

**From:** Hamtcpres@aol.com  
**Sent:** Wednesday, January 15, 2014 7:54 AM  
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**Subject:** HSS 851 Outreach Program  
**Attachments:** 851AwarenessandOutreachAgenda(rev2).docx; Letter from Glenn Podonsky.pdf

All,

I have attached a letter from Glenn Podonsky, Chief Health Safety and Security Officer for the Office of Health Safety and Security (HSS) regarding the applicability and barriers relative to the effective implementation of 10 CFR 851.

Glenn has been a huge advocate for safety and if it were not for his organization, DOE and the contractors would pretty much have the latitude to outright ignore safety practices. Things may not be perfect here at Hanford, but they could be worse without his office. Anyway, as part of an outreach program (Corporate Outreach and Awareness Initiative) that HAMTC, the MTD and many International Unions demanded during several roundtable discussions, including one with the new Energy Secretary Moniz, representatives from Glenn's office, including Glenn, have been visiting DOE sites and interviewing employees regarding their perception of DOE and the contractors implementation of 851.

They plan on visiting Hanford on February 18-20 to conduct interviews. I have also attached the agenda for this visit.

I would like each affiliate to distribute the attachments to all their respective members and convey that HAMTC promotes and strongly encourages full participation in the interview process. This is our chance to provide direct feedback to an organization that does care and has the power to make changes (trust me, the local DOE offices and even DOE-HQ EM offices don't care for Glenn or his reps going around telling them how to run their sites. But Glenn can be VERY effective). Anyway, they can't fix what they don't know and they need to hear directly from the workforce if 10 CFR 851 is being practiced here at Hanford or simply ignored. There are factions in DC that want this rule stricken from the CFR's. If successful, we could lose valuable influence in the area of health and safety. If your members don't even know what 10 CRF 851 is...that would be the PERFECT answer!!!! That will get DOE in some big trouble.

We need to get the word out and promote this effort to the best of our ability.

Thank you,

D

**Corporate Outreach and Awareness Initiative:  
10 CFR 851, Worker Safety and Health Program**

**Hanford Site  
February 18 – 20, 2014**

DAY ONE: TUESDAY FEBRUARY 18<sup>TH</sup>

Time	Topic	Participants	Location	Rm. No.
0700 – 0800	DOE Management Opening Remarks, Mat McCormick & Kevin Smith Meeting Objectives, Glenn Podonsky 851 Rule Overview, Pat Worthington	DOE Federal & Contractor Senior Managers Union Leadership and their Attendees	Hammer	
0800 – 0900	Contractor Safety Personnel Feedback Discussion: 851 Program Implementation (Q&A)	Safety Personnel from WCH, MSA, CHPRC, WRPS, BNI and ATL	Hammer	
0900 - 0915	Break		Hammer	
0915 - 1030	Union Leadership Feedback	HAMTC and Firefighters	Hammer	
1030 – 1130	Union Leadership Feedback	Hanford Guards Union	Hammer	
1130 – 1215	Lunch		Hammer	
1215 – 1315	Union Leadership Feedback	Building Trades	Hammer	
1315 – 1415	HAMTEC Safety Reps Feedback Discussion: 851 Program Implementation (Q&A)	HAMTC Union Safety Representatives	Hammer	
-1415-1430	Break		Hammer	
1430 - 1530	RL & ORP Contracts Feedback Discussion: 851 Program Implementation (Q&A)	Contracting Officers and Specialists from RL & ORP	Hammer	

**Corporate Outreach and Awareness Initiative:  
10 CFR 851, Worker Safety and Health Program**

**Hanford Site  
February 18 – 20, 2014**

Time	Topic	Participants	Location	Rm. No.

CONCURRENT SESSIONS ON TUESDAY FEBRUARY 18<sup>TH</sup>

Time	Topic	Participants	Location	Rm. No.
1215-1345	HAMMER Training Feedback Discussion: 851 Program Implementation	HAMMER Training	Hammer	

NOTE: ROOM TBD (GLENN PODONSKY)

**Corporate Outreach and Awareness Initiative:  
10 CFR 851, Worker Safety and Health Program**

**Hanford Site  
February 18 – 20, 2014**

**DAY TWO: WEDNESDAY FEBRUARY 19<sup>TH</sup>**

<b>Time</b>	<b>Topic</b>	<b>Participants</b>	<b>Location</b>	<b>Rm. No.</b>
0715 – 0800	Drive to Site		WTP Construction Site	
0800 – 0930	Worker Feedback/Open Discussion: 851 Implementation (Q&A)	BNI Workers	T-?	
0930 – 0945	Break			
0945-1045	Worker Feedback/Open Discussion: 851 Implementation (Q&A)	WTP Construction Safety Representatives	T-?	
1045-1130	Drive to 2704HV			
1130 – 1215	Lunch		2704HV	
1215 - 1345	Worker Feedback/Open Discussion: 851 Implementation (Q&A)	WRPS Workers		
1345 – 1430	Break & Drive to 222-S Lab			
1430 -1600	Worker Feedback/Open Discussion: 851 Implementation (Q&A)	ATL Workers	222-S Lab MO-648	
1600 – 1700	Break and drive back to Richland			

**Corporate Outreach and Awareness Initiative:  
10 CFR 851, Worker Safety and Health Program**

**Hanford Site  
February 18 – 20, 2014**

**DAY THREE: WEDNESDAY FEBRUARY 20<sup>TH</sup>**

<b>Time</b>	<b>Topic</b>	<b>Participants</b>	<b>Location</b>	<b>Rm. No.</b>
0715 – 0800	Drive to Site		TBD	
0800 – 0930	Worker Feedback/Open Discussion: 851 Implementation (Q&A)	MSA Workers	TBD	
0930 – 1015	Break & Drive to PRC location			
1015-1145	Worker Feedback/Open Discussion: 851 Implementation (Q&A)	PRC Workers	MO-2268(?)	
1145-1230	Lunch & Drive to ERDF			
1230 -1400	Worker Feedback/Open Discussion: 851 Implementation (Q&A)	WCH Workers	ERDF (?)	
1400 – 1500	Break and drive back to Richland			
1500-1600	Worker Feedback/Open Discussion: 851 Implementation (Q&A)	OCMED/Johnson Controls	FOB	
1600 - 1630	Wrap-up, Glenn Podonsky	DOE Federal & Contractor Senior Managers;	FOB	780

**Actionee:** Joseph Demers

**Action/Comments:** ORP RECEIVED COPY

**Due Date:** ACTION

**Title:** Corporate Outreach and Awareness Initiative: Title 10, Code of Federal Regulations, Part 851, Worker Safety and Health Program

**Document:** NA (DOE-HQ)

**Document Date:** 08/09/2013

**Author:** PODONSKY GS

**Addressee:** DISTR,  
MCCORMICK MS

**Information Copied to:**

<u>DIR</u>	<u>DIV</u>	<u>NAME</u>	<u>DIR</u>	<u>DIV</u>	<u>NAME</u>
MGR		Henrich, Dianne	AMRP		
DEP			AMRP	CPD	
AMB			AMRP	RCD	
AMB	BUD		AMSE		George, Marcy
AMB	FIN		AMSE	ESQ	Demers, Joseph (Actionee)
AMB	HRM		AMSE	OOD	MacAlister, Ed
AMB	PRO		AMSE	NSD	Garcia, Pete
AMMS					Mercado, Sally
AMMS	SES		OCC		
AMMS	ISI		OCE		
AMMS	PIC		ORP		
AMMS	SSD		PNSO		
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Records Schedule Information:  
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Scan?: Yes Sensitive?: No

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Date RL CC Rec'd: 08/13/2013

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**Document closure is required on your ESTARs task**

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Department of Energy  
Washington, DC 20585

August 9, 2013

MEMORANDUM FOR DISTRIBUTION

FROM: ~~GLENN S. PODONSKY~~  
~~CHIEF HEALTH, SAFETY AND SECURITY OFFICER~~  
~~OFFICE OF HEALTH, SAFETY AND SECURITY~~

SUBJECT: Corporate Outreach and Awareness Initiative: Title 10, Code of Federal Regulations, Part 851, *Worker Safety and Health Program*

In a memorandum dated May 31, 2013, the Office of Health, Safety and Security (HSS) identified a need to gather lessons-learned from implementing the Department of Energy (DOE) Worker Safety and Health Program under title 10, Code of Federal Regulations (CFR), part 851, (the Rule), to identify any areas needing further clarification or improvement. During discussions at a Union Roundtable on July 15 with Secretary Moniz, the Secretary supported these efforts and is directing HSS, as a priority matter, to lead a Corporate Outreach and Awareness Initiative as a visible and meaningful sign of DOE's commitment to our workers and their representatives. The purpose of this Memorandum is to remind you of this effort and invite your participation in upcoming events being planned as part of this effort.

**BACKGROUND:** The Worker Safety and Health Program Rule, 10 CFR 851, is a cornerstone of DOE worker protection policy, and requires that DOE and its contractors provide a safe workplace in which workers are part of a Program to identify and control hazards. As we pursue a stronger safety culture within DOE, it is imperative that we pursue effective implementation of our safety and health requirements. We must be mindful of the correlations between safety culture weaknesses and those concerns reported by workers related to real and perceived barriers in exercising worker rights and responsibilities, as established in 10 CFR 851 Subpart C, *Specific Program Requirements*. Moreover, worker involvement is vital to successful health and safety management and is referenced in 10 CFR 851.

In addition, rights and responsibilities for reporting safety concerns are critical to the abatement of safety hazards and prevention of conditions that may cause serious injury, illness, or even death. While, together, we have accomplished a great deal through implementation of the Worker Safety and Health Program Rule, DOE safety culture assessment findings and reports from worker representatives indicate that there are some instances of a fear of retaliation or retribution, and perceptions that some management practices serve as a disincentive to reporting. Similar concerns have been raised to us both at field sites and from within Headquarters organizations. With the



support of Secretary Moniz, and through this new initiative, we have an opportunity for open and honest dialogue among all parties, and an increased potential for successfully addressing concerns expressed by our workers.

**INITIATIVE OBJECTIVES:** The Corporate Outreach and Awareness Initiative supported by Secretary Moniz will be implemented in coordination with the workers and their representatives, DOE site and program personnel, and others will include visits to major DOE sites to solicit input. The overall objectives of the visits are to:

- Obtain information on issues and barriers to strong implementation of 851;
- Obtain employee feedback on their views of 851 implementation;
- Promote better awareness and understanding in key 851 areas, including worker rights and employer responsibilities;
- Demonstrate support to DOE program and field elements in their efforts to effectively implement 851;
- Provide information forums in various venues to promote a better understanding of the requirements of 851 and how these requirements are being institutionalized.
- The initiative will also include development of a plan for actions and follow-up, based upon information obtained from participants.

This initiative is intended, in part, to reaffirm our personal and professional commitment to safely fulfill all of the Department's missions. The thousands of Federal, contractor, and subcontractor employees across America and overseas work hard every day to carry out the Department's pursuit of energy independence, global scientific leadership, national security, and environmental stewardship; and they are the key to DOE's success. It is the Secretary's expectation that we redouble our efforts to protect, to the fullest extent possible, the health and safety of these employees, as well as the health and safety of those who reside in the communities in which the Department operates or are otherwise affected by our work.

Under the initiative, a number of DOE site visits are being planned (in coordination with the appropriate Site/Field manager) to occur through this Fall. The effort is being organized under the leadership of Dr. Patricia R. Worthington, Director, Office of Health and Safety, within HSS. The first site visit, to the Savannah River Site, is now scheduled for August 26-27, 2013.

I plan to personally participate in the site visits and related meetings at DOE Headquarters so that I can hear firsthand from managers and workers about the 851 implementation challenges that they are encountering during execution of work. As a senior departmental leader, I want to invite you to consider participating in these meetings as well. While a schedule of visits is still under development, if you are interested in participating in a site visit, please contact Dr. Worthington and she will coordinate with you as visits are scheduled.

We are confident that through our collective efforts DOE can further improve its already notable safety record, and better demonstrate our unwavering commitment to our workforce.

If you have any questions or need assistance, please contact Dr. Worthington at (301) 903-5926, or via e-mail at [pat.worthington@hq.doe.gov](mailto:pat.worthington@hq.doe.gov).

**DISTRIBUTION LIST FOR CORPORATE OUTREACH AND AWARENESS  
INITIATIVE: TITLE 10, CODE OF FEDERAL REGULATIONS, PART 851,  
WORKER SAFETY AND HEALTH PROGRAM**

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