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DEPARTMENT OF ENERGY CLARIFIES BENEFITS FOR EMPLOYEES OF PROJECT HANFORD MANAGEMENT CONTRACT ENTERPRISE COMPANIES

The Department of Energy announced today three steps to assist Hanford employees accepting employment with enterprise companies. First, during the initial two years of employment with the enterprise companies, employees of enterprise firms will be entitled to the same layoff benefits as employees who remain with Fluor Daniel Hanford (FDH) and its primary subcontractors. This includes:

- **Protection of Separation Credits** If the enterprise company does not offer or has a less generous separation pay program, FDH will pay the difference between separation pay that the enterprise company provides and what the employees would have received had they continued to have been employed with FDH.
- **Full Work Force Restructuring Plan Benefits** The Hanford Work Force Restructuring Plan provides scaled-down benefits for subcontractor employees, which includes the enterprise companies. FDH will provide to eligible employees the full Work Force Restructuring Plan Benefits they otherwise would have received upon terminating.

Second, the Hanford Site Operations and Engineering Pension Plan will be amended to provide the following benefits to enterprise companies employees formerly employed by Westinghouse Hanford Company, Boeing Computer Services, Richland, and ICF Kaiser Hanford.

- Recognition of actual age and eligibility service for purposes of early retirement reductions.
- Provide recognition of the salary employees earn with the enterprise company for determination of their pension benefit under the Operations and Engineering Plan.
- Provide immediate vesting of all employees who were not already vested in the Operations and Engineering Pension Plan.

Finally, the Department will direct FDH to commission an independent study of the compensation/benefit programs of the enterprise companies. The study will compare the compensation/benefit programs of the enterprise companies with their other offices that perform similar work within the United States and to the commercial market in which the enterprise companies must compete for business. The results of the study will be made available to employees and the public. The Department may consider further options based on the results of the study.

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