

Union Notification regarding Reduction in Force

Manager Gene Schmitt has today provided notice to the American Federation of Government Employees, Local 1103, regarding the Reduction in Force (RIF) described at the July 9, All-Employee meeting. Article 35 (Reduction in Force and Transfer of Function) of the Collective Bargaining Agreement has specific notice requirements and timelines described in Section 3B. "I wanted to follow up on the All Employee meeting," said Schmitt, "and let employees know that by my action today 'the 105-day clock' has been started."

Employees, both non-bargaining unit and bargaining unit, are invited to reference Article 35 for more specific information.

RFFO Manager announces federal workforce transition activities

[Karen Lutz <mailto:karen.lutz@rf.doe.gov?subject=Reduction%20in%20Force>](mailto:karen.lutz@rf.doe.gov?subject=Reduction%20in%20Force) X 4546

With more than 63 percent of the project completed, RFFO Manager Gene Schmitt announced this week that the DOE has initiated steps to reduce the federal workforce. While recognizing the Department needs to retain a smaller federal workforce, RFFO has sought several outplacement opportunities to minimize the number of employees impacted through an involuntary separation. DOE has established agreements with other federal agencies to identify opportunities for future employment. Currently approximately 20 field office employees are on details with these agencies with the opportunity for permanent placement. Other placement opportunities include priority placement for open positions within the Environmental Management program. Schmitt indicated we are awaiting final approval for early retirement and buyout opportunities. Approximately 30 employees have expressed interest in buyouts and early retirement.

Even with all of these efforts, it is inevitable that involuntary separations will occur this year.

Schmitt announced the Reduction-in-Force (RIF) planning is underway. The process of running the RIF will be conducted independently by the Office of Personnel Management (OPM). The RIF process is clearly defined and regulated and involves designated steps. These include union notification 15 days in advance of a formal RIF notice to employees, a general 90-day employee notice, and specific 60-day employee notices. Initial next steps include the identification of positions and functions that are no longer needed to support the future aspects of closure. Planning has begun and the formal notifications are expected some time this summer.