



## Welcome to the CNS Partners in Excellence Event

**Event Topics:** COVID Impacts, Contract Status, Labor Relations (CLAs/PLAs and Differing Rules Between Sites), and Future Opportunities

**Note:** You are muted when you first join the event and cannot unmute yourself. If you need assistance, please send a message to the Host via Chat.

If your audio is not functioning, please call in using the information below:

**Phone Number:** US Toll +1(415)-527-5035

**Access Code:** 199 021 1807

**Event Password:** 93797875

**We Will Begin Shortly**

### Disclaimer

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This document has been reviewed and confirmed to be UNCLASSIFIED and contains no UCNl.

Name: Roger Dollar

Date: 08/11/2020

CNS eDC/RO ID: 226784

## General Webex Information

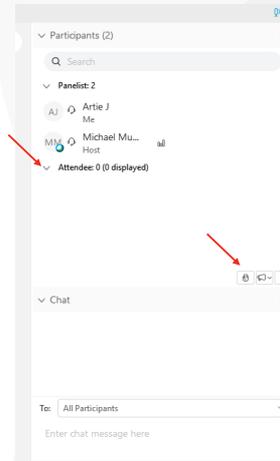
### Important Notes to Remember for All Participants:

- Please keep your mic on **mute** during the presentation to keep feedback or other background noise from distracting the presenter and/or other attendees 
  - **Note:** Attendees are automatically set to Mute upon entering the workshop and cannot Unmute themselves unless given permission by the Host
- Please do not speak out during the presentations unless requested/called upon by a panelist or presenter
- Slow or Questionable Internet Connection? Dial in:
  - **Audio Conference:** US Toll +1-415-527-5035
  - **Access Code:** 199 021 1807
  - **Event Password:** 93797875 (for phone connection only)
  - Please Note: This info is provided to us by Webex, however, individuals may receive slightly different login/password info based on their unique registration confirmation emails.

## General Webex Information

### Important Buttons to Take Note of:

- In the middle of your screen, to the right of your name in the Participants list, you will see a mic button. This controls the mute function.
- In the Participants list on the right side of your screen, you will see those who are designated as Panelists and just yourself within the Attendee section.
  - If you wish to view other Attendees, select the blue **"View All Attendees"** button located under your name in the Attendees section of the list
- If you have a question that you would like to ask, select the **Raise Hand Button** located at the bottom right side of the participants list on the right side of your screen.
- If you would like to say **"Yes"** or **"No"** you may select the response button located at the bottom of the Participants list on the right side of your screen (directly next to the raise hand icon)



## General Webex Information

### Chat Functions within Webex:

- Under the Participants list, there will be a Chat menu (may be collapsed at the bottom– if so select “Chat” and the menu should be revealed)
- Selecting the “To” button within the Chat menu will designate who will receive your message
  - **To all Participants:** Everyone in the meeting will be able to view your chat message (Should not be used unless directed to)
  - **To all Panelists:** Only all Panelists will be able to view your chat message
  - **To Host:** Your message will only be visible to the Host
  - **To Presenter:** Only the individual currently presenting will be able to view your chat message
  - **To Host and Presenter:** The Host and the Presenter will be able to view your message
  - **Selecting Individuals Name:** Selecting an individual’s name will make your chat message only visible to the individual that you have selected.
    - **Note:** During our Q&A Session, questions should be sent to all Panelists. **If questions are sent to another individual or group in the Chat menu, they may not be seen.**

## Call Agenda

2:00-2:05	Welcome
2:05-2:15	Opening Remarks Doug Freund
2:15-2:25	CNS Introductions
2:25-2:35	COVID-19 Site Update Jason Eaton
2:35-2:45	CNS Contract Status – Contractor Performance Expectations Cynthia Morgan
2:45-3:10	Labor Agreements at Y-12 & Pantex Stefanie Richards and Isaac DeLosSantos
3:10-3:25	Upcoming Opportunities – Kim Irwin
3:25-3:40	Breakout Sessions
3:40-3:55	Q/A Session
3:55-4:00	Closing Remarks



## Opening Remarks

**Doug Freund**

[Douglas.Freund@cns.doe.gov](mailto:Douglas.Freund@cns.doe.gov)

Vice President, Operations Support

## Safety Message – Prohibited & Controlled Articles

- **Prohibited Items:**

- Items that are **NEVER** allowed **ANYWHERE** on-site, unless prior authorization has been received from the Safeguards & Security Division.

- **Controlled Items:**

- Items that allowed on-site, but **MUST** remain in personal vehicles in the Property Protection Area.
- Never assume; always verify



## CNS Introductions





## COVID-19 Site Update

**Jason Eaton, C.P.M.**

[Jason.Eaton@cns.doe.gov](mailto:Jason.Eaton@cns.doe.gov)

Senior Director, Supply Chain Management



## **CNS Contract Status – Contractor Performance Expectations**

**Cynthia Morgan**

[Cynthia.Morgan@cns.doe.gov](mailto:Cynthia.Morgan@cns.doe.gov)

Director, Business Enterprise Operations



## **Construction Labor Agreement (CLA)**

**Stefanie Richards**  
[Stefanie.Richards@cns.doe.gov](mailto:Stefanie.Richards@cns.doe.gov)  
Y-12 Labor Relations

## Construction Labor Agreement Overview

### Per ARTICLE XVI-Subcontracting of the Construction Labor Agreement (CLA):

- Any Subcontractor, of whatever tier, performing covered work on these project sites shall become signatory to the CLA.
- Prior to commencement of work on a project site:
  - The subcontractor shall indicate their acceptance of the terms and conditions of the CLA by signing the Agreement and providing a copy to the President of the Knoxville Building and Construction Trades Council (KBCTC).
  - The subcontractor will arrange and conduct a pre-job conference with the signatory Unions and the CLA Lead Administrator.
- Work will not proceed in the event that a pre-job conference is not held.
- A representative from all sub-tiers must attend.
- Contact information to schedule pre-job conference:
  - Stefanie Richards, CLA Lead Administrator at 865-574-8583

## Construction Labor Agreement Overview - Continued

- Article III-Management's Rights
- Article VI-Referral of Employees
- Article X-Wage and Benefits
  - Expect wage and fringe increases annually on May 1.
  - 2019 increase is 2.6%
- Article XI-Hours of Work, Overtime, Shift Provisions
  - Standard work shift is 4, 10 hour days, 4/10's.
  - Clarification of holidays and 4/10's on page 51 of CLA.
  - Language for 5, 8 hour days is included in the CLA.
- Article XII-Holidays
  - 7 holidays, not paid unless worked.
- Article XIII-Minimum Pay and Reporting Time
  - 2 hours minimum at the applicable straight time rate

## Construction Labor Agreement Overview - Continued

- Article XVIII-Apprentices
  - The combined employment of apprentices and other non-journeyman classifications may be 33-1/3% of the craft workforce.
- All subcontractors will be required to pay a total wage and benefit package as contained in Article X of the CLA through the duration of their work on the project and will provide certified payrolls to the Subcontract Administrator.
  - Employees must be paid no less frequently than weekly.
  - Must submit certified payrolls weekly, within 7 days of the date the contractor pays employee.
- Communicate with CNS Labor Relations on:
  - Grievances
  - Disciplinary actions
  - Major jurisdictional issues
  - Outside complaints, lawsuits, NLRB charges, Congressional inquiries, etc.
  - Any and all other situations that could affect the employer-employee (union) relationship.

## Construction Labor Agreement Overview - Continued

- Questions:
  - Pre-Bid – Submit in writing through the Subcontract Administrator.
  - Pre-Construction – Contact Labor Relations Stefanie Richards 865-574-8583



## **Labor Bargaining Agreements (LBA)**

**Isaac DeLosSantos**  
[Isaac.DeLosSantos@cns.doe.gov](mailto:Isaac.DeLosSantos@cns.doe.gov)  
Pantex Labor Relations

### CNS Pantex Bargaining Units

Union	Total Employees Represented	Occupation Represented
Pantex Guard Union (PGU) (P)	~500	security police officers
Metal Trades Council (MTC) (P)	1,200	maintenance, production and service
West Texas Building Trades (WTBT) (P)	32	Direct Hire construction workforce

\* Contractors are NOT required to be signatory to any of the above Collective Bargaining Agreements\*

## Pantex Construction Wage Requirements

### **CONSTRUCTION WAGE RATE REQUIREMENTS (FORMERLY DAVIS-BACON ACT)**

Davis-Bacon Act is applicable to the work covered by Section C, Specifications/Statement of Work. General Decision No. TXxxxxx dated xx/xx/xxxx can be found on the Department of Labor's website at the following URL: <http://www.wdol.gov/>

All payrolls will be certified and electronically submitted via e-mail on Company's Form PX-235, "Contractor or Subcontractor Weekly Payroll Statement," on a weekly basis, within seven (7) calendar days of the actual payroll date, for prime and lower-tier subcontractors.

### **CONSTRUCTION WAGE RATE REQUIREMENTS (FORMALLY DAVIS-BACON ACT)**

#### **– SECONDARY SITE OF THE WORK**

- The Offeror shall notify the Company if the Offeror intends to perform work at any secondary site of the work, as defined in paragraph (a) (1) (ii) of the FAR clause at 52.222-6, Construction Wage Rate Requirements, which is incorporated by reference in this solicitation.
- If the Offeror is unsure if a planned work site satisfies the criteria for a secondary site of the work, the Offeror shall request a determination from the Company.
- If the wage determination provided by the Company for work at the primary site of the work is not applicable to the secondary site of the work, the Offeror shall request a wage determination from the Company.

The due date for receipt of offers will not be extended as a result of an Offeror's request for a wage determination for a secondary site of the work.



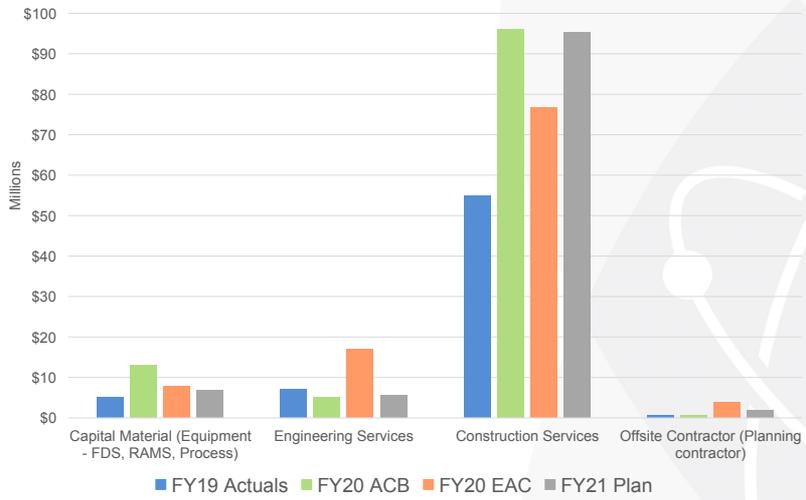
## Upcoming Opportunities

**Kim Irwin**

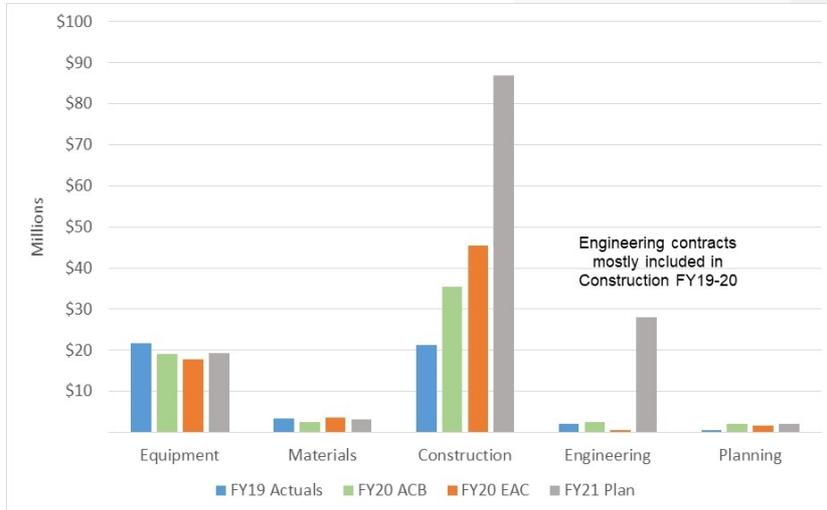
[Kimberly.Irwin@cns.doe.gov](mailto:Kimberly.Irwin@cns.doe.gov)

Senior Director, Projects Management

### Pantex FY19-21 Spend for Contract & Equipment Values



## Y-12 FY19-21 Spend for Contract & Equipment Values



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**Breakout Sessions**



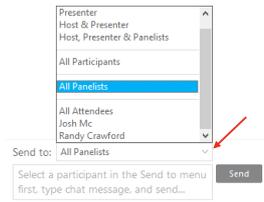
**Question and Answer Session**

## Q&A Chat - Webex Information

### Important Buttons to Take Note of:

- Locate the Chat tab on the right side of your screen
  - If it's not visible, try clicking the carrot to open up the Chat tab
- Navigate to "Send to:" and click the drop-down
- Select "All Panelists", type your question, and Send

Chat



Participants

Speaking:

Panelist: 1

Michael Mulligan (Host, me)

Attendee: 1

Josh Mc

Audio

Chat

Send to: All Panelists

Select a participant in the Send to menu first, type chat message, and send...

Send

Connected Cisco

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### Closing Remarks

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Remind survey link