



Department of Energy
Richland Operations Office
P.O. Box 550
Richland, Washington 99352

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Mr. Todd Martin, Chair
Hanford Advisory Board
1933 Jadwin Avenue, Suite 135
Richland, Washington 99352

Dear Mr. Martin:

HANFORD ADVISORY BOARD (HAB) RECOMMENDATION

I have received your letter of February 1, 2001, in regard to the HAB's recommendation to Fluor Hanford, Inc. (FHI) to give the employees assigned to low priority work the opportunity to transfer to high priority projects as skills and training allow. We share your concern and have worked with FHI to develop a plan to mitigate the impact to employees and still accomplish reductions and make skill mix adjustments. Here are some of the steps being taken to find other positions for affected workers.

- First, FHI placed a freeze on all external hiring effective January 10, 2001, to ensure "at risk" employees are given top consideration for open positions. FHI will closely manage attrition to give priority consideration to "at risk" employees to backfill needed positions. FHI will allow external hiring only for critical skills that do not exist within the workforce and are needed to support priority activities.
- FHI is significantly restricting the use of temporary workers subcontracted to augment the staff. Reducing the number of temporary workers will help to increase the long-term stability of jobs in the regular workforce. Each FHI manager has been given specific ceilings and criteria on the use of temporary workers.
- FHI is offering a self-select option for other employees in each department who have impacted positions to learn their willingness to be included in the involuntary reduction of force. Employees interested in taking this option must apply and be approved by close of business February 23, 2001. When the self-select process has been completed, FHI will conduct a thorough review of the skills and capabilities of employees identified for involuntary separation to determine if they qualify for another position internally.

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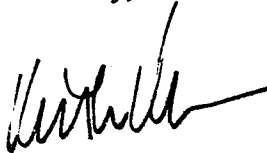
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- Finally, FHI is working closely with other contractors at Hanford to maximize opportunities for surplus employees to fill existing vacancies. Additionally, the new contractor selected by the DOE-Office of River Protection to manage the Waste Treatment Plant, Bechtel-Washington Group, is currently hiring for a full range of job skills.

Thank you for the opportunity to respond to the HAB's concerns. Please be assured that we are equally concerned about the welfare of these Hanford workers and are working closely with FHI to assure that efforts are being made to transition affected workers to other work at the Site.

If you have questions, please contact me, or your staff may contact Anthony Lorenz, Office of Procurement Services, at (509) 376-7271.

Sincerely,



Keith A. Klein
Manager

PRO:CAB

cc: R. E. Siguenza, EnviroIssues