



## Department of Energy

Washington, DC 20585

October 17, 2007

MEMORANDUM FOR: INGRID KOLB  
DIRECTOR, OFFICE OF MANAGEMENT

THRU: KEVIN T. HAGERTY  
DIRECTOR  
OFFICE OF INFORMATION RESOURCES

FROM:  POLI MARMOLEJOS  
DIRECTOR  
OFFICE OF CIVIL RIGHTS AND DIVERSITY

SUBJECT: Notice of Intent to Revise DOE Order 442.1A, the  
Department of Energy Employee Concerns Program (ECP)

PURPOSE: To update the Order, originally developed and approved in  
in 2001.

JUSTIFICATION: The Employee Concerns Program has been a successful  
program throughout the DOE complex, and was the subject  
of a Secretarial Statement of support in April, 2006. The  
Defense Nuclear Facility Safety Board (DNFSB) has  
identified the ECP Order 442.1A as one of the four  
directives that are recommended for revision in order to  
be consistent with DOE Order 226.1, *Implementation of  
Department Oversight Policy (9/5/05)*, which requires that  
contractors establish effective worker feedback processes,  
including Employee Concerns Programs. Specifically, the  
DNFSB has indicated that the existing ECP Contractor  
Reference Document (CRD) should be revised to make it  
clear that the requirements of the ECP Order 442.1A are  
extended to the Department's contractors.

The proposed directive does not duplicate existing laws,  
regulations or national standards, and it does not create  
undue burden on the Department.

IMPACT: In some cases, our contractors will have to dedicate  
resources to establish a new employee concerns program.  
Many of the largest DOE contractors already have an ECP  
but some may need to be enhanced to fully comply with a  
new ECP Order.



The revised Order and CRD will provide guidance and consistency for the employee concerns programs throughout the DOE complex for both Federal and contractor workers.

CONTACT:

William A. Lewis Jr., 6-6530

CTA CONCURRENCE:

*W. Lewis Jr.* 11/17/07  
(DOE/Energy)  
*W. Lewis Jr.* 11/19/07  
(DOE/Science)  
*W. Lewis Jr.* 11/19/07  
(NNSA)

DECISION:

Concur: \_\_\_\_\_

Nonconcur: \_\_\_\_\_

Timeframe: \_\_\_ 30 days \_\_\_ 60 days \_\_\_ 90 days \_\_\_ 120 days

Date: \_\_\_\_\_

## **Development Schedule for Employee Concerns Order 442.1A**

**The subject Directive is proposed to be processed under Track 3**

<b>May 15-17</b>	<b>DOE Order rewrite initiative implemented during ECP Manager meeting in D.C. Members of the Draft Order Team identified. Initial review of sections 1-4 of the Order and the Contractor Requirements Document (CRD)</b>
<b>May 23</b>	<b>Remaining Order sections distributed to ECP Manager attendees for review and comment</b>
<b>July 15</b>	<b>Incorporation of DOE G 442.1-1 into draft Order and preliminary integration of comments received</b>
<b>July 31</b>	<b>Draft Order team meeting in D.C. to integrate comments/finalize first draft for redistribution to ECP Managers</b>
<b>August 15</b>	<b>Draft Order and CRD to ECP Managers for comment</b>
<b>Sept 15</b>	<b>Informal comment period ends</b>
<b>October 15</b>	<b>Incorporation of comments Contact with DOE and NNSA Central Technical Authorities (CTA)</b>
<b>November 1</b>	<b>Review by Directives Advisory Group</b>
<b>November 15-February 15</b>	<b>RevCom comment period, comment resolution and concurrence (Track 3, 90 days)</b>
<b>March 15, 2008</b>	<b>Finalize and distribute DOE O 442.1A</b>