

Presented by:

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MSA Human Resources

Self-Select Information Session

Today's Agenda

- Beryllium Program – *Daniel Warren*
- Self-Select Application Highlights – *Kieth Banta*
- Self-Select Process Schedule – *Kieth Banta*
- Separation Benefits – *Kieth Banta*
- Break
- Reduction of Force Benefits – *Lynn Ramos*
- Question & Answer Period

Self-Select Application Highlights

- Open to CHPRC and Pre-Selected Subs
- Only one Self-Select Window
- Application window – 4/30/12 – 5/10/12
- Will exit with Phase I IROF in June 2012. (Any exceptions must be approved by VP and Office of the President.)
- Open to all job groups
- Strictly voluntary
- NBU waive all recall and rehire preference rights

Self-Select Application Highlights

- BU waive seniority and recall rights
- Application forms submitted to manager, VP, and Office of the President for approval
- Once application is approved, can't rescind
- Not eligible to perform work at Hanford for 12 months
- Those approved will work through the notice period

Self-Select Process Schedule

- Application Window
 - April 30 – May 10, 2011
- SS Approval/Disapproval Notification Date
 - May 15, 2012
- IROF Notification/Exit Date
 - Phase I – IROF Notices Issued – June 11, 2012
 - Last day on Payroll – June 21, 2012
 - Phase II – IROF Notices Issued – Sept 17, 2012
 - Last day on Payroll – Sept 27, 2012

Workforce Restructuring - 2012 - PLATEAU REMEDIATION COMPANY - Windows Internet Explorer

http://prc.rl.gov/rapidweb/HR/index.cfm?PageNum=10


File Edit View Favorites Tools Help

Convert Select

Favorites Hanford External Home page Hanford Site Forms Hanford User Help -N- Hints Software Distribution Get More Add-ons

Human Resources - MSC IMS Workforce Restructuring ...

Home Page Safety Tools




One Team. One Culture

Home Projects Departments & Services Procedures & Resources Programs & Events

Human Resources

- Human Resources
- Benefits
- Compensation
- Employee Development & Performance Management
- Employee Relations
- HRIS
- Staffing
- Workforce Restructuring - 2012**
- Q&A
- Worker Transition Fact Sheet
- Workforce Restructuring Announcement
- FAQ: How Do I...
- Search
- Site Map



Workforce Restructuring

Workforce Restructuring - 2012

CHPRC's Workforce Restructuring (WFR) Plan approved by the Department of Energy includes a two-phased workforce restructuring framework that includes both voluntary and involuntary separations during the final four months of fiscal year 2012.

The voluntary Self-Select Program window of opportunity begins April 30 and ends May 10. Due to the close proximity in time for the two-phased layoff, we are only planning one self-select window. The 2012 workforce restructuring will affect up to 400 workers. HAMTC staffing adjustments will be made according to the Collective

[WFR Bulletins](#)

[April 17, 2012](#)

[Helpful Resources](#)

Done Local intranet

Basic Separation Benefits

- EM Virtual Contractor Transition Services Center (www.workforce.psa-inc.com)
- Outplacement Assistance - *WorkSource*
- Employee Assistance Program – *CHPRC EAP/ UBH Life Help*
- Extended Medical Benefits – *DWMB or COBRA*
- Severance Pay

Severance Pay Details

- Severance Pay up to 20 weeks max
 - 1 week's pay for each completed year of service
 - ¼ week's pay for completed quarters of service
 - Example:
15 years and 7 months service = 15 ½ weeks pay
 - Withholding:
 - Supplemental Tax Rate: 25 % Federal Income Tax
4.2 % Social Security Tax (up to \$110,100)
1.45 % Medicare Tax
30.65 % Total Supplemental Withholding
 - Applies to: Severance Pay, PTB Cash Out, Stipend Pay

Who to Call With Questions

CHPRC HR CONTACTS

President's Office	Becky Smith	509-376-0084	509-366-3005
Communications	Becky Smith	509-376-0084	509-366-3005
Soil & Groundwater Remediation (S&GR)	Colleen Angel	509-373-1809	509-430-0807
Engineering, Projects and Construction (EPC)	Colleen Angel	509-373-1809	509-430-0807
PFP Closure Project	Alicia Knox	509-373-2966	509-378-9125
Safety, Health, Security & Quality (SHS&Q)	Alicia Knox	509-373-2966	509-378-9125
Waste and Fuels Management Project (W&FMP)	Cherie Smith	509-372-8231	509-845-0677
Business Services	Cherie Smith	509-372-8231	509-845-0677
Prime Contract & Project Integration (PC&PI)	Cherie Smith	509-372-8231	509-845-0677
D&D	Jamie Hafer	509-376-4948	509-619-6823
Env Programs & Strategic Planning (EP&SP)	Jamie Hafer	509-376-4948	509-619-6823

Who to Call With Questions

MSA HR

- Kieth Banta – 373-5891
- Susan Hiller – 372-2335
- Juliet Rohrer – 372-2488