

## Section H

Section H provides special contract requirements that are not addressed in the other sections of the contract. Section H is of special interest in that it reflects the labor strategy and associated requirements the Department of Energy will use to minimize or mitigate the impact of the existing workforce reductions at the Paducah and Portsmouth sites. The final draft RFP will provide clear direction with regard to minimum standards in specific areas of importance to the Department such as wage and benefit continuity, pension and retiree health benefits and “right-of-first-refusal” to displaced workers for positions they currently perform. Additionally, the section requires the successful offeror to provide displaced workers “right-of-first-refusal” for all work for which they are qualified for or can become qualified for within a reasonable period in performance of any new work scope (*i.e.*, design, construction, operation, and decontamination and decommissioning). Any remaining staffing needs will be met via implementation of a “preference-in-hiring” of 3161 eligible displaced workers in accordance with Department guidance. In addition, the successful offeror will provide ten percent of their organization’s equity as a commitment to the overall financing (pricing) proposal.

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