

# Partnering For Success



**UCOR**  
URS | CH2M  
Oak Ridge LLC



**Kevin R. Adkisson**  
Southern Representative  
North America's Building Trades Unions

# North America's Building Trades Unions

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Safety and Productivity Go Hand-in-Hand

- Projects using NABTU crafts are 17% safer and more productive than projects that don't.\*

We Preach It – Culture of Safety

We Practice It – Unsurpassed Safety Training

We Live It – Personal Responsibility and  
Accountability

\*source: Independent Project Analysis, Inc.



# Partnership With All Parties

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- Department of Energy Oak Ridge Office of Environmental Management (DOE-OREM)
  - Understand and Support the EM mission
- URS | CH2M Oak Ridge LLC (UCOR)
  - Understand the Work Scope and other Needs
- North America's Building Trades Unions (NABTU)
  - Structure our workers to most effectively meet the needs of DOE-OREM and UCOR



# DOE-OREM Partnership

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## ➤ Involvement

- How best can we establish an effective working relationship?

## ➤ Interaction

- With DOE-OREM it is important that there be frequent interaction between the parties

## ➤ Engagement

## ➤ Work to understand each other

- DOE's attendance at the monthly Union Management Administrative Committee (UMAC) meetings shows its involvement in NABTU's matters and gives us the opportunity to understand the status of important DOE projects.



# UCOR Partnership

- Open and frequent communication
  - Active and ongoing involvement by all levels of management with the workforce shows their concern for what is important to the workforce and that they want to work with us in an open format to address our concerns
- Open door policy
  - Management's openness with the workforce demonstrates to workers that they are heard and taken seriously
  - The result is higher morale, leading to safer behaviors and higher productivity
- High morale
  - Voluntary Protection Program (VPP)
  - Getting the Job Done Safely:
    - 2.9M square feet of buildings demolished
    - Over 36K loads sent to Environmental Management Waste Management Facility (EMWMF) without an accident
    - Over 208K cubic meters of nuclear waste disposed
    - Calendar Year 2015 total recordable case (TRC) rate 0.00
    - Lost Workday Away (LDWA) rate 0.00
    - Have worked over 2.8M hours without a LDWA





# UCOR Partnership (cont.)

- Cooperative approach to resolving issues
  - No grievances since UCOR arrived
- Union Management Administrative Committee (UMAC)
- Cooperative Agreement of Labor and Management (CALM)
  - UCOR's active involvement with UMAC, CALM, sponsorship of the Tennessee Labor Management Foundation tells us we are important
- UCOR's active pursuit of the VPP STAR demonstrates to the workers that the highest premium is placed on making and keeping its operations safe so that all workers feel heard and appreciated in raising safety issues
- Mutual trust and respect
  - Honor jurisdiction and historical work practices



# North America's Building Trades Unions

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## What We Have To Offer:

- ✓ Ease of hiring
- ✓ Skilled referrals
- ✓ Apprenticeship and training programs
- ✓ Nationwide pool to draw upon
- ✓ Low to no hiring cost
- ✓ Only paid when they are actually working
- ✓ Call out flexibility
- ✓ Portable retirement and health/welfare benefits
- ✓ Ease of Release
- ✓ Schedule Flexibility



# North America's Building Trades Unions

- Work ethic
  - Code of excellence
- Here to help - Advocate on employer behalf
  - VPP (local and national)





# North America's Building Trades Unions

We are uniquely qualified and ready to safely and productively accomplish the DOE clean-up mission

246 Building Trades employed by UCOR

Partnership key to success produces uniquely qualified team



- Motivated workforce
- Good relationship
- Communication anytime
- Helped to make Oak Ridge successful



# North America's Building Trades Unions

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## NORTH AMERICA'S BUILDING TRADES UNIONS

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*Value on Display. Every Day.*

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