



PANTEX GUARDS UNION

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January 11, 2010

Mr. J. G. Meyers
General Manager
B&W Pantex
PO Box 30020
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Reference: Case Worker Program Underlining Career Longevity

Dear Greg,

It has come to our attention that B&W Pantex has hired fourteen Production Techs from outside the plant. We find this extremely disheartening and misleading given the past practice of hiring our disqualified Security Police Officers (SPOs) for positions within the plant. This is the cornerstone and foundation of the Career Longevity Program. This program from our Collective Bargaining Agreement (CBA) has been referenced by the NNSA Standing Committee as a model for the whole DOE enterprise. With disqualifications continuing to rise due to physical and medical standards within the Protective Force, B&W Pantex should strive to find Protective Force members jobs within the plant. We need to continue to broaden employment opportunities for aging or injured personnel and also to further encourage our Protective Force personnel seeking alternative career paths to actively compete for such opportunities. B&W Pantex should never ever shut its door on these individuals who have chosen careers in defending our country's most valued assets.

When our CBA was negotiated in 2007 (under Article XXIV Section 3.) the career longevity plan was focused upon supporting options and to promote longevity for protective force personnel who may experience legitimate medical complications, brought about from illness, injury, or aging. These conditions ultimately inhibit their ability to maintain the SPO defensive/offensive combative standard. These are requirements on physical, medical or firearms qualification standards that are mandated by the Department of Energy (10 CFR 1046 and DOE M 470.4-3A.) Our CBA is designed to provide employment options for long – term Protective Force members who experience legitimate complications that prohibit them from maintaining CFR standards.

B&W Pantex best interest is to promote an opportunity for a second career to Protective Force members by developing a transition plan and training curriculum for several reasons. First, the knowledge that a second career awaits makes for a positive attitude on the part of Protective Force members and a higher morale for the Protective Force as a whole. Second, to the extent that personnel choose to focus on second careers within

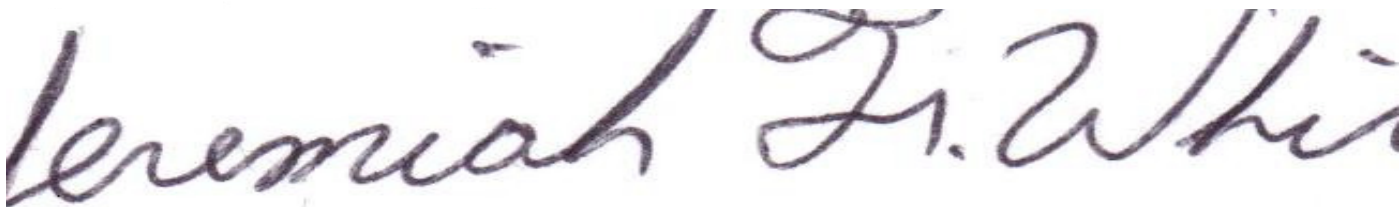
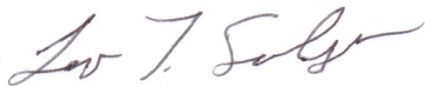
B&W Pantex and DOE, which would help in security disciplines where B&W Pantex and DOE derives additional benefit from years of experience accumulated during their Protective Force careers. Third, Protective Force members already have full Q clearance and HRP that ensure they maintain the highest standards of reliability and suitability.

Furthermore, there is no College or University in the world that trains individuals to assemble or disassemble nuclear weapons. Pantex has an established method to train personnel to assemble or disassemble weapons. Retraining our Protective Force members should not be that difficult as previous SPOs have succeeded in that same transition. Our Protective Force member's security clearance, radiation worker training, general training and site experience are sufficiently valuable, where B&W Pantex and DOE may find it less expensive to fund any other necessary retraining. This is particularly true when the alternative is a new hire from outside the plant with no training and experience. Career retraining for B&W Pantex Protective Force employees should be an operating principle to build on and to establish a retraining structure and practices that can be of great benefit and value to all concerned.

Finally, through the retention of Protective Force personnel who have already demonstrated trustworthiness and ability to work hard within our workforce, it is beneficial to B&W Pantex as a whole. To add that the impact of a sudden loss of income is potentially an issue at any age, but is particularly acute for personnel who are disqualified. A sudden pay loss, for whatever disqualification, will likely prove catastrophic. Preventing such disasters is not simply the right thing to do for the Protective Force members but an obligation from B&W Pantex. Hiring from the outside before placing our Protective Force members in those jobs is simply wrong and harmful for all. Taking care of our own is the best practice and most efficient way of doing business and the ex - Protective Force member will continue to contribute to security of the plant.

I hope you are open-minded on the concern I have raised. I look forward to the opportunity to discuss in detail this letter with you. Should you have any questions please contact President, Frank White or me at (806) 477-5748

Sincerely,



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