

Warm Holiday Greetings to Atomic Workers and Their Families

This has been a year full of changes at the USW International headquarters and with the USW Atomic Energy Workers Council (AEWC).

As you know, International Vice President Carol Landry retired last July and the International Executive Board appointed me to take her place. I worked with Carol and the council for several years, so I understand the issues affecting nuclear workers and their families as contractors change and government officials come and go.

Contractor changes at Hanford

A number of long-term contracts the Department of Energy (DOE) had with its contractors at the Hanford Nuclear Reservation are coming to an end. The agency is replacing the Plateau Remediation Contract that CH2M Hill Plateau Remediation Company LLC, a subsidiary of Jacobs, held with a Central Plateau Cleanup contract. DOE announced the change on Dec. 12, 2019.

The new contractor is Central Plateau Cleanup Company LLC of Aiken, S.C., and its members are AECOM Management Services, Inc. (Germantown, M.D.); Fluor Federal Services, Inc. (Greenville, S.C.), and Atkins Nuclear Secured, LLC (Oak Ridge, Tenn.).

DOE said the environmental cleanup contract is worth up to \$10 billion over a 10-year period.

Under the existing contract with CH2M Hill, nearly 1,700 workers are cleaning up contamination mostly in



USW International Vice President Roxanne Brown and retired USW International Vice President Carol Landry.

the center of the Hanford reservation and near the Columbia River.

There will be a 60-day transition period following a notice to proceed to the new contractor.

DOE also announced on Dec. 5 a change in the contractors for the Hanford support services contract. Currently, Mission Support Alliance (MSA) holds the Hanford Mission Essential Services Contract, and provides site, security and emergency services, land management services and information technology services. MSA also manages the Hazardous Material Management and Emergency Response (HAMMER) Federal Training Center

in addition other functions.

The new contractor is Hanford Mission Integration Solutions, LLC in Richland, Wash. The contractor's members are Leidos Integrated Technology, LLC (Gaithersburg, Md.), Centerra Group, LLC (Palm Beach Gardens, Fla.), and Parsons Government Services, Inc. (Pasadena, Calif.).

The contract is worth over \$4 billion over five years and includes a 120-day transition period. The contract includes a potential option period of three years and a second option period of two years.

Changes at DOE

Amid much media coverage and speculation since last spring, Energy Secretary Rick Perry stepped down effective Dec. 1, 2019. President Trump nominated his deputy, Dan Brouillette, who sailed through his Senate confirmation hearing in mid-November.

Brouillette previously worked for the DOE and has extensive experience on Capitol Hill. In the confirmation hearing, he pledged to fight for DOE's budget.

It looks like the agency will receive the necessary funds for fiscal year 2020. On Dec. 12, congressional appropriators reportedly reached agreement on several funding issues. The House Majority Leader Steny Hoyer (D-Md.) said he expected Congress to vote on Dec. 17 on two funding packages; one included DOE appropriations.

(Continued on page 2)

(Continued from page 1)

Other Changes

We have had changes in the AEWG executive board as well. AEWG Vice President Herman Potter, from Local 1-689 at the former Portsmouth Gaseous Diffusion Plant cleanup site, stepped down after a number of years on the board, and Matt Chavez, Local 12-652 president at Idaho National Laboratory, was elected to take his place. We also have a new recording secretary, Kayla McWaters, from Local 1-689.

I think we can all agree that the saddest changes of all were the unexpected passing of former AEWG chair and USW International President Kip Phillips in September and District 10 Director Bob LaVenture in November. They were two great union leaders who dedicated their lives to our members. We will miss them greatly.

We are working on establishing an education fund in Kip Phillips's honor at the International.

For those who wish to honor Director LaVenture, you can make a tax-deductible donation to the Steelworkers Charitable and Educational Organization that helps members rebuild their lives after a natural disaster. Checks should be made out to Steelworkers Charitable and Educational Organization and sent to: Steelworkers Charitable and Educational Organization, 60 Boulevard of the Allies, Room 1109, Pittsburgh, PA 15222.

Let us embrace the New Year ahead with energy, solidarity and action to create a more just workplace for everyone. I hope you and your loved ones have a wonderful holiday full of joy, togetherness and relaxation.

In solidarity,

Roxanne D. Brown
USW International Vice President

USW Atomic Council Mourns Passing of District 12 Director Bob LaVenture

District 12 Director Bob LaVenture was a staunch supporter of the Atomic Energy Workers Council (AEWC), who always tried to attend meetings if his busy schedule permitted it.

This included the Oct. 31/Nov. 1 meeting earlier this fall. Almost two weeks later, he passed away suddenly while on a trip to meet with the Arizona AFL-CIO to gain support for the Asarco workers engaged in an unfair labor practice strike. He was 68.

“Bob was a tireless union activist who always fought on the side of working people, first in his home state of Wisconsin and later on behalf of our members in District 12,” said USW International President Tom Conway. “Bob was a good friend who touched many lives. He will be sorely missed.”

LaVenture had three major USW-represented nuclear sites in his district: the Hanford Nuclear Reservation in eastern Washington State, the Idaho National Laboratory west of Idaho Falls, Idaho, and the Waste Isolation Pilot Project, east of Carlsbad, N.M. Each site had its own unique challenges. At AEWG meetings, LaVenture listened intently to the members describing their issues and worked with them on possible ways to address the problems.

“Bob was an invaluable member of the Atomic Energy Workers Council,” said USW Interna-



tional Vice President Roxanne Brown, who leads the union's nuclear sector. “We will miss his leadership, his dedication to our members and union, and his kind, thoughtful manner.”

LaVenture joined the labor movement in 1970 when he went to work at an International Harvester—now Navistar—foundry in Waukesha, Wis., as a member of Local 3740. He participated in his local as a trustee, local union steward, vice president and president. While he was a local president, he helped create the first worker education center in Wisconsin, called the Navistar Education Center. He then went on to help develop other worker education centers as a state AFL-CIO coordinator.

In 1993, LaVenture was appointed to a USW staff representative position, and in 2009, he became District 12 director.

(Continued on page 3)



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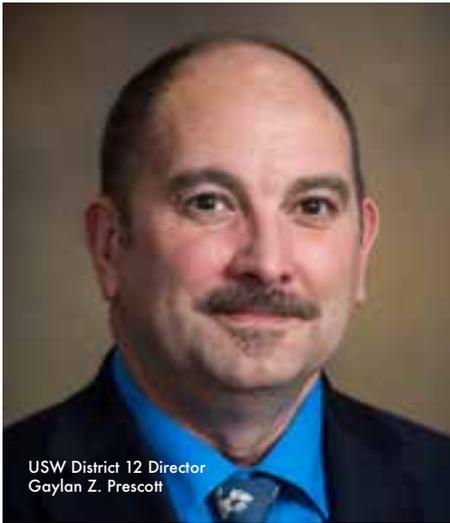
“As a director, Bob was a fierce advocate for American industry and jobs, chairing contract negotiations with EVRAZ Rocky Mountain Steel, Kaiser Aluminum, ASARCO, and Kennecott Utah Copper, as well as heading the USW Cement Council,” Conway said. “He was also profoundly dedicated to cross-border solidarity, working closely with our

union brothers and sisters at Los Mineros in Mexico, fighting so that all workers could have a better life.”

Tax-deductible donations can be made in honor of Bob LaVenture to the Steelworkers Charitable and Educational Organization (disaster relief fund) that helps USW members when they are in need and struggling to recover after a natural disaster.

Checks should be made out to the “Steelworkers Charitable and Educational Organization,” and mailed to:

Steelworkers Charitable and Educational Organization
60 Boulevard of the Allies
Room 1109
Pittsburgh, PA 15222



USW District 12 Director
Gaylan Z. Prescott

The USW International executive board at its Dec. 11, 2019 meeting appointed Gaylan Z. Prescott as District 12 director to replace the late Bob LaVenture, who passed away unexpectedly on Nov. 13 at the age of 68.

Prescott, a longtime union activist and leader, serviced as the assistant to Director LaVenture since January 2018.

“Bob was irreplaceable,” Prescott said. “He was a dear friend, and I was honored that he trusted me to serve as his assistant. He had a real love for the membership, and his dedication to workers was unmatched.”

Several years ago, Prescott attended USW Atomic Energy Workers

USW International Appoints Prescott to be District 12 Director

Council (AEWC) meetings as a staff representative for Local 12-369 at the Hanford Nuclear Reservation.

30-plus years of experience

Prescott started his union career in 1986 as a shop steward in the pot rooms at the former Reynolds Metals Co. aluminum reduction plant in Longview, Wash. He was a member of the Aluminum, Brick and Glass Workers International Union, which merged with the United Steelworkers of America International Union (USWA) in January 1997. He worked as a casting machine operator and pot tender at the factory

Much like Hanford, with its various unions organized into one council, Prescott’s plant had a council representing about 700 workers who belonged to multiple unions. In 1990, the members elected him to the first of three terms as president of the Longview Federated Aluminum Council.

The USWA hired him in 1999 to help the 2,900 members Kaiser Aluminum locked out at its five manufacturing facilities in Washington, Ohio

and Louisiana. The work stoppage became one of the longest and most contentious in the union’s history.

In December 1999, the union appointed him to be a staff representative, and he became sub-director of District 12, Sub-District 3, in 2012.

Prescott also served in key positions on two aluminum councils and was on the board of directors of the Alliance for Sustainable Jobs and the Environment, a precursor to the environmental-labor coalition, the BlueGreen Alliance.

In his new role, he wants to enhance direct member-to-member communication and engagement throughout the district. He also wants to expand educational opportunities, particularly for women and younger members, through the USW’s Women of Steel and Next Generation programs.

District 12 encompasses the states of AK, HI, WI, OR, ID, CA, NV, UT, AZ, NM and CO. It is home to the Hanford Nuclear Reservation in Washington State, Idaho National Laboratory in Idaho and the Waste Isolation Pilot Plant in New Mexico.





Local 9-677's New Hire Orientation Program Builds Union Solidarity

Building union power requires orienting new employees to their local and following up with communication in the workplace so they will join and become active members. Local 9-677 is doing this with its new employee orientation sessions that have company support and include follow-up communication on the shop floor at the Nuclear Fuel Services (NFS) plant in Erwin, Tenn.

But this was not always the case.

During 2011 negotiations, the local proposed to have 30 minutes of time with the new employees.

"The company didn't want anything to do with that," said Local 9-677 chief steward Heath Shook, who was a committeeman at the time. "They didn't want the union to have time with the new hires."

By February 2019, the company's orientation program was providing incorrect information to new employees, Shook said. He said it was not intentional, and was a matter of the human resources director not having experience working with labor unions and understanding the collective bargaining agreement.

"There was so much confusion,"

Shook said.

So, he asked Andrew Nelson, the local's president, about approaching NFS with a new orientation program that management and the local would present jointly. "The company thought it was a great idea," Shook said.

Explaining the contract

He and the new labor relations manager, Kelly Grieger, presented the first new employee orientation on March 23, 2019 at the general employment training facility outside of the plant.

"I do most of the talking because I understand the contract, I am the former union president, and I have years of experience," Shook said.

He said he keeps the one-hour orientation easy to understand with bullet points on issues like seniority, shift preference, pay rates, vacation time, floating holidays, the attendance policy, hourly sick leave, the Family and Medical Leave Act, and the calculation of union dues.

"I give them information that is contractual so that the new hires know their rights and are prepared before they enter the plant," Shook said. "I want to make sure they understand this is a contract negotiated by the union and is not given to them by the company."

He tells the new employees that if they have a question or an issue during the probationary period or if they have a

family emergency, they should contact him or Grieger and they will handle it.

"It is inevitable that someone has something going on that we can help them with. It takes a lot of pressure off of Andrew and the union committee," Shook said. "The company, overall, has been pleased, too. They realize we are not trying to hijack the process."

Shook and Grieger average one new hire orientation per month because NFS is in a hiring spurt. As of Oct. 31, the company hired 38 new employees. Shook said that 16 are in probation and 22 are members. New hires cannot join the local until they complete their six-month probation period.

"After they get their probation time in, I remind them what we talked about in our new hire orientation, like the floating holiday," he said. "I went back to the new hires that came in February before the revamped orientation program and talked to them about the union and the contract."

"We're trying to do a good job of educating new employees. It sure is effective. So far, everyone has come in and joined the union," Shook said.

Local 9-677 represents 322 workers at NFS, which makes the nuclear fuel that powers the U.S. navy's submarines and aircraft carriers.

Marshall “The Counselor” Pullen dies in West Paducah

By Berry Craig, AFT Local 1360



Marshall Pullen, known by many of his union brothers and sisters as “The Counselor,” died in October at age 68 in West Paducah, Ky.

Pullen served as an OCAW Local 550 committeeman beginning in 1978, and continued in this position through the PACE and USW mergers until 2010. During his tenure, he studied and became knowledgeable about the National Labor Relations Act and its benefit to workers. Union members eventually nicknamed him “The Counselor,” after he filed several charges with the National Labor Relations Board against Paducah Gaseous Diffusion plant management.

Pullen worked at the atomic plant near Paducah for 41 years, starting in 1973. J.W. Cleary, a Local 550 retiree, said Pullen helped negotiate contracts that resulted in substantial pay and benefit hikes for union workers.

“Marshall Pullen was a defender of workers’ rights and despised injustice against anyone,” said Jim Key, USW

Local 550 vice president and president of the USW Atomic Energy Workers Council. “He was never one to quit, or back down when it came to making a wrong a right. His legacy will always include his fight, determination and a voice for the common worker.”

Pullen, an African American man, grew up when segregation and race discrimination were still the law and social order in Paducah. He was “a follower and a believer of the words of Dr. Martin Luther King that all men are created equal,” Key said.

Pullen is survived by his wife of 46 years, Iva Rouse Pullen, a daughter, Michelle Pullen of Louisville, and a granddaughter.



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