Meeting Summary
Jeff Harrell, National Training Center (DOE-HSS) and local labor leaders

Topic: Developing site-wide, standardized training, based (primarily) on the "HAMMER Training Model" – Fact Finding

Date/Location: 5/13/08 – HAMMER, rm. 67

Attendees:
Jeff Harrell, DOE-HSS
Gordon McCleary, OPCIMIA
Dave Davis, CWBT
Tom Schaffer, Metal Trades
Fred McClure, HAMTC
Randy Coleman, HAMTC
Michael Turner, HAMMER
Jim Worthington, SMWIA (by phone)

(Jeff Harrell started the meeting by giving a brief summary of his career: Twenty years USAF, specializing in security matters. Two years at the NTC.)

Harrell:
- The NTC has been given the title: "Center of Excellence" for Safety and Health, but no money has come with that title, though some is starting to trickle in.
- NTC has done security training for contractors for years and is now starting to do some H and S training for federal personnel.
- Glenn Podonsky wants to see safety training oversight of DOE contractors.
- NTC has 150 total staff, three doing health and safety
- NTC also has contractors (Battelle and an '8A' Native American, small biz contractor)
- NTC cannot possibly do all contractor H and S training at their location
- Reiterated: No HAMMER East (no $$)
- Wants to take the concepts and methods used at HAMMER and apply complex-wide
- Will be appearing before the EFCOG Executive Board in mid-June to discuss safety training

Davis:
- The biggest problem you will face is reciprocity and contractors claiming that each of their training is unique and that they have to do their own training for liability reasons.
- What contractors need to consider are the long-term cost benefits of less accidents and not having to re-train recently laid-off or transitory workers.

Coleman:

- SME's/Worker-Trainers must be selected from the sites/disciplines where they will train.

Harrell:

- What are the incentives for a worker-trainer?
- A: Control over your own destiny, having pride in your job, attendance at off-site conferences and workshops, builds labor/management trust (Schaffer and McCleary).

Worthington:

- Contractors, site managers and labor leaders from around the Complex need to visit HAMMER to see the programs in place.

McCleary:

- You can't incentives the removal of health and safety training. DOE needs promote training in the contracts and enforce their contracts.
- Big step is getting the contractors to establish MOUs that will ensure worker-trainers are compensated the same as if they were working on the job. (grants do not cover benefits).

Harrell:

- (Summarizing): Standardization is key; HTC security model: on-site and field verification, sets the standards, transportability (tracking is another issue)

Worthington:

- HAZWOPER training is a good example of an early model where DOE set up a standard among its sites.

Harrell:

- One of the biggest problems will also be who owns this (HAMMER is in the EM budget only, correct? A. yes)
- What about the "Clearinghouse" concept?

McCleary:

- NIEHS does a great job of this.

Harrell:

- That's one of the topics I will discuss with Chip Hughes on Friday.
- What would the scope be and what facilities would be covered, who owns, who pays?

Worthington:

- Ultimately, DOE is the owner. It's their sites.

Schaffer:

- There are existing training budgets at each site. At one time at Hanford, that budget was around $100 million, so there is still money being spent on training.

Harrell:

- Why can't DOE just mandate H and S training like they do with Security? There seems to be built-in barriers to standardization

Davis:

- Again, it's a liability issue. Contractors use this as a good "smokescreen"
- A good way to start would be with the Metal Trades and the Construction Trades. You can find either or both at most sites.

Harrell:

- I'd like to visit other sites to access training, but coming from HSS, I think I'd encounter resistance. They'd think I was there to mandate.
- I also don't want the other contractors to think I'm getting input from only one contractor (Point: there are only a few M and O contractors left in the DOE world, most of whom are here at Hanford and have bought-in to the HAMMER training concept)

Other key discussion points not attributed to one person:

- Partnering with labor and the NIEHS was mentioned several times
- Benchmarking is an issue (citing UK example). Worker-Trainer tenets are not easily established. Need a proven example to rely on.
- Standardization, standardization, standardization.
- Good training saves in the long run
- DOE must get in "up front" on the standardization issue – meaning must be written into new contracts. Take a look at the MSC (mission Support Contract) to see an example.