/subcontractors.

DOE-Related Issues

DOE Worker Health and Safety Requirements: DOE is working with the CPWR and other interested unions to enhance awareness, education and site-wide consistency in implementation of worker health and safety requirements.

Worker Safety Training: CPWR promotes collaborations with DOE, NIEHS, and other unions to continuously improve safety and health training for all workers employed across the DOE complex. Support from CPWR has been instrumental in the evolution of the DOE Training Reciprocity Program and Policy.

Strategic Initiatives: CPWR has reported concerns about an aging workforce and the need to make accommodations for these workers while continuing to recruit new workers into apprenticeship programs. Reasonable accommodation for the aging workforce was identified as a challenge for the building and construction trades. DOE is working with the unions to address workforce sustainability issues at DOE sites.

Worker Health and Safety Interface

Former Worker Program (FWP)/Energy Employees Occupational Illness

Compensation Programs (EEOICP): The Department has been working with CPWR and other participatory unions to coordinate, increase and improve individual and combined outreach efforts with regard to FWP and EEOICP among DOE/DOL/FWP Principal Investigators.

CPWR DOE Training: CPWR and its network of building trades unions train tens of thousands of construction industry trainers and workers annually through its OSHA outreach programs and through funding from various government agencies of which DOE, through a Memorandum of Understanding with NIEHS, provides a large portion of the funding.

- **Environmental Training:** CPWR provides safety and health training to thousands of workers annually to ensure a trained workforce at high-hazard DOE and EPA Superfund sites.

10 CFR 851, Worker Safety and Health Rule: DOE is working with CPWR and other interested unions to enhance awareness and education, as well as, with ensuring site-wide consistency in rule implementation at DOE sites. CPWR has developed a 3-hour 851 awareness training program for local building trades union leadership and DOE site workers.

Total Membership: Membership is comprised of a network of 50 organizations under the CPWR umbrella including national and local unions.

About CPWR: The CPWR is a nonprofit organization originally founded by the BCTD to conduct research on economic and other areas of interest to the BCTD. In 1990, CPWR began to focus on construction worker safety and health. CPWR's comprehensive construction safety and health program is focused not only on research, but also on safety and health training, medical screening programs, and related safety and health services. It serves construction workers, unions, contractors, owners/users, and other industry organizations.

Through its partnerships with NIOSH, NIEHS, DOE, and DOL, CPWR has developed an impressive network of over 50 collaborating organizations, including universities, as part of its national construction safety and health research and training center. CPWR's national construction center is a key element of the NIOSH construction research program.

CPWR develops training primarily for workers represented by the 14 Building and Construction Trades Unions in the United States and Canada. These workers are the journeymen and apprentices in the construction trades who perform a variety of activities involving hazardous materials and toxic waste at DOE restoration sites and Environmental Protection Agency Superfund sites. Working with toxic and hazardous substances requires additional training that is not normally found within the traditional joint labor/management training programs nationwide.

CPWR works in developing a critical core of Disaster Response Health and Safety Peer Instructors and training workers throughout the country who will train Disaster Site Workers as skilled support personnel.

CPWR and its partners are recognized by OSHA as both a national provider of training and certification for labor union safety and health trainers and as the Region 3 (Mid-Atlantic) OSHA Training Institute Education Center.



Erich J. (Pete) Stafford

Executive Director, CPWR

Director, Safety and Health Department, BCTD

Pete Stafford is the Director of CPWR, a U.S. based non-profit nationally and internationally recognized as a leading construction safety and health research and training institute. Mr. Stafford has been with CPWR since it established its public/private partnership focusing on construction safety and health with the National Institute for Occupational Safety and Health (NIOSH) in 1990. He was appointed Executive Director by CPWR's Board of Directors in 2001, and currently serves as Principal Investigator on CPWR cooperative agreements, grants, and contracts with NIOSH, NIEHS, DOE, and DOL on programs dedicated to construction safety and health research, training, and related services. Mr. Stafford has over 27 years of experience in construction safety and health and serves on many construction industry advisory boards and committees. He also serves as Safety and Health Director for the Building and Construction Trades Department, AFL-CIO, and is the current Chairman of OSHA's Advisory Committee on Construction Safety and Health (ACCSH).

Mr. Stafford is currently a member of the following professional affiliations:

- AFL-CIO Safety and Health Committee
- Building and Construction Trades Department Safety and Health Committee
- American National Standards Institute
- IMPACT-Ironworkers Labor-Management Advisory Committee
- HAMMER Medical Surveillance Subcommittee
- NORA 2 Construction Sector Council Co-Chair
- Building Trades Apprenticeship & Training Committee.



International Brotherhood of Electrical Workers (IBEW)

Interesting Facts Pertinent to DOE

- IBEW members work aboard ships, on navigational locks and dams, on hydro- and steam-driven electric power generating plants, on power and communication transmission lines, and on many facility maintenance jobs in every branch of the government. IBEW members are employed by many federal agencies including DOE, Department of the Interior, Army Corp of Engineers, National Aeronautic Space Administration, Department of Defense (DoD) and Homeland Security, as well as all federal and private shipyards in the U.S. and Canada.
- The IBEW has been actively promoting nuclear, wind, solar and clean-coal technologies, working in partnership with utility companies and energy contractors to help move our nation toward renewable energy. IBEW locals across the country are taking their commitment to green energy and good jobs seriously by investing in renewable energy resources.
- IBEW is focused on succession planning, analyzing the knowledge gaps due to attrition, and working to maintain institutional knowledge, as well as addressing cross-training needs.
- IBEW strongly supports the Volpentest HAMMER Training and Education Facility at Hanford where training is performed by trades personnel and full-scale mock-ups are used as training aids.
- IBEW electricians are among the thousands of workers who have suffered serious illness as a result of exposure to radiation, beryllium, or silica from DOE workplace hazards over the past decades.



International Brotherhood of Electrical Workers (IBEW)

DOE-Related Issues

Worker Safety Performance: IBEW is concerned about worker safety performance. IBEW believes that the current DOE and OSHA standards allow for flexibility in interpretation and are not consistently applied and enforced at work sites. In addition, IBEW believes that DOE safety requirements and expectations are not adequately propagated from contractor to subcontractor(s) and from one site to another.

Worker Health and Safety Requirements: IBEW has requested the support of DOE in improving standardization and compliance of worker health and safety requirements, with specific regard to consistency in the implementation requirements of 10 CFR 851, *Worker Safety and Health Rule* from one site to another and by all contractor workforces.

Strategic Initiatives: IBEW is working to address concerns relating to an aging workforce and the need for succession planning and training to maintain an experienced workforce.

Worker Health and Safety Interface

Worker Safety Performance: The IBEW Safety and Health Department is assigned responsibilities related to safety and health involving all trade jurisdictions of the IBEW. The Department's primary focus is occupational safety, although home, community, and personal safety and health issues frequently require departmental attention. This Department also maintains a database of IBEW member related on-the-job accidents, including reporting significant accident trends to OSHA and other government agencies.

Strategic Initiatives: In response to concerns about aging workforce and loss of institutionalization of the construction and building trades' skills, IBEW is working to engage other unions in national apprenticeship initiatives, incentivizing training, and considering contractual vehicles to ensure the sustainability of the workforce.

Worker Involvement: The IBEW is an advocate of worker involvement from the initial through final stages in the development (and in subsequent reviews) of worker safety and health products/programs. The union contends that worker involvement promotes buy-in and a belief in the safety and health objectives. IBEW believes worker involvement will provide the best return on worker safety and health investments.

DOE Worker Health and Safety Requirements: DOE is working with the IBEW and other interested unions to enhance awareness, education and site-wide consistency in implementation of worker health and safety requirements.

Worker Health and Safety Training: IBEW continues to work with DOE in the area of worker health and safety training to ensure consistency in response and compliance with training requirements.



International Brotherhood of Electrical Workers (IBEW)

Total Membership: 750,000

About IBEW: The IBEW represents approximately 750,000 members in all sectors of the energy industry, who work in a wide variety of fields, including utilities, construction, telecommunications, broadcasting, manufacturing, railroads and government. The IBEW has members in both the United States and Canada and stands out among the American unions in the AFL-CIO because it is among the largest and has members in so many skilled occupations.

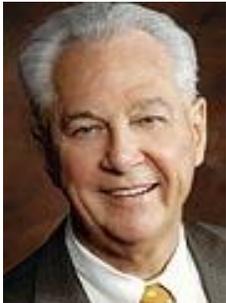
IBEW members work on such installations as the Tennessee Valley Authority and the Bonneville Power Administration, and in national laboratories like Sandia and Brookhaven. In Canada, IBEW members perform highly skilled electronics work in several departments of the Treasury Board of Canada.

A sizable segment of IBEW members works for the U.S. and Canadian governments. There is hardly an agency of the government that does not need trained IBEW electrical workers to carry out its purposes. In naval and coast guard shipyards, naval ordnance plants and various defense activities, electricians, linemen, gyro and electronics technicians, electric-crane repairmen, and others are essential to the defense of our nation and the safety of our people.

The IBEW is currently looking at its apprenticeship programs across the country and will also focus on legislation in Federal contracts as part of an effort to ensure requirements to maintain a skilled workforce. Current succession planning does not address DoD contracts or reflect nuclear efforts. The DoD contracts include language requiring mentoring programs to ensure transfer of institutional knowledge, including some high-end specialty skills.



International Brotherhood of Electrical Workers (IBEW)



Edwin D. Hill

International President

On January 29, 2001, Edwin D. Hill was appointed International President of the IBEW, AFL-CIO, and later elected President at the IBEW's 36th International Convention in September 2001. Ed Hill was unanimously re-elected as International President at the IBEW's 37th International

Convention in September 2006. Prior to Mr. Hill's appointment to International President, he served the IBEW for over three years as both International Secretary and International Secretary-Treasurer.

Mr. Hill brings to his office over fifty-seven years of experience in serving the IBEW in many areas of the union's efforts. From his days as an apprentice in 1956, to his appointment and election as International President, Mr. Hill has dedicated himself to the welfare of the members. His concern for the financial stability of his union and the fiscal security of its members has led to his involvement as Trustee of the National Electrical Benefit Fund and as Secretary of the National Electrical Annuity Fund. President Hill serves as a member of the Executive Council of the American Federation of Labor and Congress of Industrial Organizations. Mr. Hill also serves as Trustee of both the IBEW officers and Representatives and Office Employees Pension Plans. From 1982 to 1994 Edwin Hill held the office of IBEW Third District Office of International Representative and from 1994 to 1997, as International Vice President.

Mr. Hill's sense of community responsibility can be measured by his involvement in countless community based activities including: The March of Dimes, the YMCA, the Executive Committee of the United Way, Beaver County Council for Economic Development and the Governor's Committee for Economic Development serving as Chairman since 1995. In addition, he sat on the Advisory Boards of Penn State and Geneva College and serves on the Beaver County Medical Center's Board of Directors.

Edwin Hill graduated from Freedom High School attended Penn State and the University of Indiana. He also completed labor courses at Penn State and at the George Meany Center for Labor Studies.

Even with his demanding schedule, Ed finds a little time to enjoy some of his favorite pastimes of golf, skiing, snowmobiling and racquetball.



**United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied Industrial
and Service Workers International Union
(United Steelworkers or USW)**

Interesting Facts Pertinent to DOE

- The USW is the largest industrial union in North America and represents almost 3,500 workers at DOE nuclear weapons facilities.
- USW has a well-recognized Health, Safety and Environment Department which has functions that include: assisting local unions with health, safety and environmental problems; assisting with and/or conducting education and training programs for local union committee officers and staff; working for better regulations and standards; and helping to negotiate better health and safety language in USW's contracts.
- The USW Tony Mazzocchi Center (TMC), part of the USW Health, Safety and Environment Department, provides a broad spectrum of environmental and health and safety training to union members. Much of the training is funded by the Department of Energy (DOE), the National Institute for Environmental Health Sciences (NIEHS), and the Occupational Safety and Health Administration (OSHA).
- The TMC DOE program trains workers who are, or have the potential to be, employed in demolition, decommission, and decontamination projects and treatment, storage, and disposal facilities at the DOE nuclear weapons facilities. The program provides training through the following programs: Hazardous Waste Worker Training; Hazmat Disaster Preparedness Training; and Nuclear Workers Training.
- USW is a member of the Volpentest HAMMER Training and Education Steering Committee, a Hanford-based consortium of national and international union leaders, DOE, other federal agencies, state, and stakeholders all of whom share a common commitment to reduce health and safety risks to workers and the public.
- The USW is one of the first industrial unions to support comprehensive climate change legislation and is a leader in the labor movement on the environment. The USW General President serves as a commissioner on the National Commission on Energy Policy and is a founding member of the Blue Green Alliance, which brings together unions and environmental groups to promote policies and solutions that spur growth and investment in "green" technologies and products.



**United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied Industrial
and Service Workers International Union
(United Steelworkers or USW)**

DOE-Related Issues

Worker Involvement: The USW contends that worker involvement does not effectively occur if programs and policies are in place that inhibit workers from reporting injuries, illnesses, hazards and near misses. The USW has identified and documented the existence of these programs within the DOE sites where their members work. The USW continues to make this the primary issue raised with the DOE and DOE contractors.

The USW prefers that contractors utilize unions as a resource in such areas as risk assessment and accident investigation. The USW contends that it is cost-inefficient to pay the contractors to do what the unions can do without additional costs, (i.e., through the use of the existing DOE/National Institute for Environmental Health Sciences funding vehicle).

Implementation of 10 CFR 851, *Worker Safety and Health Rule*: The USW reported lack of consistency in health and safety program integration with regard to 10 CFR 851 and believes that inconsistent contractor implementation of the 851 Rule is a workplace safety issue.

Incident/Accident Prevention Training: The USW believes that additional training on incident/accident prevention is needed to adequately respond to worker health and safety needs across the DOE complex.

Job Classifications: The USW has continued concerns with how the Department classifies work in relation to the Davis Bacon and Service Contract Acts.

Worker Health and Safety Interface

Worker Health and Safety Training: The USW actively supports training efforts beyond regulatory compliance in efforts to prevent worker injury and illness. One example of this is the USW developed Triangle of Prevention Program (TOP). This program provides workers with the means to take an active role in safety – uncovering existing hazards in the workplace, identifying root causes of incidents and near-misses and determining effective solutions to these problems. While TOP does not claim to be a complete, comprehensive health and safety program, it can be a very important part of an existing or developing program.

DOE Worker Health and Safety Requirements: USW is working with DOE and other interested unions to enhance awareness, education, and site-wide consistency in implementation of worker health and safety requirements.

Former Worker Program (FWP)/Energy Employees Occupational Illness Compensation Programs (EEOICP): DOE has been working with USW and other participatory unions to coordinate, increase, and improve individual and combined outreach efforts with regard to FWP and EEOICP. The USW's TMC is one of the DOE's FWP cooperative agreement holders and provides medical screening at several DOE sites.



**United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied Industrial
and Service Workers International Union
(United Steelworkers or USW)**

Total Membership: 1.2 million members and retirees

About USW: The USW is the largest industrial labor union in North America, and claims over 1.2 million active and retired workers within its ranks. Headquartered in Pittsburgh, PA, the USW represents workers in the U.S., Canada, and the Caribbean. The United Steelworkers represent workers in a diverse range of industries, including primary and fabricated metals, chemicals, glass, rubber, heavy-duty conveyor belting, tires, transportation, utilities, container industries, pharmaceuticals, call centers and health care.

Most of the USW's atomic workers come from the merger with the Paper, Allied-Industrial, Chemical and Energy Workers International Union (PACE). The USW's scope of involvement includes administration of grant training, accident/fatality investigations, medical surveillance programs, assisting local unions with safety and health problems, the development of health and safety fact sheets, and international training. International incentivization includes global harmonization of hazard communications and response to international requests for assistance from which benefits are derived globally; common issues and experience can be transferred country to country. The USW conducts international work through U.S. government institutions, as well as the International Labor Organization, a tripartite United Nations agency that brings together governments, employers and workers of its member states in common action to promote work excellence throughout the world.



**United Steel, Paper and Forestry, Rubber,
Manufacturing, Energy, Allied Industrial
and Service Workers International Union
(United Steelworkers or USW)**



Leo Gerard

International President

Leo W. Gerard is International President of the USW, the largest and most diverse industrial union in North America and the dominant union in paper, forestry products, steel, aluminum, tire and rubber, glass, chemicals and petroleum. Under Gerard's direction, the

850,000-member USW has heightened its focus on reversing the alarming decline of manufacturing in the United States. He has worked to inject workers' rights into trade agreements, investment priorities and corporate governance.

Gerard has dramatically increased participation by USW members in the political process. He has led campaigns against unfairly traded imports, often testifying before congressional sub-committees that handle issues related to trade and industry. During his tenure, the union has grown through organizing and through mergers with the American Flint Glass Workers, the Industrial, Wood and Allied Workers of Canada (IWA), the Paper, Allied-Industrial, Chemical and Energy Workers International Union (PACE) and other smaller independent unions.

In recognition of the regional and global strategies of the USW's multinational employers, Gerard has long championed strategic alliance agreements with unions throughout the world. In 2008, the USW joined with Unite, the biggest union in the United Kingdom and Republic of Ireland, to create Workers Uniting, the first global union.

The son of a union miner, Gerard started working at Inco's nickel smelter in his hometown of Sudbury, Ontario, Canada at age 18. Inspired by a lifelong commitment to economic and social justice, Gerard rose through the ranks of the union to become the USW's seventh International President.

Prior to his election as International President, Gerard served as the union's International Secretary-Treasurer (1994-2001), as National Director of Canada (1991-1994), and as Director of District 6 in Ontario (1986-1991). He was appointed a USW Staff Representative in 1977. Gerard also serves on the AFL-CIO's Executive Committee, as well as its Executive Council. He chairs the AFL-CIO's Public Policy Committee.

He is a member of the U.S. National Commission on Energy Policy and is a founding board member of the Apollo Alliance, a non-profit public policy initiative for creating good jobs in pursuit of energy independence. He is also co-chairman of the board of the Blue Green Alliance, a national partnership of labor unions and environmental organizations dedicated to expanding the number and quality of jobs in the green economy.

Interesting Facts Pertinent to DOE

- LIUNA has the capability to conduct comprehensive training to include site orientation, and customized training with emergency response capability.
- LIUNA has developed a model for the type of ambitious and forward-looking partnerships required to tackle the massive clean-up operations. The model was originally developed in the U.S., where it has won a reputation through Superfund and other high profile projects.
- LIUNA Training is one of the original National Institute of Environmental Health Sciences (NIEHS) awardees. LIUNA Training has been conducting training under the Hazardous Waste Worker Training Program (HWWTP) since 1987 and since 1994 in the DOE Hazardous Waste Worker Training Program. LIUNA has conducted over 1.8 million contact hours of training and trained over 83,000 workers under the DOE HWWTP.
- LIUNA Training obtained International Accreditation Service (IAS) accreditation for its curriculum and instructor training program. Accreditation provides assurance that the products and services LIUNA Training provides meet industry standards and the best professional practices.
- LIUNA Training obtained ANSI 17024 accreditation as a personnel certifying body for the LIUNA Instructor Certification. Instructors who achieve certification have demonstrated competency in core instructional skills and knowledge. They engage in ongoing education and teaching to maintain their certification.
- LIUNA has signed Partnering Agreements for some of the largest clean-up projects in history. Agreements have been signed with a full range of government agencies, such as the Environmental Protection Agency, and the Occupational Safety and Health Administration, as well as with private sector enterprises. They have established an Environmental Partnering Agreement with individual employers intended for use as a stabilization agreement for environmental remediation projects to promote efficiency of operations on the projects.



DOE-Related Issues

- LIUNA is concerned about DOE site accessibility and the need for standardization of training requirements.
- LIUNA has expressed the potential for significant training program cost savings by developing and adhering to standardized requirements and enforcing training reciprocity among DOE sites. This would allow for cost-effective workforce mobilization.
- LIUNA has continued concerns with how the Department classifies work in relation to the Davis Bacon and Service Contract Acts.

Worker Health and Safety Interface

Worker Health and Safety Training: Since 1992, and through National Institute for Environmental Health Sciences training grants, LIUNA has worked with DOE to train its federal staff, contractors and workers in hazardous waste, radiological, asbestos abatement and various other safety and skills courses needed to ensure all work is done safely. The union emphasized not only its ability to provide mobile training, but to respond to immediate/emergency training needs.



Laborers' International Union of North America (LIUNA)

Total Membership: 500,000

About LIUNA: LIUNA is one of 14 unions that comprise the Building and Construction Trades Department which provides a collective knowledge and experience base for these unions.

Much of LIUNA's success lies in its ability to work with and through government programs, standards and agencies. Interfaces and collaborations with which LIUNA is involved are in the form of national agreements in the areas of pipeline construction, demolition, masonry, environmental remediation, service contracts (i.e., food, janitorial services) and nuclear services (general maintenance not including construction).

LIUNA has an ongoing partnership with its signatory contractors through the Laborers-Employers Cooperation and Education Trust through which it provides services of a trade association to contractors and local union officials. LIUNA's strength is its cross-trained workforce that enables flexibility and mobility of its workers and training programs – for example, the work of eight separate crafts may be performed by one cross-trained laborer.

LIUNA Tri-Funds exist by virtue of collective agreement provisions for employer contributions to union health, education and welfare plans. They include the LIUNA Training and Education Fund; the Laborers Health and Safety Fund of North America; and the Laborers-Employers Cooperation and Education Trust.

LIUNA Training is a labor/management trust fund that serves as the training arm of the LIUNA. LIUNA Training is an umbrella organization that provides products and services to 70 affiliated training funds across the U.S. and Canada, training workers of LIUNA local unions and environmental and construction related contractors.

The Laborers' Health and Safety Fund of North America is a partnership between LIUNA and signatory employers designed to provide occupational health and safety services to LIUNA members, locals, and employers.

The Laborers-Employers Cooperation and Education Trust is a partnership established in 1989, between LIUNA and signatory contractors, to generate business opportunities for union contractors and jobs for Union members in environmental cleanup and traditional construction fields. Over 20 local and regional trusts utilize the National Trust to provide market services to union contractors and LIUNA members.



Terry M. O'Sullivan

General President

Terry O'Sullivan has been General President of LIUNA since 2000. He is known as an innovator among the newest generation of labor leaders dedicated to aggressive and sometimes radical approaches designed to increase the power of working people in the 21st century.

O'Sullivan has guided the more than 500,000 collective bargaining members of LIUNA to the forefront of the labor movement, reshaping the union into one of the fastest-growing, most aggressive and progressive unions in North America. Despite the decline in overall union membership in the U.S., LIUNA has shown steady and consistent growth.

LIUNA members literally and figuratively build America with their work in construction, hazardous waste remediation, state and municipal government, the Postal Service, health care, maintenance and food service.

Since taking office, O'Sullivan has restructured and refined the union's goals, programs, and services. Under his leadership, the Union has adopted "organize or die" as its day-to-day motto, while at the same time increasing its commitment to member activism, capital strategies, grassroots politics, labor-management cooperation, apprenticeship, training and education.

At LIUNA's 2006 Convention, O'Sullivan led delegates to an historic commitment for helping more workers join the union with the passage of resolutions that will raise more than \$100 million a year for organizing – more than any construction union and more than virtually any union in North America. He also led the charge for greater political strength with unprecedented commitments for voter registration, member activism and fundraising.

He is the former Chairman and CEO of ULLICO Inc., and currently serves as a member of the Board of Directors of the insurance and financial services provider. He is also a member of the Governing Board of Presidents of the Building and Construction Trades Department of the AFL-CIO and a member of the Executive Council of the AFL-CIO. He also serves on the Board of Directors for Working America, and is a member of the Management Committee of Americans for Transportation Mobility.

In addition, O'Sullivan is a Board Member ex officio of La Fuente, he is the Chair Emeritus of the Bridge Builders and he sits on the Board of Directors for the Apollo Alliance and for the NCCMP (National Coordinating Committee for Multiemployer Plans).

Before becoming LIUNA General President, O'Sullivan served the Union as a Vice President, Mid-Atlantic Regional Manager, and Assistant to the General President. He has also served as Administrator of the West Virginia Laborers' Training Center.

A proud native of San Francisco, he joined LIUNA in 1974 and is a member of Local Union 1353, Charleston, West Virginia.



International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (IABSORIW)

Interesting Facts Pertinent to DOE

- The International Association of Bridge, Structural, Ornamental & Reinforcing Iron Workers (IABSORIW), or Iron Workers, is instrumental in training hundreds of thousands of construction workers funded by various government agencies. DOE, through a Memorandum of Understanding with the National Institute of Occupational Safety and Health (NIOSH), provides a large portion of the funding.
- Annually some 500-650 members of the IABSORIW are trained to do ironwork at these DOE facilities. The IABSORIW membership works at DOE facilities across the nation to include: Hanford, Oak Ridge, Idaho National Lab, Los Alamos National Lab, Pantex, Portsmouth and Paducah Plants, and Savannah River Site.
- IABSORIW is a proponent of the Volpentest HAMMER Training and Education Facility at Hanford where training is performed by actual trades people and full scale mock-ups are used as training aids. IABSORIW instructors have been responsible for conducting the 40-hour Hazardous Material Training at DOE facilities and also the 8-hour refresher and respirator classes for both DOE workers and management personnel.



International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (IABSORIW)

DOE-Related Issues

10 CFR 851, *Worker Safety and Health Rule* : The IABSORIW is working in conjunction with the Center for Construction Research and Training (CPWR) and the Building Trades on DOE 851 Rule training programs across the DOE Complex (to include contractor and subcontractor organizations). The CPWR has developed a 3-hour 851 training module, with a 1-hour addendum for foremen and stewards which brings uniformity to training under this rule.

Central Worker Data Tracking: IABSORIW is concerned about the transient nature of workers in the construction trades and thus, the need for a centralized worker data tracking system. It is particularly interested in the medical monitoring of workers exposed to beryllium.

Strategic Initiatives: IABSORIW is concerned about the aging workforce and the need for succession planning to ensure operational continuity, particularly in light of the inherent dangers of the craft.

Worker Health and Safety Interface

DOE Worker Health and Safety Training:

- A proponent of “hands-on” training, IABSORIW has been a strong alliance to the HAMMER Training Center as well as an active member of the Training Work Group that was instrumental in the publishing of DOE Policy 364.1, *Health and Safety Training Reciprocity*.
- DOE is working with IABSORIW and other interested unions to enhance worker awareness, education and site-wide consistency in implementation of worker health and safety requirements.
- IABSORIW is willing to assist in the implementation of standardized training through the umbrella of the Building and Construction Trades Department.

Strategic Initiatives: IABSORIW is cognizant of the demographics and statistical trends (particularly with regard to fatalities) that directly impact the training, recruitment, and health and safety improvement programs of the IABSORIW. IABSORIW also partners with a variety of Federal and state agencies, as well as other construction associations in a continual effort to maintain and sustain a safe workforce.



International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (IABSORIW)

Total Membership: 120,000

About IABSORIW: IABSORIW was founded February 4, 1896. Its members in the U.S. and Canada work around the world on construction projects.

IABSORIW's affiliations include: The Volpentest HAMMER Training & Education Center Steering Committee, The Ironworker Management Progressive Action Cooperative Trust (IMPACT), DOL's Drug Free Workplace Alliance, Mine Safety and Health Alliance, Occupational Safety and Health Administration's Advisory Committee on Construction Safety & Health, and Mechanical Allied Crafts Council.

The Ironworkers Safety and Health Department in 2011 reinstated the "Ironworkers – MSHA Alliance Agreement" with the Mine Safety and Health Administration. This Alliance Agreement recognizes many training programs recognized by the National Training Fund.

The Obama Administration has received a tremendous amount of input from the building trades and especially the Iron Workers. The Iron Workers have been consulted on issues ranging from workers' rights, heavy construction and highway projects, infrastructure projects, the pension protection act, as well as many concerns of the building and construction trades industry that have not been addressed in the last several administrations.

The IABSORIW in 2005 adopted IMPACT's Drug Free Workforce program, ensuring that ironworkers stay drug-free and ready to work. It works with pre-qualified third party administrators to manage the overall process of the program, ensuring testing compliance by state, administering the random selection process, and ensuring a large network of collection sites and collector quality control. The Program includes comprehensive contractor training, provides member rehabilitation, and ensures a safe, quality workforce.

The Iron Workers Safety and Health Department works to protect the health and safety of its members on the job. The Iron Workers Safety and Health Department acts as a liaison between the government, the International Union, local unions, and individual ironworkers, and also provides advocacy on workers' health and safety issues.

The International Association started the "2014 ZERO FATALITY CAMPAIGN" to make 2014 the first year without a workplace fatality. This goal challenges all members to "See Something - Say Something," to help recognize and avoid workplace hazards.



International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (IABSORIW)



Walter W. Wise, Jr.
President

Walter Wise was born in Pocahontas, Virginia, in 1951. In 1960 his family moved to South Pasadena, California. He returned to Virginia in 1969 where he studied engineering at Virginia Tech. His career as an Ironworker

began in 1973 as he served his apprenticeship in Local Union No. 697, Roanoke, Virginia, and became a Journeyman Ironworker in 1977. He worked on a variety of projects throughout throughout the region erecting structural steel and placing reinforcing steel. Walter served as Business Manager of Local Union No. 697 for 9 years before his appointment as General Organizer by General President Jake West in 1997. In February of 1998, he was elected President of the Mid-Atlantic States District Council and has served the Iron Workers Union as a General Vice President, General Treasurer and General Secretary since that time. He is a 36 year member of the Iron Workers Union and current member of Local Union No. 28, Richmond, Virginia.

Walter was elected as General President of the IABSORIW on February 1, 2011. As General President, he is a member of the Building and Construction Trades Department's Governing Board of Presidents and the Executive Council of the AFL-CIO. In February 2011, Walter was elected as an Executive Board Member of the Maritime Trades Department. In March 2011, he was elected as an Executive Board Member of the Metal Trades Department.

Walter resides in Oakton, Virginia, with his daughter Lauren.



International Association of Machinists and Aerospace Workers (IAM)

Interesting Facts Pertinent to DOE

- The Corporation for Re-Employment and Safety Training (CREST) is a 501(C)(5) non-profit organization sponsored by the IAM. Its mission is to return injured workers to productive employment safely and promptly. CREST also provides training in Safety Awareness, Accident/Injury Investigation, Ergonomics and Hazardous Materials Training. CREST offers a partnership in the workplace so that workers and employers can work together for safety, efficiency, and productivity.
- The IAM's Safety & Health Department's primary mission is to assist the leadership and members with safety and health issues. The department assists in tracking and seeking improvement in regulations and legislation that impact the workplace as an ongoing function.
- The Government Employees Department is responsible for responding to the volumes of changes that occur and to meet with agencies through National Consultation Rights and seats on National Partnership Councils. It is their job to keep Federal Employees, their elected leadership, and the full-time staff abreast of those changes and to provide the requested services to insure their economic wellbeing and quality of work life.



International Association of Machinists and Aerospace Workers (IAM)

DOE-Related Issues

Implementation of 10 CFR 851, *Worker Safety and Health Rule*: The IAM and other unions have reported lack of consistency in health and safety program integration with regard to 10 CFR 851 and believes that inconsistent contractor implementation of the 851 Rule is a workplace safety issue.

Worker Health and Safety Interface

Worker Health and Safety Training: IAM promotes the need for standardization of requirements and site-wide and complex-wide consistency in the implementation of worker health and safety training requirements and has been a valuable asset to the group responsible for DOE Policy 364.1, *Health and Safety Training Reciprocity*.

CREST, the Corporation for Re-Employment and Safety Training, is a 501-(c)(5) non-profit organization sponsored by the IAM designed to provide job re-entry and safety training services.



International Association of Machinists and Aerospace Workers (IAM)

Total Membership: 720,000

About IAM: The IAM is a large and diverse organization, representing 720,000 members across North America. Each member makes a significant contribution to the success of the union. The mission of the IAM Headquarters is to help individual members realize that potential. The departments of the IAM mirror the diversity of the members that form the union.

The Departments of the IAM include:

Accounting	International President
Aerospace	Legal Department
Apprenticeship	Membership Services Department
Automotive	Organizing
Bylaws & Internal Disputes	Politics and Legislation
Collective Bargaining	Purchasing/StockRoom/Duplicating/Mailing
CREST	Retirees, Community & Membership Services
Communications	Safety and Health
Engineering, Office Utility & Security	Scholarship
General Secretary-Treasurer	Strategic Resources
Grand Lodge Auditors	Transportation
Government Employees	Trade and Globalization
HPWO Partnerships	Women's and Human Rights Department
Human Resources	Woodworkers
Information Systems	



International Association of Machinists and Aerospace Workers (IAM)



R. Thomas Buffenbarger

International President

Mr. Buffenbarger is the 13th International President since the founding of the International Association of Machinists and Aerospace Workers (IAM) in 1988.

The son of an IAM member, Tom Buffenbarger assumed his first IAM leadership post in 1970, at age 20, when he was elected Shop Steward of his apprenticeship group at General Electric Jet Engines, IAM LL912, Evendale, Ohio.

Seven years later, Tom Buffenbarger was elected as a Business Representative for IAM District 34, Cincinnati. In 1980 he was appointed as an IAM Special Representative for the Great Lakes Territory and three years later became Administrative Assistant to the General Vice President for that territory.

Buffenbarger came to IAM Headquarters in 1986 to work in the IAM Organizing Department and two years later, was appointed Executive Assistant to the International President. He served in that position under International Presidents William Winpisinger and George Kourpias.

From 1991 to 1997 Buffenbarger served as IAM General Vice President at Headquarters, functioning as chief of staff of all Headquarters operations.

As International President, he is a member of the AFL-CIO Executive Council and serves on the IndustriALL's Executive Committee as Vice President.



Sheet Metal Workers' International Association (SMWIA)

Interesting Facts Pertinent to DOE

- SMWIA is a strong advocate of the Volpentest HAMMER Training Facility at Hanford.
- SMWIA's Sheet Metal Occupational Health Institute Trust (SMOHIT) was founded to address the impact of decades-long asbestos exposure on sheet metal workers. The ongoing Asbestos Screening Program has expanded to screenings and research on other hazardous materials and is the cornerstone of SMOHIT's efforts and has expanded to being the industry's leading resource for health and safety products and services to include cutting-edge training.



Sheet Metal Workers' International Association (SMWIA)

DOE-Related Issues

The Sheet Metal Workers' International Association.....

- Is concerned about workforce sustainability and would like to collaborate with DOE and other unions to address the mutual challenges of an aging workforce, loss of institutionalization of the construction and building trades' skills, and the need to identify ways to encourage and interest young people in apprentice programs to develop skills and gain the experience that is needed to maintain a skilled workforce.
- Supports the creation of a central worker information database to enable site-to-site tracking of worker data such as qualifications/training, work experience, as well as any workplace-related illness, injury, and exposure.
- Promotes the need for standardization of requirements and site-wide and complex-wide consistency in the implementation of worker health and safety training requirements and has been a valuable asset to the group responsible for DOE Policy 364.1, *Health and Safety Training Reciprocity*.

Worker Health and Safety Interface

Worker Health and Safety Training: SMWIA has proposed a partnership with DOE to develop a center that would serve to resolve mutual safety concerns of all the crafts. Specifically, this center would address and promote areas such as standardization of required refresher training/certification renewal.

In conjunction with DOE's interests in expanding the HAMMER training model, the SMWIA has offered to assist DOE in the development and implementation of such training programs to DOE workers.

Central Worker Health Data Tracking Capability: A common area of interest for both DOE and the labor unions is the ability to collect and track worker data for a dynamic workforce. SMWIA supports the need for a central repository of information which would enable site-to-site tracking of worker data to include qualifications/training and experience, as well as monitor illness, injury, and exposure.



Sheet Metal Workers' International Association (SMWIA)

Total Membership: 150,000

About SMWIA: The SMWIA represents 150,000 craft persons with almost 200 affiliated local unions covering all 50 States and the Canadian Provinces. Sheet metal workers perform architectural metal work, installation and service of heating, ventilating and air conditioning systems, shipbuilding and more.

Sheet Metal Workers are unique in the construction industry as the only trade that designs, manufactures and installs its own products. These skilled crafts persons take ordinary types of flat metal and make them into specialized products for various duct and ventilation systems, as well as architectural and specialized metal fabrication. Members of the trade are proud of its special distinction – they not only build, they create.

The SMWIA Government Affairs Department promotes the union by testifying on Capitol Hill, lobbying members of Congress on issues that matter to members, coordinating with local unions to empower members at the local level and by working with the SMWIA's fellow AFL-CIO unions. The SMWIA Government Affairs Department works for the interests of members and their compensation for asbestos victims through its lobbying and political activity as well as ergonomic reform and we are fighting against the attack on OSHA workplace safety provisions.

The Building and Construction Trades Departments Center for Construction Research and Training collaborates with the SMOHIT to study the health hazards of the sheet metal industry.

The training SMWIA members receive is done through a 4-year apprentice program, on-the-job and extensive classroom training. Their journeymen continue to advance their skills and certifications utilizing our world class training centers to stay abreast of changes in technology and work practices.



Sheet Metal Workers' International Association (SMWIA)



Joseph J. Nigro
General President

Joseph (Joe) J. Nigro was elected General President of the Sheet Metal Workers' International Association by the union's General Executive Council effective July 1, 2011. He had been General Secretary Treasurer since 2006 and Assistant to the General President prior to that since September 1999.

Joe Nigro stays actively involved in labor-management relations at the national level including the National Joint Adjustment Board, a trustee to the International Training Institute (ITI), National Joint Apprenticeship Training Committee, SMWIA/SMACNA Joint Executive Committee as well as a member of the Labor Committee to modify the Standard Form of Union Agreement. Joe is a major contributor in planning both of the Labor-Management Partnership Conferences and has participated in the Mutual Gains Bargaining training program. He is also on the Executive Board of the Union Label & Service Trades Department, AFL-CIO.

Joe served his apprenticeship as a Sheet Metal Worker from 1969 until 1973 in Boston, Massachusetts at Sheet Metal Workers Local 17. Following his election as Trustee of his local in June 1976, he was next elected Vice President in 1982, President in 1985, and Business Agent in 1988 and again in 1991. He won the election of Business Manager in 1994 and was re-elected in June 1997. Joe also served as Vice President of the Massachusetts State AFL-CIO.



Operative Plasterers' and Cement Masons' International Association (OPCMIA)

Interesting Facts Pertinent to DOE

- OPCMIA members are present throughout the DOE Complex to include the Hanford, Savannah River, Oak Ridge, Idaho National Laboratory, Los Alamos National Laboratory, Pantex, Paducah and Portsmouth.
- OPCMIA is a strong advocate of the Volpentest HAMMER Training Facility at Hanford as a user facility training model. Mr. Patrick Finley, OPCMIA General President, is also the HAMMER Steering Committee Executive Board of Directors Chairman.
- The DOE has funded, in part, numerous courses offered by OPCMIA Office of Training, Health & Safety at its training centers throughout the country including. Some of these courses enable members to earn continuing education units through the OPCMIA's partnership with the National Labor College.
- Additional safety courses are taught through the National Institute for Environmental Health Sciences Brownsville Minority Worker Training Program, also funded in part by DOE.
- OPCMIA is one of the 14 Building and Construction Trades Unions represented by the Center for Construction Research and Training (CPWR). The CPWR develops training primarily for workers who perform a variety of activities involving hazardous materials and toxic waste at DOE restoration sites and Environmental Protection Agency Superfund sites.
- To respond to this growing challenge and to strengthen an already functioning political education program, the OPCMIA established the Plasterers' and Cement Masons' Action Committee, "PACMAC." Through PACMAC, OPCMIA members make voluntary contributions in support of political candidates and causes that further the aims of the union and society in general.



Operative Plasterers' and Cement Masons' International Association (OPCMIA)

DOE-Related Issues

Requirements Standardization: A primary concern emanates from the OPCMIA's experience with the lack of standardization of worker health and safety requirements at DOE sites; the OSHA requirements are interpreted differently by the various contractor organizations; and the various contractors have diverse interpretations of 10 CFR 851, *Worker Safety and Health Rule* implementation requirements.

Health Hazards: OPCMIA workers are exposed to health hazards specific to their work that include respiratory, musculoskeletal, epidermal, and chemical-related health problems. Among these are: silicosis (lung disease) caused by the airborne cement and plaster dust; physical strains causing subsequent musculoskeletal disorders; skin contact with the chromium in the concrete (that, although not life threatening, can be career-ending due to its debilitating damage); and exposure to chemicals in work materials such as form oil, bonding agents, epoxy, etc. Workers sometimes face problems such as the unavailability of running water to properly clean off hazardous chemicals.

Central Worker Health Data Tracking Capability: The OPCMIA reports that the transient nature of the workforce also raises health and safety concerns. The OPCMIA supports the need for a central repository of information that would enable site-to-site tracking of worker data to include qualifications/training and experience, as well as monitor illness, injury, and exposure. However, it also acknowledges the significant challenges of the cost, security, privacy, infrastructural and operational factors. OPCMIA has requested the endorsement and support of DOE in efforts to establish a centralized worker data tracking system.

Collocated Hazards: The OPCMIA identified the need to address worker training for collocated hazards, the need for the broad-base training that would provide workers with the ability to respond to hazardous situations outside of their specific area of work, but within their overall work area/environment.

Worker Health and Safety Interface

- OPCMIA supports beyond-compliance training (e.g., OSHA 10-Hour Safety Training) with additional focus in areas such as confined space training, based on the members' typical exposure to excavation and confined-area work activities.
- OPCMIA has requested the endorsement and support of DOE in ensuring standardization of worker health and safety requirements and with consistency in the implementation of the 10 CFR 851, *Worker Safety and Health Rule* from site to site and by all contractor organizations.
- OPCMIA has proposed more recognition for trade hazards and the lack of accommodation (e.g., unavailability of running water to properly clean off hazardous chemicals) to mitigate such hazards at some sites.



Operative Plasterers' and Cement Masons' International Association (OPCMIA)

Total Membership: 56,000

About OPCMIA: OPCMIA plasterers and cement masons are highly regarded for their proud tradition, superior training, skilled craftsmanship and job safety. Today's OPCMIA proudly represents men and women working in the plastering and cement mason trades throughout the United States and Canada.

As the oldest Building and Construction Trades Union in the United States, the organization traces its roots back to 1864, during the American Civil War, when an organization known variously as the National Plasterers' Union or the National Plasterers' Organization began to unify the various local craft unions that represented workers in the trade.

The new union endorsed the eight-hour-day movement and instituted apprentice training and regulations. The union amended its constitution in 1887 to include Canadian workers. Reflecting the fact that its members did more than finish cement, the union changed its name in 1951 to the Operative Plasterers' and Cement Masons' International Association.

Union plasterers finish interior walls and ceilings of buildings, apply plaster on masonry, metal, and wire lath or gypsum, and perform intensive restoration work on notable structures symbolic of our nation's history and a wide range of skilled work on both existing and new structures.

Cement masons are responsible for all concrete construction, including pouring and finishing of slabs, steps, wall tops, curbs and gutters, sidewalks and paving, and other essential concrete construction that built our nation.

The OPCMIA participates in the Helmets to Hardhats program, which eases the transition from military service to civilian jobs – connecting veterans to careers in construction as well as sponsors a nationwide Job Corps Training Program providing skills to at-risk young adults at nearly forty Job Corps Centers across the country.

Today, the OPCMIA continues to live by the principles upon which it was founded and which will continue to be its strength in the future. As it has been for over a century, the OPCMIA continues to be proud, strong and united.



Operative Plasterers' and Cement Masons' International Association (OPCMIA)



Patrick D. Finley
General President

Patrick D. Finley became General President of the Operative Plasterers' and Cement Masons' on January 1, 2007.

Since his initiation to the organization at the Cement Mason local in

Philadelphia, Pennsylvania, he has worked in the cement mason trade and has served in the local various positions, primarily as an Organizer/Representative. He was a member of the Local Executive Board for two years beginning in 1986. From 1988 to 1995, Finley was the Apprenticeship Coordinator and Administrator of the Local's Pension Health and Welfare Funds.

In May 1995, he became a Deputy International Representative, joining the International staff in Washington, DC. Later that same year he was appointed International Representative, and held that position until assuming the office of General Secretary Treasurer. He was General Secretary Treasurer until assuming the office of General President.

While with the Philadelphia Local, Pat began serving as a member of the Board of Directors for Independence Blue Cross, and remains in that position today.

Pat and his wife Bobbie are the parents of two daughters.



Communications Workers of America (CWA)

Interesting Facts Pertinent to DOE

- The Communications Workers are strong opponents of the Trans-Pacific Partnership (TPP). They feel that under the TPP, DOE would lose the authority to review the export of natural gas to other countries.
- The CWA are encouraged by the devotion to safety and health management performance noted by DOE leadership in recent years.
- The CWA are supporters of the DOE Former Worker Medical Surveillance Program.



Communications Workers of America (CWA)

DOE-Related Issues

DOE Worker Health and Safety Requirements: DOE is working with the CWA and other interested unions to enhance awareness, education and site-wide consistency in implementation of worker health and safety requirements.

Safety Culture: CWA is concerned over systemic safety and operational culture issues across the nuclear complex.

Worker Health and Safety Interface

Worker Health and Safety Training: The CWA Occupational Safety and Health Department has as its primary responsibility the elimination/minimization of member exposure to hazardous working conditions and potentially related injuries, illnesses, and fatalities. The Safety and Health Department's primary areas of activity include: promoting the awareness of occupational and environmental safety and health issues and concerns; training CWA members in occupational safety and health recognition and control; and developing an ongoing comprehensive workplace safety and health program.



Communications Workers of America (CWA)

Total Membership: 700,000

About CWA: CWA represents 700,000 workers in private and public sector employment in the United States, Canada and Puerto Rico in 1,200 chartered CWA local unions. In 10,000 communities across the United States, CWA members work in telecommunications and information technology, the airline industry, news media, broadcast and cable television, education, health care and public service, law enforcement, manufacturing and other fields.

The Communication Workers cover a variety of sectors and industries, including:

- Association of Flight Attendants-CWA (AFA-CWA)
- CWA Telecommunications
- CWA Telecommunications and Technologies Sector
- CWA Industrial Division/International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers (IUE-CWA)
- Public Health Care and Education Workers Sector
- The Newspaper Guild (TNG-CWA)
- The National Association of Broadcast Employees & Technicians (NABET-CWA)
- National Coalition of Public Safety Officers-CWA (NCPSO-CWA)
- Printing, Publishing and Media Workers Sector



Communications Workers of America (CWA)



Larry Cohen

President

Larry Cohen was elected President of the Communications Workers of America in 2005, after serving as Executive Vice President for seven years.

Cohen has promoted reform inside CWA and beyond. Under Cohen's leadership, convention delegates approved a measure to add the voices of local union leaders to the union's executive board, to broaden diversity of board membership and to expand the important perspective of local leaders to the union's leadership.

Within CWA, he has built a highly respected and successful organizing program and has chaired the Organizing Committee of the AFL-CIO since 2005.

Cohen has expanded CWA's membership mobilization program to create a network of union stewards and activists. He is a leading voice in focusing attention on the crisis in collective bargaining in the United States and the need for real reform.

Throughout his career, Cohen has led major contract negotiations in both the public and private sectors. Cohen was one of the first to recognize changes in telecommunications through the convergence of video, voice and data technologies, and the need to unify unionized workers in these sectors. He also has worked to expand CWA – the union now represents workers in information technology and communications; print and broadcast media and publishing; health care, education and public workers; manufacturing and the airline industry.

On the international scene, Cohen has worked to strengthen the effectiveness and solidarity of the international labor movement. He has expanded alliances with CWA's counterpart unions in Latin America, Europe and Asia, and served as president of the 2.5-million member Union Network International (UNI) Telecom Sector from 2001 until 2007, and continues to serve on the UNI World Executive Board.

Based on his long-held belief that unions must unite with other like-minded groups to further goals of economic justice, Cohen founded Jobs with Justice in 1987.

He is also a founder of American Rights at Work, and a member of the Democratic National Committee.



International Association of Fire Fighters (IAFF)

Interesting Facts Pertinent to DOE

- IAFF membership works at DOE facilities across the United States, both onsite and at surrounding localities.
- IAFF is an advocate of the Volpentest HAMMER Training and Education Facility at Hanford where training is conducted by trades people (peer instructors) using full scale mock-ups to support hands-on practices.
- The IAFF developed the DOE/IAFF training for radiation emergencies courses. This program trains fire departments and other emergency responders who may be called upon to respond to accidents involving radioactive materials within DOE sites and along DOE transportation corridors.
- The IAFF HAZMAT/Weapons of Mass Destruction (WMD) Training department's mission is to educate emergency responders about strategies to safeguard their health and safety, and reduce occupational deaths and injuries related to hazardous materials and weapons of mass destruction response, so they can better protect the communities they serve. The program is completely funded by federal grants and contracts from federal agencies such as DOE, National Institute for Occupational Safety and Health, National Institute of Environmental Health Sciences (NIEHS), Department of Transportation, and Department of Homeland Security.



International Association of Fire Fighters (IAFF)

DOE-Related Issues

Workforce sustainability: IAFF has expressed concerns about sustaining a workforce as the fitness-for-duty requirements and medical requirements are becoming more stringent. The union is also concerned about the wide variations in benefits available to the fire fighters in different collective bargaining agreements with the many DOE contractors. The union would like to see DOE-wide standards for metrics such as retirement age and health benefits.

Staffing and Response: IAFF representatives have expressed concerns related to inadequate staffing and response times to emergencies at some DOE sites (e.g., Hanford), in compliance with the National Fire Protection Association Codes (NFPA 1710) and DOE Order 440.1A, *Worker Protection Management*. Such codes are not designed with consideration of the potentially unique emergency response challenges of a nuclear site. Of related significance is the lack of mutual aid agreements/alliances with local emergency responders due to site-specific access restrictions.

Worker Health and Safety Interface

- Under an NIEHS/DOE Program, the IAFF provides a range of direct training programs (including train-the-trainer courses) to departments which may be called upon to respond to 10 DOE sites throughout the nation.
- IAFF strongly supports Volpentest HAMMER training (worker trainer/applied training concepts). IAFF contends that HAMMER not only meets, but exceeds worker training needs to ensure worker health and safety at DOE sites such as Hanford.
- DOE's ad hoc Fire Chiefs' Committee currently provides centralized leadership of DOE affiliate fire departments.
- DOE is working with IAFF in areas related to workforce sustainability and issues related to fitness-for-duty/medical requirements and reasonable accommodation.
- IAFF has expressed its appreciation to DOE for critical funding that has allowed the IAFF to offer effective HAZMAT training to fire fighters, law enforcement, public works, and the private sector within 150 miles of DOE facilities.



International Association of Fire Fighters (IAFF)

Total Membership: Over 300,000

About IAFF: The IAFF represents more than 300,000 full-time professional fire fighters and paramedics who protect 85 percent of the nation’s population. More than 3,200 affiliates and their members protect communities in every state in the United States and Canada.

Over the past 22 years, the IAFF’s HAZMAT/WMD Training Department has received nearly \$70 million to develop curricula and directly train emergency personnel. More than 5,500 training programs have been delivered to 125,000 emergency responders over a wide geographical area, representing both rural and urban populations. Additionally, the IAFF has trained approximately 6,000 instructors who have gone on to provide training to an estimated 150,000 additional emergency responders.

The IAFF is the driving force behind nearly every advance in the fire and emergency services in the 20th century—from the introduction of shift schedules early in the last century to the enactment of Staffing for Adequate Fire and Emergency Response (SAFER) in 2003. With extremely active political and legislative programs, and with recognized experts in the fields of occupational health and safety, fire-based emergency medical services and hazardous materials training, the IAFF has established professional standards for the North American fire service.

The IAFF has a “Wellness-Fitness Initiative” in place at many of the larger fire departments across the country that provides fire fighters with additional assessments to their medical surveillance examinations. The IAFF, International Association of Fire Chiefs and ten pairs of local union and their municipalities joined together to form the Fire Service Joint Labor Management Wellness-Fitness Task Force. The Task Force has dedicated itself to developing a holistic, positive rehabilitating and educational approach to wellness and fitness programs in the fire service.



International Association of Fire Fighters (IAFF)



Harold A. Schaitberger
General President

Harold A. Schaitberger is General President of the International Association of Fire Fighters, representing more than 298,000 professional fire fighters and emergency medical personnel in every state in the U.S. and in Canada.

President Schaitberger is the ninth president in the IAFF's 92-year history, and was the first to have been elected by acclamation in 2000. He was re-elected to another four-year term in August 2008.

Under President Schaitberger's leadership, the IAFF's Political Action Committee, FIREPAC, has grown to more than \$4.6 million and ranks among the top one percent of PACs in the nation. His commitment to ensuring that the IAFF supports candidates and lawmakers who are friendly to fire fighters and their issues, regardless of political party, has significantly enhanced the union's power and influence at all levels of politics.

Schaitberger also serves on the AFL-CIO Executive Committee, is a vice president of the AFL-CIO's Executive Council and was a co-chair of Labor 2004, the AFL-CIO's election steering committee. He is currently the chairman of the Board of Trustees of the IAFF Burn Foundation and a board member of the IAFF Fallen Fire Fighter Memorial and the National Fallen Fire Fighter Memorial.

Schaitberger began his career as a professional fire fighter in Fairfax County, Virginia, and rose to the rank of lieutenant. He was one of the leaders who originally organized what was then a 500-member department as an IAFF affiliate. In 1970 he was elected the first president of Fairfax County Local 2068. In 1973, Schaitberger was elected president of the Virginia Professional Fire Fighters.

Prior to his election as General President, Schaitberger served as a top advisor to three IAFF presidents. He came to the IAFF headquarters in 1976 to create, establish and head the union's national political and legislative programs. He played a key role in the creation of the Public Safety Officers Benefit, the enactment of the Fair Labor Standards Act overtime law and spearheaded the passing of the NFPA 1710 Standard which governs the deployment and staffing of professional departments – a breakthrough measure that will benefit every man, woman and child protected by professional fire fighters and paramedics. Schaitberger also worked for decades to protect fire fighter pensions and secured federal funds to create the IAFF Hazardous Materials and Weapons of Mass Destruction Training Programs.



International Guards Union of America (IGUA)/National Council of Security Police (NCSP)



Interesting Facts Pertinent to DOE

- IGUA/NCSP unions represent Protective Force personnel at all major sites throughout the DOE/NNSA complex. These include constituent sites of the nuclear weapons complex, other sites with significant Special Nuclear Material holdings, and other sites including the Strategic Petroleum Reserve and DOE Headquarters in Washington DC.
- IGUA/NCSP has worked closely with DOE at both the policy and line management levels to advance the working environment of Protective Force members.
- IGUA/NCSP has also been a strong advocate for maintaining effective security and ensuring the professionalism of Protective Forces. After 9/11, the IGUA/NCSP emerged as a strong voice in support of raising and maintaining security in the DOE complex, and continues to be a powerful advocate for security effectiveness.
- IGUA/NCSP constituent unions are active in 13 states, and energetically pursue close relations with the Congressional delegations in their respective states and districts.



International Guards Union of America (IGUA)/National Council of Security Police (NCSP)



DOE-Related Issues

The International Guards Union of America/National Council of Security Police.....

- Have been consistently willing to work with DOE in pursuit of smaller-scale actions to improve the lot of Protective Force members. The Protective Force Working Group (PFWG) was formed and protective force members sat in on a portion of the meetings where 10 CFR 1046 was updated to promote career longevity.
- Are actively engaged with DOE in current efforts to solve specific problems that have been a source of concern to union members.

Worker Health and Safety Interface

- Much of IGUA/NCSP's daily interaction with DOE is with NNSA and the other program offices and their subordinate field organizations, which are responsible for line management of Protective Forces. At the same time, NCSP is also directly engaged in matters of security policy, particularly in those areas where security policy directly affects the working environment of Protective Force members.
- In addition to ongoing staff level cooperation between IGUA/NCSP and worker health and safety organizations, such as the Office of Security Policy in the Office of Environment, Health, Safety and Security (EHSS), Mr. Glenn Podonsky maintains a relationship with IGUA/NCSP leadership and is strongly engaged in efforts to ensure an ongoing process of improving the situation of Protective Force members.
- The Office of Security Operations performs a direct line management function for the Headquarters Protective Force and interacts with the Headquarters union local in that capacity.



International Guards Union of America (IGUA)/National Council of Security Police (NCSP)



Total Membership: 3,600 DOE Protective Force Police Officers

About IGUA/NCSP: The union is a voluntary non-profit organization formed to aid and assist constituent labor organizations in areas related to issues affecting protective force personnel at DOE sites and legislative programs addressing employment conditions of protective force personnel at DOE sites. Membership in the IGUA/NCSP is open and available to all labor organizations representing protective force employees employed at the following DOE sites:

- Lawrence Livermore National Laboratory
- Portsmouth Gaseous Diffusion Plant
- Knolls Atomic Power Laboratory
- East Tennessee Technology Park
- Oak Ridge National Laboratory
- Y-12 National Security Complex
- Strategic Petroleum Reserve
- Sandia National Laboratory
- Los Alamos National Laboratory
- Idaho National Laboratory
- Oak Ridge Protective Force
- Savannah River Site
- Kansas City Plant
- Nevada Test Site
- Hanford Plant
- Pantex Plant
- DOE Headquarters (Forrestal and Germantown)

The purposes and objectives of the IGUA/NCSP are to:

- Aid and assist constituent labor organizations deal with issues affecting protective force personnel at DOE sites;
- Develop legislative programs addressing employment conditions of protective force personnel at DOE sites and to work with DOE officials in establishing uniform regulations and rules;
- Meet with Federal and State legislators and DOE officials for the purpose of discussing issues affecting protective force personnel and to lobby these legislators and officials;
- Meet for the purpose of discussing DOE site issues and to develop strategies to address these issues; and
- Exchange information that concerns the working conditions of protective force personnel. Such information includes, but is not limited to, Collective Bargaining Agreements, Arbitration Awards, Grievance Settlements, and DOE Site Rules and Regulations.



International Guards Union of America (IGUA)/National Council of Security Police (NCSP)



Randy Lawson
President

Randy Lawson was hired at the Y-12 National Security Complex in Oak Ridge, Tennessee as a Security Police Officer (SPO) in 1984. He served on the Security Response Team (SRT) for over twenty years and competed in the Security Police Officer of the Year competition in 1993 and 1994. Randy has also served on the Local #3 Union Executive Board in Oak Ridge as President and Vice President, all but three years since 1994.

He has served as the President of the International Guards Union of America (IGUA) since 2008. The IGUA represents the following Department of Energy (DOE) and National Nuclear Security Administration (NNSA) sites; Hanford, Los Alamos National Laboratory, Oak Ridge (Y12 National Security Complex, Oak Ridge National Laboratory and Federal Office Buildings) and the Washington DC, Germantown headquarters.

In June of 2010 he was elected, and serves simultaneously, as President of the National Council of Security Police (NCSP). The NCSP is comprised of several protective/security unions representing 16 DOE Sites and approximately 2,200 security police officers throughout the DOE Complex.

In his leadership role, Randy has been actively engaged since 2009 in working with DOE and NNSA to help solve a broad range of protective force performance and personnel issues, specifically the issues highlighted in the Conference Report of the 2010 National Defense Authorization Act, in the January 2010 GAO report on these issues (GAO Report 10-275), and in March 2010 hearings conducted by the Senate Armed Services Committee Subcommittee on Strategic Forces, chaired by Senator Nelson.

Randy has been married for over twenty-three years where he and his wife have raised two sons. In 2001 they started the Foster Parent program and have fostered over twenty children in ten years. They have adopted two children (boy and girl) and have legal guardianship of two others who are currently being raised in their home.



International Union of Operating Engineers (IUOE)

Interesting Facts Pertinent to DOE

- The IUOE has been involved with work at DOE Cold War legacy sites since the Manhattan Project in 1945.
- The IUOE National Training Fund (NTF) is the only National Institute of Environmental Health Sciences (NIEHS) grantee that has achieved reciprocity for its Hazardous Waste Operations and Emergency Response (HAZWOPER) training.
- The IUOE NTF – National HAZMAT Program provides training under the NIEHS DOE Nuclear Worker Training Program, Hazardous Waste Worker Training Program, and the HAZMAT Disaster Preparedness Training Program.
- The IUOE NTF – National HAZMAT Program plays a key role in supporting and promoting safe work practices by the DOE workforce through the training of skilled IUOE members and workers in many other crafts. Through this program, the IUOE NTF provides safety and health training to over 4,000 DOE site workers annually including HAZWOPER, Cardio Pulmonary Resuscitation /First Aid/Automated External Defibrillator, HAZCOM/Globally Harmonized System (GHS), Confined Space, and OSHA Construction Industry Outreach.
- IUOE NTF has provided important support to DOE's Integrated Safety Management Program through broad hazard analysis of environmental clean-up technologies and safety and health training at a number of DOE sites including Oak Ridge, Idaho, and Hanford.
- The IUOE NTF supported DOE's Energy Security and Restoration Program by providing training in energy security that included topics such as Vulnerability Assessment, Protecting the Building Envelope, and Shelter-in-Place and provided assistance to the National Energy Technology Laboratory to provide training, guidance, and orientation for responders.



International Union of Operating Engineers (IUOE)

DOE-Related Issues

Implementation of 10 CFR 851, *Worker Safety and Health Rule*: The IUOE and other unions have reported lack of consistency in health and safety program integration with regard to 10 CFR 851 and believes that inconsistent contractor implementation of the 851 Rule is a workplace safety issue. Lack of training on DOE 851 means many workers on DOE sites are unaware of the 851 Rule and are unfamiliar with their rights under this Rule.

Central Worker Data Tracking Capability: A common area of interest for both DOE and the labor unions is the ability to collect and track worker data for a dynamic workforce. The IUOE NTF supports a central repository of information that would enable site to site tracking of worker data to include qualifications and training, as well as monitoring work related exposure. At a minimum, the IUOE NTF would like to see this used as a more effective and efficient method for promotion of reciprocity training.

Succession Planning : IUOE is concerned about an aging workforce, loss of institutional knowledge, and thus is working to find ways to encourage and interest young people in apprentice programs.

Worker Health and Safety Interface

Worker Health and Safety Training: A proponent of peer training and the HAMMER-modeled training, DOE is working with the IUOE NTF and other interested unions to address the potential for expanding the HAMMER training model complex-wide. The IUOE NTF played a vital role in the introduction of DOE Policy 364.1, *Health and Safety Training Reciprocity*.

DOE Alliance: The IUOE NTF has had a long-term alliance with the Mine Safety and Health Administration (MSHA). A trained workforce, information sharing and networking are some of the important benefits shared by member organizations. Trusting, cooperative relationships have been built through this alliance. The IUOE NTF is looking to the potential for that type of relationship with DOE, as well.



International Union of Operating Engineers (IUOE)

Total Membership: 380,000

About IUOE: The IUOE is a progressive, diversified trade union which primarily represents Operating Engineers who work as heavy equipment operators, mechanics, and surveyors in the construction industry, and Stationary Engineers who work in operations and maintenance in building and industrial complexes, and in the service industries. The IUOE also represents health industry workers as well as significant numbers of public employees engaged in a wide variety of occupations.

Founded in 1896, the IUOE today has over 380,000 members in 121 Local Unions throughout the United States and Canada. The IUOE is the 12th largest union in the AFL-CIO. In addition, nearly 100 apprenticeship and training programs, which are jointly managed by the IUOE and employers, ensure that IUOE members are highly trained and skilled craft workers.

Since 1993 the IUOE has been awarded cooperative working agreements with DOE to administer and operate the nation's foremost HAZMAT training program at various DOE sites.

A 1995 cooperative agreement between DOE and IUOE provided an opportunity for the conduct of safety and health assessments of new environmental technologies. These assessments have produced several products that are providing far-reaching impacts for protecting workers during current clean-up activities and as they advance through their careers.

In 2006 the IUOE established the National Training Fund to serve as an umbrella organization for all of the IUOE's training programs. The National Training Fund coordinates policies, strategies and activities with extensive support and input from the local unions.

In 2013 the IUOE NTF was the first NIEHS grantee to achieve HAZWOPER training reciprocity with no restrictions through the DOE's National Training Center. The NTF passed the National Training Center's six objectives that were based on the 2006 NIEHS' Minimum Health and Safety Training Criteria document.

The IUOE has had a long-term alliance with the MSHA. A trained workforce, information sharing and networking are some of the important benefits shared by member organizations.



International Union of Operating Engineers (IUOE)



James Callahan

President

Elected General President in November 2011, Mr. Callahan previously served as IUOE General Secretary-Treasurer and was elected as International Vice President in 2008. He has served as President and Business Manager of Local 15 in New York City since 2003. A 32-year member, he was one of the many operating engineers who responded immediately to the September 11, 2001 tragedy and worked the entire recovery effort at Ground Zero. Callahan also serves on the Executive Board of the New York City Building and Construction Trades Council, the New York City Central Labor Council, and the New York State AFL-CIO. He is a member of the Board of Governors of the New York Building Foundation and sits on the Metropolitan Transit Authority's Blue Ribbon Commission. Callahan is also a Trustee of the IUOE General Pension Fund.



International Brotherhood of Teamsters

Interesting Facts Pertinent to DOE

- The Teamsters are a strong advocate of the Volpentest HAMMER Training Facility at Hanford.
- The Teamsters NIEHS Worker Training Grants Program provides safety and health courses that Teamsters need to work at hazardous waste sites and Department of Energy sites and to transport hazardous materials.
- The Teamsters provide safety and health training at no cost to the student throughout the United States. Teamsters Training Centers conduct courses at their own facilities and can transport instructors and equipment to hold courses at hazardous waste sites, construction projects, company locations and union halls.



International Brotherhood of Teamsters

DOE-Related Issues

Implementation of 10 CFR 851, *Worker Safety and Health Rule*: The Teamsters and other unions have reported lack of consistency in health and safety program integration with regard to 10 CFR 851 and believe that inconsistent contractor implementation of the 851 Rule is a workplace safety issue.

Worker Health and Safety Interface

Worker and Health Safety Training: The NIEHS Worker Training Grants Program provides safety and health courses that Teamsters need to work at hazardous waste sites and Department of Energy sites, and to transport hazardous materials.

A proponent of HAMMER-modeled training, DOE is working with the Teamsters and other interested unions to address the potential for expanding the HAMMER training model complex-wide. The Teamsters played a vital role in the introduction of DOE Policy 364.1, *Health and Safety Training Reciprocity*.

DOE Worker Health and Safety Requirements: The Teamsters are working with DOE and other interested unions to enhance awareness, education, and site-wide consistency in implementation of worker health and safety requirements.



International Brotherhood of Teamsters

Total Membership: 1.4 million

About the Teamsters: Founded in 1903, the Teamsters mission is to organize and educate workers towards a higher standard of living.

There are currently members under 21 Industrial Divisions that include virtually every occupation imaginable, both professional and non professional, private sector and public sector.

There are hundreds of Teamsters local unions across North America. The local unions and their members are the heart and backbone of the union.

Unlike other labor unions, the Teamsters Union is structured to promote strong local unions, and strong local leaders. Since the locals negotiate most Teamsters contracts and provide most of the services to the members, they keep most of the dues money. Locals retain their own expert labor lawyers, certified public accountants, full-time business agents, organizers, and clerical staff.

The members of each local elect their own officers, devise their own structure, and vote on their own bylaws, compatible with the International Constitution and Bylaws. While enjoying their independence, the locals benefit from the expertise and assistance of the International Union, and of the various conferences and councils in the union's structure.



International Brotherhood of Teamsters



strongest, most powerful voice in North America for working families –
James P. Hoffa
 General President

James P. Hoffa has been on a mission to build the Teamsters into the strongest, most powerful voice in North America for working families - and he is well on his way to achieving that goal. Under Hoffa's leadership, the Teamsters Union is

winning industry-leading contracts, engaging in vigorous contract enforcement and organizing the unorganized. Teamster positions on the issues of the day—from unsafe Mexican trucks to misguided trade policies—now hold sway in Washington's power corridors.

Hoffa has spent a lifetime preparing for the challenge of running the Teamsters Union. He knows, first-hand, what Teamsters can accomplish when they are united. He is leading a Union that is a credit to its proud history.

Hoffa is recognized as one of the foremost authorities on Union issues. As the most visible and outspoken critic of government trade policies and anti-worker corporate agendas, Hoffa is recognized as a leader on issues that affect working people.

James P. Hoffa grew up on picket lines and in union meetings. He is the only son of James R. Hoffa, former General President of the International Brotherhood of Teamsters. Prior to becoming Administrative Assistant to Michigan Joint Council 43, Hoffa was a labor lawyer in Detroit for 25 years. This year, he will pass his father as the second-longest serving Teamsters General President. Hoffa was elected to his third term in 2011.

TEAMSTER CAREER

1960s: Teamster laborer in Detroit and Alaska, loading and unloading freight from ships, driving trucks and buses, and operating heavy equipment

1968-93: Teamster attorney representing members, local unions and Joint Councils in worker compensation cases, Social Security, and personal legal matters

1993-98: Administrative Assistant to the President of Michigan Joint Council 43

1999-Present: General President, International Brotherhood of Teamsters

APPOINTMENTS

Feb. 2002-Feb.2004: President's Council on the 21st Century Workforce

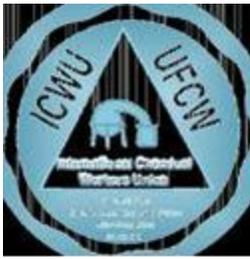
March 2002-March 2004: Secretary of Energy's Advisory Board

Nov. 2009-May 2012: Department of Labor Advisory Committee for Trade Negotiations and Trade Policy

Aug. 2012-Present: Department of Labor Advisory Committee for Trade Negotiations and Trade Policy

Sept. 2010-Present: USTR Advisory Committee for Trade Policy and Negotiations

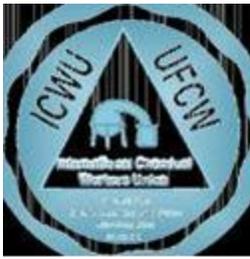
June 2013-Present: National Freight Advisory Committee



**International Chemical Workers Union
Council / United Food and Commercial
Workers International Union (ICWUC/UFCW)**

Interesting Facts Pertinent to DOE

- ICWUC/UFCW chemical workers work in many different manufacturing industries including petroleum and coal, fertilizers, pharmaceuticals, pesticides and other agricultural chemicals in smelters and refineries as well as natural gas distribution and power plants. UFCW members work with extremely hazardous substances and have a vested interest in their facilities' safe operation.
- The ICWUC, in cooperation with a multi-union consortium, provides training under the Hazardous Waste Worker Training Program, the Hazmat Disaster Preparedness Training Program, and the DOE Training Program. The training goal is to continue delivering chemical emergency response training (OSHA 1910.120, Paragraph e and q) to thousands of workers with collateral duty who are exposed daily to a wide variety of hazardous substances and who could be called on to respond to a variety of emergencies and thousands of DOE workers. In addition, the training provides students with the confidence, tools and problem-solving skills needed to identify inadequacies in their facilities' hazardous materials programs and chemical emergency response programs.
- Established in 1987, the ICWUC Center for Worker Health and Safety Education is still in the forefront of worker health and safety training and is nationally recognized as a leader in worker protection. The Center has an \$824,000 NIEHS grant for training at multiple DOE sites; Oak Ridge; Tennessee; Kansas City; Missouri; Hanford; Washington and Los Alamos, New Mexico. The worker trainers deliver all on site training, design new programs annually and are second to none.



**International Chemical Workers Union
Council / United Food and Commercial
Workers International Union (ICWUC/UFCW)**

DOE-Related Issues

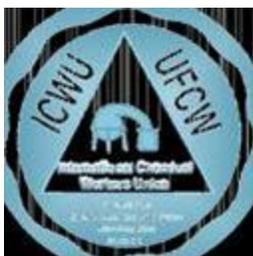
Workplace Safety: ICWUC has investigated workplace hazards, injuries and fatalities since the early 1980s. The union has called on Congress to increase funding for the Chemical Safety Board and recommended stronger enforcement of Occupational Safety and Health Administration (OSHA) standards so that incidents linked to chemical hazards can be fully investigated and that standards are followed. The union has also expressed the importance of worker involvement in chemical plant security plans, as well as the need for effective training requirements, strong whistleblower protections and safety technology in this industry.

Implementation of 10 CFR 851, *Worker Safety and Health Rule*: The ICWUC reported lack of consistency in health and safety program integration with regard to 10 CFR 851 and believes that inconsistent contractor implementation of the 851 Rule is a workplace safety issue.

Worker Health and Safety Interface

DOE Worker Health and Safety Requirements: DOE is working with interested labor unions to identify implementation gaps and work to ensure consistency in implementation of worker health and safety requirements with focus on the 851 Rule.

Worker Involvement: ICWUC feels strongly about the importance of worker involvement not only in training, but in all aspects of worker health and safety program development and implementation, and activities, to include lessons learned, corrective actions programs, and accident investigations.



International Chemical Workers Union Council / United Food and Commercial Workers International Union (ICWUC/UFCW)

Total Membership: UFCW-1.4 million, ICWUC-90,000

About ICWUC/UFCW: Founded in 1944, the ICWUC is one of the youngest unions in the U.S. and Canada, with a membership of almost 90,000.

The ICWUC merged with the UFCW in 1996, establishing a mutually beneficial partnership.

The UFCW represents approximately 1.4 million workers in the U.S. and Canada in many industries, including agriculture, health care, meatpacking, poultry and food processing, manufacturing, textile and chemical trades, and retail food. The UFCW Occupational Safety and Health Office develops programs and materials to improve safety on the job for workers in a wide range of occupations—from meatpacking and food processing plants to grocery stores, nursing homes and garment and textile factories. The Office continues to fight for a strong ergonomics standard to prevent needless workplace repetitive strain injuries. It has received numerous Department of Labor (DOL) grants that fund the following programs: outreach programs on ergonomic hazards and training for members in the meatpacking, poultry and food processing industries; educational programs and materials on preventing lifting injuries among UFCW nursing home members; and training programs and materials on preventing workplace violence for retail workers. The staff also conducts dozens of hazard identification and training programs for UFCW members and leaders each year.

The ICWUC Center for Worker Health & Safety Education is a multi-union safety training program that offers a wide range of courses. Operated by the ICWUC, the Center was founded in 1987 in cooperation with the United Steelworkers of America through a grant from the National Institute for Environmental Health Sciences. The Center's consortium also includes the International Association of Machinists, the Coalition of Black Trade Unionists, the American Federation of Teachers, the American Federation of Government Employees, the American Nurses Association and the University of Cincinnati. The Center primarily offers chemical emergency response courses for workers who respond to industrial leaks and spills. It also offers a number of other courses in occupational health and safety. The ICWUC represents more than 20,000 chemical workers in 32 states.



**International Chemical Workers Union
Council / United Food and Commercial
Workers International Union (ICWUC/UFCW)**



Frank Cyphers

International President

Frank Cyphers is President of the International Chemical Workers Union Council of the United Food & Commercial Workers Union, which

represents workers all over the continental United States and Canada. He has been President since his election in October of 2007 and he is based at the Council's headquarters in Akron, Ohio. He joined the union in 1972 when he became a member of Local 436C located at American Cyanamid Company in Wallingford, Connecticut. He worked his way up from a Steward to the local President in his facility, then went on to become an International Representative for the parent organization, finally working his way to become President nationally. Currently he is a member of Local 315C in Stamford, Connecticut. He resides with his wife Nilda, daughter Jennifer, and granddaughter Miranda in Meriden, Connecticut and Akron, Ohio.

President Cyphers is also a member of the International Executive Board of the United Food and Commercial Workers Union, a union of 1.4 million members in the United States, Canada, and Puerto Rico. While the ICWUC is mostly, but not entirely, an industrial union it brings a skilled staff to the table of the UFCW. It also brings one of the best health and safety centers in the labor movement itself to the forefront for workers. The center is located in Cincinnati, Ohio, where President Cyphers is also the Director of that center. The Center is a consortium of unions that the ICWUC trains in chemical hazards and their safe handling.



United Association Union of Plumbers, Fitters, Welders and HVAC Service Techs (UA)

Interesting Facts Pertinent to DOE

- The United Association (UA) strongly supports a comprehensive, diverse, reliable energy policy. Its members and leaders are dedicated to job creation, economic growth, high quality training, a strong safety culture and tripartite collaboration with business, labor and the project owner community.
- UA invests over \$250 million per year in skill and safety training, and proudly operates the industry's premier training program, including five-year apprenticeship training, extensive journeyman training, organized instructor training, and various specialty certification programs.
- UA has been training qualified pipe trade workers longer than anyone else in the industry and its members are employed in all sectors of the economy, especially the energy sector. UA members build and maintain all types of energy production and transmission facilities, including those relating to nuclear, coal, oil, natural gas, geothermal and alternative energy systems.
- UA is a leading advocate for a sensible, diverse, reliable energy policy, and actively partners with government and industry throughout the U.S., Canada and Australia to find workable solutions to today's energy challenges. Recognizing that economic well-being and security depends on maintaining affordable and secure access to a diverse energy portfolio, the UA supports the responsible development of all viable energy sources.
- To help meet such challenges, the UA continuously upgrades and modernizes its safety and skill training programs so critical energy resources can be responsibly harvested, processed and transported as needed by modern society.



United Association Union of Plumbers, Fitters, Welders and HVAC Service Techs (UA)

DOE-Related Issues

Job Classifications: The UA is a strong supporter of continued enforcement and broader implementation of the Davis Bacon Prevailing Wages Act.

Utilization of Project Labor Agreement's (PLAs): The UA believes that the use of PLAs benefits the economy, the local community and workforce development by maximizing efficiencies, providing the most highly skilled labor workforce and providing jobs to local workers.

Worker Health and Safety Interface

Worker Health and Safety Training: The UA invests over \$250 million per year in skills and safety training for its members to ensure that they are not only fully and highly productive but also well educated in all aspects of worker and job site safety.

Standards for Excellence and Safety: The UA has created a "Standard for Excellence" and a "Standard for Safety" which promote efficient, successful project delivery on UA project and safe job sites to protect workers and the public. These standards are based on five key principles: accountability, organization, effectiveness, commitment and leadership.



United Association Union of Plumbers, Fitters, Welders and HVAC Service Techs (UA)

Total Membership: 370,000

About UA: The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States, Canada and Australia, affiliated with the national building trades, represents approximately 370,000 plumbers, pipe fitters, welders, sprinkler fitters and service technicians in North America and Australia. The “UA” as it is commonly known, is a multi-craft union whose members are engaged in the fabrication, installation and servicing of piping systems.

Founded in 1889, the UA is one of the most respected and influential building trades unions in the U.S. and Canada today and is also a key member of the Building and Construction Trades Department, the AFL-CIO, the Canadian Federation of Labour and the Australian Council of Trade Unions.



United Association Union of Plumbers, Fitters, Welders and HVAC Service Techs (UA)



William P. Hite

General President

The United Associations' chief officer is General President William P. Hite. He has served in this position since December 1, 2004 and was unanimously re-elected to another five-year term as General President at the 2011 UA General Convention.

The General President is responsible for supervising the day-to-day affairs of the UA and for decisions concerning internal union governance, as well as rendering decisions and adjusting disputes and other matters affecting the organization. He is vested with the authority to interpret and apply the UA Constitution, subject to appeal to the UA's General Executive Board in appropriate cases. On matters in which the General Executive Board is equally divided, he is empowered to cast the deciding vote.

General President Hite presides over all of the union's conventions, conference and meetings and oversees the interests of the UA, its 300 local unions and 370,000-plus members. He is the chairman of the UA General Executive Board, UA Strategic Planning Committee, and supervises the development and implementation of all major policies and programs of the UA.

He represents the union in dealings with high-level government officials, contractors, contractor associations, project owner organizations, fellow labor unions and the general public. Given his stature in the industry, the General President serves on various important boards, councils and committees, including the following:

- Board of Directors, President's Export Council (**Presidential Appointment*)
- Labor Vice-Chair of the U.S. Council on Competitiveness (**Presidential Appointment*)
- AFL-CIO Executive Committee & Executive Council
- President of the Mechanical Allied Crafts
- Vice-President of the Building Construction Trades Department
- Vice-President of the Executive Council of the Metal Trades Department
- Board of Directors of the Nuclear Energy Institute
- Board of Trustees of the American Petroleum Institute
- Board of Directors of Veterans in Piping Program
- Board of Directors of Helmets to Hardhats



Utility Workers Union of America (UWUA)

Interesting Facts Pertinent to DOE

- The Utility Workers Union of America (UWUA) strongly support the rebuilding of the nation's infrastructure through modernization of the electric, gas and water systems to create better efficiencies and promote conservation.
- The UWUA is working with environmentalists, employers and others to transition to a clean energy economy. As the UWUA moves forward in this effort, many new "green" jobs will be created and current jobs will go green.

The UWUA strongly advocate for.....

- Maximizing existing technologies to increase efficiencies and reduce carbon emissions from existing power plants while investing in carbon neutral nuclear power;
- Developing promising technologies, such as carbon capture and sequestration, wind, solar, biofuels and other renewable energy sources to jumpstart the next generation of power plants; and
- Adopting government regulations that secure our future by protecting consumers, encouraging energy conservation, rewarding the use of sustainable energy sources and requiring investment in the workforce and infrastructure.



Utility Workers Union of America (UWUA)

DOE-Related Issues

Workforce Sustainability: Due to the large number of retirements expected over the next five years, the UWUA believes that utilities are one of the few sectors with projected job growth. They advocate ensuring that utility jobs allow workers to earn a decent living, and encourage greater recruitment, training and employment of women and minorities.

Worker Health and Safety Interface

Worker Health and Safety Training: The UWUA is strongly committed to training and retooling their workforce to operate and maintain safe utilities today and in the future. They believe that training that is founded on a working partnership with union and company participation is the best tool to achieve a renewed safety culture in their industries. They are continually active in training new and existing workers with an emphasis on workers sharing their knowledge, experience and expertise through structured programs.



Utility Workers Union of America (UWUA)

Total Membership: Over 50,000

About UWUA: The UWUA is one of the most successful and progressive unions in all of the labor movement, with over 50,000 members working in the electric, gas, water, and nuclear industries across the United States.

The UWUA is both innovative and relentless in their interest in and ability to protect utility jobs, and the wages, benefits and working conditions that their members enjoy in their jobs. They are committed to a job well done and dedicated to improving the lives of UWUA members and their families.

The UWUA has invested a great deal of time and money in a variety of programs, such as safety and health training, legislative affairs, and benefits plans, so that their members will be protected on the job and in their paychecks.



Utility Workers Union of America (UWUA)



Michael Langford

National President

Mike Langford has held a variety of union offices throughout his career, which began with the Detroit Edison Company in 1978, to his election as President of the Utility Workers Union of America. A graduate of Wayne State University Labor School, he continued his labor studies at the University of Michigan and Michigan State University. He sits on the Executive Council of the AFL-CIO, the Advisory Board of American Income Life, has served on the Midwest Governors Association Advisory Board, on the Executive Committee for the Center for Energy Workforce Development, and was a member of the U.S. Department of Labor Secretary's Advisory Committee on Apprenticeship. Previously, he also served on the Board of Trustees of the Council for Adult Experiential Learning (CAEL), and as Co-Chair of the Council of Competitiveness' Energy Security, Innovation & Sustainability Steering Committee.

Mike Langford was elected President of the UWUA in 2006 and re-elected in 2011. He has pledged that his members would be the safest, most productive and highest skilled utility workers in the world. Recognizing as well the rapidly approaching challenge of an overwhelming graying energy workforce, he is dedicated to promoting continuous life-long learning which steered him to design and develop the Power for America Training Trust, where he serves as Chair of the Trustee Board. A multi-employer training fund, jointly administered by union and management, the Trust serves as the vehicle through which proven successful and college degree programs continue to be developed. Of particular pride is the incorporation of the Utility Workers Military Assistance Program (UMAP) which is training Veterans for jobs in the utility industry.

Under his leadership, the UWUA has committed to represent the interests of both the public and its workers to bring about long over-due national reform that will deliver safe, reliable, cost-effective and environmental friendly utility services across the country. On a state by state basis, the UWUA is doing its own investigations, writing position papers from its findings and urging government to commit to the development of, and investment in, more durable and sustaining physical and human utility infrastructures. Mike Langford sees it as a win-win for all. "Investing in utility infrastructure reform is good for the economy, it's good for the environment, it's good for the consumer, and it's good for our workers. We all need to work together to be part of the solution because it *is* the right thing to do."



Volpentest HAMMER Training and Education Center

Interesting Facts Pertinent to DOE

- The **HA**zardous **MA**terials **M**anagement and **E**mergency **R**esponse (HAMMER) Federal Training Center is owned by the Department of Energy Richland Operations Office (DOE-RL) and operated by Mission Support Alliance (MSA) under the Mission Support Contract (MSC). HAMMER's primary mission is to safely train Hanford Site workers and responders on hazardous materials handling and site clean-up, environmental, health, and safety courses, and emergency response and security.
- HAMMER gained DOE Voluntary Protection Program (VPP) Star Status in 2002, and proudly maintains Superior Status to-date. *Safety is the number one value at HAMMER!*
- HAMMER/Hanford Training provides training for Hanford Site environmental cleanup workers as a first priority. HAMMER/Hanford Training supports DOE and Hanford Contractor efforts in safety program standardization and elimination of duplicate training courses on the Hanford Site. Worker safety is improved and redundant training costs avoided through these programs.
- HAMMER plays an important role in preparing workers and emergency responders for high-risk tasks using new technologies through unique and realistic training capabilities. Such training includes hands-on and simulation in realistic environments along with classroom and web-based materials. HAMMER's Training Aids offer numerous life-size devices in a realistic environment for emergency response mockups and customer specific drill scenarios.
- HAMMER is also strategically adjacent 10,000-acre Hanford Patrol Training Academy's ranges and 1.3-mile Emergency Vehicle Operations Course with room for expansion. HAMMER is also a training complex for workers and emergency responders for many federal, state, county and city agencies. Additionally, HAMMER has hosted international customs and border security training for personnel from over 60 countries.
- Law enforcement and security organizations frequently utilize HAMMER's main campus props where thousands of local, state, and federal law enforcement personnel train annually.
- HAMMER is well-known nationally and internationally recognized for its Worker-Trainers who serve as mentors and valued subject matter experts.

"HAMMER is one of the most important partnerships of Labor and Management in this country" – Richard Trumka, President AFL-CIO

- Regional Tribal governments are also active partners and utilize HAMMER's training programs to train their members.

"It is essential that the role of the HAMMER Federal Training Center be preserved and expanded." – Chief Bill Burke, Walla Walla Tribe Confederated Tribes of the Umatilla Indian Reservation



Volpentest HAMMER Training and Education Center

DOE-Related Issues

Worker Health and Safety Training: HAMMER through collaboration with its partners has identified the need to improve the standardization and consistency of worker health and safety requirements required by 10 CFR 851, *Worker Safety and Health Rule*. Specifically recommended is pursuing improvement in consistency and requirements between contractor organizations as well as between DOE sites. Also of concern is the lack of consistent compliance in the contractor implementation of worker health and safety requirements and proposes more effective enforcement actions as well as improved descriptive language in contract bid requirements.

Worker Health and Safety Interface

DOE is working with HAMMER and interested unions to enhance awareness, education, and site-wide consistency in the implementation of worker health and safety training requirements. The DOE National Training Center is collaborating with HAMMER and Labor to reduce redundant training, improve training consistency and quality, and highlight elements of the HAMMER model for use in the DOE complex.

DOE supports the key concepts of the HAMMER training model that includes worker involvement, train-the-trainer programs, worker-trainer instructors, hands-on training, and partnerships/collaborations. The DOE National Training Center is looking at this training model as it expands its worker safety training role and is actively coordinating with HAMMER, National Institute for Environmental Health Sciences (NIEHS), CPWR – The Center for Construction Research and Training, and others who have a training relationship with DOE.

Although an established and recognized training facility, stable funding and the use of the HAMMER safety and health training programs by DOE, labor organizations, contractor management, and other agencies is critical. A collaborative relationship of these organizations and others is important to the success of worker health and safety at DOE sites.

The HAMMER training program and facility is advocated by the unions and other training organizations as an ideal in not only meeting, but exceeding worker training needs. Safe work performance cannot occur without empowered, trained and qualified workers.



Volpentest HAMMER Training and Education Center

About HAMMER:

Vision: HAMMER/Hanford Training is a Department of Energy national asset recognized for its staff, partnerships, and hands-on safety training for workers and emergency responders, who protect and safeguard the public and environment.

Mission: Through its strong partnerships and dedicated staff, HAMMER/Hanford Training will provide the DOE and other customers with realistic and effective hands-on safety and emergency response training that instills the knowledge and skills necessary to get the job done safely.

The HAMMER Steering Committee is one such partnership. It is comprised of nationally-recognized leaders who bring their experience and volunteer their time to HAMMER management and help develop and sustain HAMMER. Committee insight and recommendations strongly influence HAMMER policies, strategies and direction. Sub-committees include Medical Surveillance, Tribal, OSHA, and Labor, which focus on solving special issues affecting the Hanford workforce.

Through the leadership of the HAMMER Steering Committee, a number of unique and successful initiatives have been implemented. These include standardized safety training programs, reduction of redundant training, validating the benefits of blended learning and hands-on training, the Worker-Trainer Program, and the Construction Worker Safety Training Program.

Through its strong partnerships and dedicated staff, HAMMER/Hanford Training will provide the DOE and other customers with realistic and effective hands-on safety and emergency response training that instills the knowledge and skills necessary to the job done.

The result is best summed up by HAMMER's motto – Training as Real as it Gets!

HAMMER is co-located with the Hanford Patrol Training Academy where thousands of local, state, and federal law enforcement personnel train annually and showcases Hanford's world-class programs in safety, training, emergency response, productivity, and technology deployment.

A model around the country for its successful training formula and for its winning collaboration between management and organized labor (Hanford Atomic Metal Trades Council, the Central Washington Building and Construction Trades Council, International Labor Unions).

HAMMER serves the US Department of Energy, federal and state agencies, regional and national needs in such areas as disaster recovery, and emergency response. Other State agencies and organizations such as the National Guard, Oregon OSHA, Oregon Department of Energy, and Washington Labor and Industries have used HAMMER to train their personnel.

HAMMER partnerships are important for HAMMER share expertise to minimize training costs and to reduce Environmental Management dependency while supporting its partners to improve safety performance and increase worker productivity. It also a method for two-way sharing of programs and lessons learned.

"HAMMER, you are truly the "crown jewel" of the Environmental Management complex." – Dr. Ines Triay, Former Assistant Secretary, DOE-EM



Volpentest HAMMER Training and Education Center



Karen McGinnis
Executive Director

Karen McGinnis is the current and founding director of the Volpentest HAMMER Federal Training Center, a Department of Energy Federal asset. Since 1991, Karen has guided HAMMER to its status as an industry recognized leader in safety and health training featuring one of the most multi-faceted training facilities in the world. Karen’s crowning achievement is her oversight in establishing the many partnerships forged through HAMMER. These relationships – made up of organized labor, federal and state agencies, tribes, safety professionals and community leaders – prompted AFL-CIO Chairman Richard Trumka to remark that HAMMER represents “one of the most important partnerships in the country.” Under Karen’s leadership, HAMMER has gained recognition as one of the premier training centers in the world while also achieving the top federal safety award of Voluntary Protection Program (VPP) Star Status. Karen also received a "Special Achievement Award" for outstanding Performance Leadership in furthering the US DOE VPP program. Karen has a Master of Arts, Agriculture and Natural Resource Economics, Washington State University (February 1980) and a Bachelor of Science, Agriculture and Natural Resource Economics, Oregon State University (June 1974).

Volpentest HAMMER Training and Education Center



Training as Real as it Gets!

HAMMER Steering Committee Executive Board Members



Patrick Finley
Chairman



Walter Wise
Vice-Chairman



Gary Petersen
Vice President
Hanford Programs
TRIDEC



Karen Flynn
Assistant Manager
Mission Support
DOE-RL (HAMMER)



Karen McGinnis
Executive Director

HAMMER Steering Committee

The HAMMER Steering Committee is a group of nationally recognized leaders who offer their time and experience to HAMMER management in an interactive setting where everyone shares a common commitment—reducing health and safety risks to workers, emergency responders, and the public. Committee insight and recommendations strongly influence HAMMER policies, strategies, and direction. As an integral element of the partnership, the Steering Committee helps develop and sustain HAMMER.

Amijo, Frank	President and General Manager	Mission Support Alliance, LLC
Bearden, Jim	Administrative Assistant District 751 IAM & AW	International Association of Machinists & Aerospace Workers
Boardman, Karen L*	Director, National Training Center, HS-70 Office of Health, Safety and Security	US Department of Energy, Headquarters
Bohnee, Gabe	Director, Environmental Restoration and Waste Management	Nez Perce Tribe
Bryan, William N*	Deputy Assistant Secretary, ISER Office of Electricity Delivery and Energy Reliability	US Department of Energy, Headquarters
Burke, William H	Chief, Walla Walla Tribe	Confederated Tribes of the Umatilla Indian Reservation
Callahan, James	General President	International Union of Operating Engineers
Carson, Robert W	Representative	Prospect North (United Kingdom)
Cummins, Richard W	President	Columbia Basin College
DiSibio, Ralph	Director	Kurion, Inc.
Dunnum, DeVerne	Senior Executive Vice President and Chief Operations Officer	Federal Engineers and Constructors
Finley, Patrick	General President	Operative Plasterers' & Cement Masons' International Association of the United States & Canada
Flynn, Karen L*	Assistant Manager for Mission Support	US Department of Energy, Richland Operations Office
Forgette, Francois X	Regent	Washington State University
Fulton, John C	President and Chief Executive Officer	CH2M HILL Plateau Remediation Company
Grumbly, Thomas P	Vice President Washington Operations	Lockheed Martin Corporate
Hammer, Matt	President and CEO	Vivid Learning Systems
Hill, Edwin D.	International President	International Brotherhood of Electrical Workers, AFL-CIO

* Non-voting member
 Revised on April 21, 2014



Volpentest HAMMER Training and Education Center

Hite, William P.	General President	United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the US, Canada, and Australia Yakama Nation
Jim, Russell	Program Manager, Environmental Restoration	
Vacant		Sellafield (United Kingdom)
McCarron, Douglas J	General President	United Brotherhood of Carpenters & Joiners of America
McCormick, Matthew S*	Manager Richland Operations Office	US Department of Energy
McCullough, M (Peggy)	WTP Project Director	Bechtel National, Inc.
McGinnis, Karen A*	Director, HAMMER/Hanford Training	Mission Support Alliance, LLC
Mitchell, Aaron*	Director, Outreach, Training, and Grant Division Pipeline and Hazardous Materials Safety Admin.	US Department of Transportation
Mdina, Dave	President	Hanford Atomic Metal Trades Council
Nigro, Joseph J	General President	International Association of Sheet Metal, Air, Rail and Transportation Workers
Niles, Ken	Assistant Director, Nuclear Safety Division	State of Oregon, Department of Energy
Olson, Dave	President and Project Manager	Washington River Protection Solutions, LLC
Patrick, Connie L*	Director, FLETC	US Department of Homeland Security
Payne, Henry (Hank)*	Director Office of Training and Education	US Department of Labor, OSHA Training Institute
Perkins, Capt. Tom	Fire Fighters Local 1-24, IAFF/Hanford Fire	Mission Support Alliance, LLC
Petersen, Gary R	Vice President, Hanford Programs	Tri-City Development Council
Peurrung, Anthony J	Associate Laboratory Director National Security Directorate	Pacific Northwest National Laboratory
Vacant	Project Officer, Environmental Response Training Program	US Environmental Protection Agency
Powers, Steve	International Staff Representative USW District 12 Office	United Steel Workers
Reddinger, Russell W	Director Training & Development	EnergySolutions
Sacks, Joel	Director	Washington State Department of Labor and Industries
Sax, Scott	President and Project Manager	Washington Closure Hanford
Schaffer, Thomas	Metal Trades General Representative	National Metal Trades Department, AFL-CIO
Schaitberger, Harold	General President	International Association of Fire Fighters
Smith, Kevin*	Manager Office of River Protection	US Department of Energy
Smith, William (BC)	President	Central Washington Building & Construction Trades Council
Snyder, Roger E*	Manager, Pacific Northwest Site Office	US Department of Energy
Vacant*	Federal Emergency Management Agency	US Department of Homeland Security
Umek, Anthony M (Tony)	Executive Director and Vice President Richland Operations Office	Fluor Federal Services
Vacant		Washington Military Department
Whitnall, David	Convener Magnox South Dungeness A Site	Unite the Union (United Kingdom)
Vacant	General President	International Union of painters and Allied Trades, AFL-CIO, CLC
Wise, Walter	General President	International Association of Bridge, Structural, Ornamental, & Reinforcing Iron Workers
Wood, Michael	Administrator	State of Oregon, OSHA

* Non-voting member
Revised on April 21, 2014



National Institute of Environmental Health Sciences (NIEHS)

Interesting Facts Pertinent to DOE

- The National Institute of Environmental Health Sciences (NIEHS), located in Research Triangle Park, North Carolina, is one of 27 research institutes and centers that comprise the National Institutes of Health, of the U.S. Department of Health and Human Services. The NIEHS Worker Education and Training Program (WETP) supports the training and education of workers engaged in activities related to hazardous materials and waste generation, removal, containment, transportation and emergency response in the following five areas: DOE/NIEHS Nuclear Worker Training Program (DOE); Hazardous Waste Worker Training Program (HWWTP); Minority Worker Training Program (MWTP); Hazmat Disaster Preparedness Training Program (HDPTP); and the Advanced Training Technology Program (ATT).
- NIEHS, through its awardees, has provided high quality hazardous substance response or emergency response training to ensure that: DOE site workers are aware of the hazards that exist at DOE sites; workers are prepared to work safely in such hazardous environments to prevent accidents from occurring; and workers have sufficient knowledge of their work environment and hazardous conditions to identify hazardous situations and to take appropriate actions to protect themselves, fellow workers, and the environment.
 - Currently, the DOE/NIEHS awardees are: the International Association of Fire Fighters, International Union of Operating Engineers, United Steelworkers of America (USW), International Chemical Workers Union, LIUNA Training and Education Fund, International Brotherhood of Teamsters, CPWR - Center for Construction Research and Training, and the Partnership for Environmental Technology Education (Community College Consortium for Health and Safety Training).

A few programs that NIEHS Grants fund include.....

- A model program to train workers at DOE facilities to reduce exposures to hazardous materials, waste operations and Incidents. Training, conducted by the USW Tony Mazzochi Center, will consist of 1,365 classes for 20,760 DOE employees over the five-year grant period.
- The Community College Consortium for Health and Safety Training (CCCHST) serving DOE environmental restoration and waste management sites across the United States. The intent of CCCHST-DOE is to provide convenient, consistent, and cost effective NIEHS-approved worker training to DOE contractors, subcontractors and public officials serving DOE facilities and not trained by organized labor.



National Institute of Environmental Health Sciences (NIEHS)

DOE-Related Issues

Worker Health and Safety Training: Since 1994, the DOE Office of Environmental Management, through Interagency Agreements, has funded the DOE/NIEHS program. This has supported qualified domestic nonprofit organizations to develop and administer model health and safety education programs for hazardous materials or waste workers within the nuclear weapons complex. As a result over 6 million contact hours of safety and health training has been delivered to nearly 500,000 workers. In 2012-2013 alone, NIEHS/DOE awardees trained 27,737 workers who received 309,977 contact hours of training in 1,790 classes.

Worker Health and Safety Interface

DOE/NIEHS Worker Education and Training Program: The goal of the program has been to provide site-specific, quality training to workers in a timely and cost-effective manner, through a partnership involving government, contractors, and labor organizations. A cornerstone of the program is the use of "worker-trainers," employees well versed in performing a given task in a hazardous environment who are trained to instruct other workers. Benefits of the partnership include fostering cooperation between management and workers, improving efficiency and quality of training, improving the ability to address worker concerns, and empowering all stakeholders to address site-specific safety and health needs.



National Institute of Environmental Health Sciences (NIEHS)

About NIEHS:

The NIEHS provides federal research funding in the form of grants to universities and other research organizations for research projects, small business awards, research center funding, training and career development, loan repayment programs, and other research projects and activities.

The mission of the NIEHS is to discover how the environment affects people in order to promote healthier lives. Achieving this mission depends on a set of core values that apply to all activities of the Institute: Research excellence (innovation; discovery of new scientific knowledge and technology); management excellence; and community outreach, education, and involvement.

The NIEHS engages in a special form of public service – producing scientific knowledge that promotes individual and public health. The institute is uniquely positioned to help prevent disease and transform new scientific knowledge into improvements in human health.

NIEHS believe that there are many opportunities before us to build and expand the contributions of the NIEHS:

- Foster research on environmental triggers of disease;
- Communicate advances in environmental health sciences to the public;
- Foster training and development of emerging young environmental health scientists and practitioners;
- Enhance translation of knowledge from research to disease prevention; and
- Foster safety assessment research on chemicals and other environmental factors.

The fulfillment of this mission requires the partnership and effort of everyone in the environmental health sciences communities.



National Institute of Environmental Health Sciences (NIEHS)



Linda S. Birnbaum

Director

Linda S. Birnbaum, Ph.D., became the Director of the National Institute of Environmental Health Sciences, of the National Institute of Health, and the National Toxicology Program (NTP) on January 18, 2009. In these roles Birnbaum oversees federal funding for biomedical

research to discover how the environment influences human health and disease. Several advisory boards and councils provide Birnbaum and NIEHS/ NTP staff with input to accomplish this large task.

Birnbaum is the first toxicologist and the first woman to lead the NIEHS/NTP. She has spent most of her career as a federal scientist.

Birnbaum has received numerous awards and recognitions, including being elected to the Institute of Medicine of the National Academies, in October 2010, one of the highest honors in the fields of medicine and health.

Birnbaum's own research and many of her publications focus on the pharmacokinetic behavior of environmental chemicals; mechanisms of actions of toxicants, including endocrine disruption; and linking of real-world exposures to health effects.

Birnbaum also finds time to mentor the next generation of environmental health scientists. For example, she serves as adjunct professor in the Gillings School of Global Public Health, the Curriculum in Toxicology, and the Department of Environmental Sciences and Engineering at the University of North Carolina at Chapel Hill, as well as in the Integrated Toxicology Program at Duke University.

A native of New Jersey, Dr. Birnbaum received her M.S. and Ph.D. in microbiology from the University of Illinois at Urbana-Champaign.

Appendix A: Sites and Facilities Not Included on the Map of DOE Sites and Facilities with Major Union Activity

Acid/Pueblo Canyon Site	Huntington Pilot Plant
Amchitka	Mallinckrodt
Ashtabula Uranium Processing Plant	Mound
ATLC Metal Trades Training Facility	Pinellas Plant
Barker Brothers (Waste Inc.)	Piqua
Battelle King Avenue	Project Chariot
Battelle West Jefferson	Santa Susanna Field Lab
Bettis Plant	Shippingport Atomic Power Plant
Blue Grass Chemical	Southwest Experimental Fast Oxide Reactor
Brush Luckey	St. Louis Airport Site
G.E. Vallecitos Nuclear Center	Tonopah Test Range
G.E. Evendale	UMTRA Project Office
Grand Junction	Weldon Springs



Information compiled by
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Under the direction of Glenn Podonsky

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