

Workforce Reduction Plan For Redacted **Power Plant**
Summary Plan

1. Total number of reductions	Up to 60
2. Desired number of Management/A&T voluntary	22
3. Desired number of SEIU voluntary	5
4. Desired number of ESC voluntary	11
5. Number of Management/A&T involuntary	25
6. Number of SEIU involuntary	19
7. Selection criteria being used for Management/A&T involuntary (i.e. performance, skills, knowledge, etc.)	See attached department plans.
8. Selection criteria being used for SEIU involuntary	Seniority based on hire date as defined in labor agreement.
9. Departments/job classifications that are being offered voluntary severance	See attached department plans.
10. List any exceptions to the department definition offering, be specific (any exclusion).	See attached department plans
11. If more volunteers are received than you are willing to accept, how will you determine which employees will be accepted?	Acceptance will be based on company service using the most recent hire date.
12. Are there any exceptions that would prevent you from accepting all volunteers up to the desired target (i.e., if more than x from the same department, only x will be accepted. Selections will be based on Service since most recent hire date)?	See attached department plans

DCPP Engineering Services Workforce Reduction Plan

1. Total number of reductions	1 Voluntary 1 Involuntary if no voluntary reductions AND overall DCPP target is not met.
2. Desired number of voluntary	1
3. Number of involuntary	1 (if not voluntary and DCPP target is not met)
4. Selection criteria being used for involuntary (i.e. performance, skills, knowledge, etc.)	Ability to combine two groups under one supervisor. Long term plan to combine these groups.
5. Departments/job classifications that are being offered voluntary severance (describe how department was defined)	Engineering Supervisor position in the Mechanical Systems Engineering - Predictive Maintenance group
6. List any exceptions to the department definition offering, be specific (any exclusion).	None
7. If more volunteers are received than you are willing to accept, how will you determine which employees will be accepted?	Only one specific supervisor will be eligible. If employee does not volunteer, then we may move to involuntary plan if DCPP target is not met.
8. Are there any exceptions that would prevent you from accepting all volunteers up to the desired target (i.e., if more than x from the same department, only x will be accepted. Selections will be based on Service since most recent hire date)?	Not applicable since only one voluntary severance will be offered.

DCPP Site Services Workforce Reduction Plan

1. Total number of reductions	29
2. Desired number of Management/A&T voluntary	5
3. Desired number of SEIU voluntary	5
4. Number of Management/A&T involuntary if targeted voluntary number is not met.	5
5. Number of SEIU involuntary	19 (T/A NORA's that support Reactor Head Project)
6. Selection criteria being used for involuntary (i.e. performance, skills, knowledge, etc.)	<ul style="list-style-type: none"> • Performance (management/A&T) • Ability of organization to accommodate staff reduction • Seniority (SEIU positions)
7. Departments/job classifications that are being offered voluntary severance (describe how department was defined)	<ul style="list-style-type: none"> • Supervisory personnel in defined departments (i.e., Regulatory Services, PP&R, Procedures, EP) • NORA (SEIU positions)
8. List any exceptions to the department definition offering, be specific (any exclusion).	No personnel were identified from General Services owing to current staffing levels and workload.
9. If more volunteers are received than you are willing to accept, how will you determine which employees will be accepted?	Acceptance will be based on company service using the most recent hire date and company service as defined in the SEIU agreement.
10. Are there any exceptions that would prevent you from accepting all volunteers up to the desired target (i.e., if more than x from the same department, only x will be accepted. Selections will be based on Service since most recent hire date)?	Not able to accept any more than the target number per department (RS =1, PP&R = 2, Procedures = 1, EP = 1)

DCPP Strategic Projects Workforce Reduction Plan

1. Total number of reductions	6 Voluntary 5 Involuntary if no voluntary reductions
2. Desired number of voluntary	6
3. Number of involuntary	5 (all but 1 – 24 Month Principal Nuclear Project Manager))
4. Selection criteria being used for involuntary (i.e. performance, skills, knowledge, etc.)	Workload and employee performance
5. Departments/job classifications that are being offered voluntary severance (describe how department was defined)	RxHead (Ginter) (1) Senior Nuclear Learning Consultant (1) Principal Engineer (NBU) (1) Project Manager – Senior (NBU) (1) Project Manager –Supervisor Strategic Projects (Fledderman) (1) SGRP Principal Nuclear Project Manager (NBU) (1) 24 Month Fuel Cycle Prin Nuc PM (NBU) Departments defined by project critical workload
6. List any exceptions to the department definition offering, be specific (any exclusion).	none
7. If more volunteers are received than you are willing to accept, how will you determine which employees will be accepted?	Not Applicable. There is only 1 employee in each of the affected classifications.
8. Are there any exceptions that would prevent you from accepting all volunteers up to the desired target (i.e., if more than x from the same department, only x will be accepted. Selections will be based on Service since most recent hire date)?	none

DCPP Learning Services Workforce Reduction Plan

1. Total number of reductions	2 Voluntary 2 Involuntary if no voluntary reductions
2. Desired number of voluntary	2
3. Number of involuntary if voluntary number is not met	2
4. Selection criteria being used for involuntary (i.e. performance, skills, knowledge, etc.)	Performance and reduction of work. 1 reduction targeted for GET area and 1 reduction targeted for ESP area.
5. Departments/job classifications that are being offered voluntary severance (describe how department was defined)	All job classifications in Learning Services Two Learning Service employees have a current Senior Reactor Operators (SRO) license. Due to our operating commitments to the NRC, we will not be offering these two employees the voluntary severance.
6. List any exceptions to the department definition offering, be specific (any exclusion).	None
7. If more volunteers are received than you are willing to accept, how will you determine which employees will be accepted?	Acceptance will be based on company service using the most recent hire date.
8. Are there any exceptions that would prevent you from accepting all volunteers up to the desired target (i.e., if more than x from the same department, only x will be accepted. Selections will be based on Service since most recent hire date)?	No exceptions.

DCPP Maintenance Services Workforce Reduction Plan

1. Total number of reductions	2 Voluntary 4 Involuntary if no voluntary reductions and DCPP number is not met.
2. Desired number of voluntary	2
3. Number of involuntary	4
4. Selection criteria being used for involuntary (i.e. performance, skills, knowledge, etc.)	Performance & skill
5. Departments/job classifications that are being offered voluntary severance (describe how department was defined)	Foreman General Foreman
6. List any exceptions to the department definition offering, be specific (any exclusion).	None
7. If more volunteers are received than you are willing to accept, how will you determine which employees will be accepted?	Acceptance will be based on company service using the most recent hire date.
8. Are there any exceptions that would prevent you from accepting all volunteers up to the desired target (i.e., if more than x from the same department, only x will be accepted. Selections will be based on Service since most recent hire date)?	No exceptions.

DCPP Operations Services Workforce Reduction Plan

1. Total number of reductions	4 Voluntary 7 Involuntary if no voluntary reductions
2. Desired number of voluntary	4
3. Number of involuntary	7
4. Selection criteria being used for involuntary (i.e. performance, skills, knowledge, etc.)	Reorganization and skills needed for remaining and new positions as a result of the reorganization.
5. Departments/job classifications that are being offered voluntary severance (describe how department was defined)	Radiation Protection Supervisor (3 voluntary or 6 involuntary) Chemistry Foreman (1 voluntary or 1 involuntary).
6. List any exceptions to the department definition offering, be specific (any exclusion).	None.
7. If more volunteers are received than you are willing to accept, how will you determine which employees will be accepted?	Acceptance will be based on company service using the most recent hire date.
8. Are there any exceptions that would prevent you from accepting all volunteers up to the desired target (i.e., if more than x from the same department, only x will be accepted. Selections will be based on Service since most recent hire date)?	No exceptions.

DCPP Site VP's Office Workforce Reduction Plan

1. Total number of reductions	1 Voluntary 1 Involuntary if no voluntary reduction and overall DCPD number is not met
2. Desired number of voluntary	1
3. Number of involuntary	1
4. Selection criteria being used for involuntary (i.e. performance, skills, knowledge, etc.)	Reduction of work – only one employee performing this work
5. Departments/job classifications that are being offered voluntary severance (describe how department was defined)	Principal Program Manager
6. List any exceptions to the department definition offering, be specific (any exclusion).	None.
7. If more volunteers are received than you are willing to accept, how will you determine which employees will be accepted?	Only one specific employee will be eligible. If employee does not volunteer, then we may move to involuntary plan if overall DCPD reduction number is not met.
8. Are there any exceptions that would prevent you from accepting all volunteers up to the desired target (i.e., if more than x from the same department, only x will be accepted. Selections will be based on Service since most recent hire date)?	Not applicable since only one voluntary severance will be offered.

DCPP Employee Concerns Program (ECP) Workforce Reduction Plan

1. Total number of reductions	1 Voluntary
2. Desired number of voluntary	1
3. Targeted number of involuntary	0
4. Selection criteria being used for involuntary (i.e. performance, skills, knowledge, etc.)	N/A
5. Departments/job classifications that are being offered voluntary severance (describe how department was defined)	Performance Improvement Coordinator
6. List any exceptions to the department definition offering, be specific (any exclusion).	None.
7. If more volunteers are received than you are willing to accept, how will you determine which employees will be accepted?	The ECP department only has two employees. One employee is the lead and the Performance Improvement Coordinator is the junior position. Only one specific employee will be eligible.
8. Are there any exceptions that would prevent you from accepting all volunteers up to the desired target (i.e., if more than x from the same department, only x will be accepted. Selections will be based on Service since most recent hire date)?	Not applicable since only one voluntary severance will be offered.

DCPP ESC Voluntary Offering

1. Total number of reductions	11 Voluntary		
2. Desired number of voluntary	11		
3. Targeted number of involuntary	0		
4. Selection criteria being used for involuntary (i.e. performance, skills, knowledge, etc.)	N/A		
5. Departments/job classifications that are being offered voluntary severance (describe how department was defined)	<u>Number</u>	<u>Department</u>	<u>Classifications</u>
	1	Quality (except QVA Section)	Quality Auditor, Senior Quality Auditor
	3	PP&R	Senior Engineer, Performance Improvement Coord, Senior Performance Improvement Coord.
	2	Engineering Serv.	Engineer, Senior Engineer, Sr Advising Engr, Sr Consulting Engr, Principal Engineer, I&C Engineer
	1	RP	RP Engineer
	2	Planning - Construction	Construction Planner, Senior Construction Planner
	2	Planning - Maintenance	Maintenance Planner, Senior Maintenance Planner
6. List any exceptions to the department definition offering, be specific (any exclusion).	None.		
7. If more volunteers are received than you are willing to accept, how will you determine which employees will be accepted?	Acceptance will be based on letter agreement of the parties.		
8. Are there any exceptions that would prevent you from accepting all volunteers up to the desired target (i.e., if more than x from the same department, only x will be accepted. Selections will be based on Service since most recent hire date)?	No exceptions.		