Department of Energy

Washington, DC 20585

August 3, 2000

TO: DOE Closure Sites and Contractors, Employees, and Labor Organizations Representing Such Employees

Carolyn L Huntoon 8/3/2000

FROM: Carolyn L. Huntoon, Assistant Secretary for Environmental Management

SUBJECT: Post-Closure Benefits for Contractor Employees

The purpose of this memorandum is to provide guidance to Department of Energy (DOE) contractors at early closure sites and to reaffirm the Department's commitment to provide for post-retirement medical benefits after sites close.

While the Department cannot make any specific commitments concerning the level of benefits beyond closure, the Department intends to ensure that post-retirement medical benefits continue post-closure and that those benefits after closure will generally be consistent (in terms of such factors as cost, value, and longevity) with the benefits in existence at closure. DOE intends, subject to the Anti-Deficiency Act, to fund such benefits accordingly. Any proposal to modify the level of these benefits would require the approval of DOE (HQ). This approach is consistent with the Department's actions at Pinellas, Florida, where DOE has ensured that pension and medical benefits continue to be available for retirees of the DOE contractors at that site. The Pinellas site was closed in 1997

The Department will ensure that DOE contractors, working with any labor organizations representing their employees, understand the Department's commitment to seeing that these matters are handled in a way that fully reflects the Department's policies.

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