



West Valley
Cleanup Alliance

FREQUENTLY ASKED QUESTIONS

March 6, 2025 Edition

This is West Valley Cleanup Alliance's (WVCA) first set of Frequently Asked Questions. We appreciate that contract transitions raise questions, and we hope this information helps clarify our work during transition as we prepare to assume the new contract toward the end of June.

Question 1: Are we now WVCA employees?

Not yet. A contract transition is designed to allow the incoming contractor to prepare to take over operations at the site. For the next four months, CHBWV workers remain employed by the current company. At the end of transition, everyone who completed the hiring process will become WVCA employees.

Question 2: Is WVCA planning to transition over the entire WVDP workforce?

It is our intention to make a job offer to every incumbent CHBWV employee. We strongly believe that the WVDP workforce is critical to accomplishing the important cleanup work at the site.

Question 3: Will employees' supervisors change?

We expect that most employees will retain their same positions in very similar organizations. In areas where there may be changes, WVCA will be communicating directly with the staff involved. A detailed organizational structure will be outlined for employees either during or immediately after transition.

Question 4: How will this impact subcontracted employees who work on the site but are not CHBWV employees?

Subcontracted workers who are not currently CHBWV employees (in other words, those who work at WVDP but are employed other companies) and whose contracts are not extended into the new contract will be able to apply for open positions with WVCA.

Question 5: Will there be any changes to our benefits?

WVCA comes to transition with no plan to alter the current benefits offered to incumbent employees by CHBWV. However, one of the transition requirements obligates the incoming contractor to review the current benefits structure and obtain approval for the benefits plan that it provides. Therefore, we will be providing additional details at a later date.

We recognize that competitive benefits are a must-have for attracting and retaining a skilled workforce, and we will provide such a package.

Additionally, the benefits programs that are part of bargaining agreements will be honored in accordance with the provisions of those agreements.