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To all CHPRC Employees at the Hanford Site:

I am pleased to announce that the Hanford Concerns Council, an independent non-profit organization for handling complex employee concerns, is now available off-site to CHPRC employees. The Council is intended for those situations where an employee questions whether the regular channels can be fair or effective in resolving a particular health, safety or environmental protection issue and is designed to minimize the negative impacts on the concerned employee and the work of the site.

Unlike most concerns programs, this one stands outside the contractors and DOE, but has their support as well as that of Hanford Challenge, an organization which normally advocates for site safety and rights of employees to bring forward concerns. As part of its authority, the Council is able to minimize further escalation and tensions while it works to resolve concerns. Employees have described how much they appreciate the independence and confidentiality and the degree to which their concerns were heard and assessed. Whether or not there has been a previous investigation, the Council always starts from scratch with a new assessment and review. The Council has a 100% track record in resolving concerns

The resolution process provides that CHPRC will implement any consensus recommendation of the Council, provided that it does not violate the company's legal or contractual obligations. This agreement is the bedrock upon which the process rests.

The Council's services are provided at no cost to the employee. Employees do not give up any existing rights in other avenues for resolution, should they not be satisfied with the Council's proposed resolution.

The Council membership includes neutral members experienced in conflict resolution; external employee advocates familiar with health, safety and environmental concerns; and senior company managers acting independently of line management or concerns programs. All are bound by confidentiality. You can learn more about the Council process and its members by visiting our web site at www.hanfordconcernscouncil.org.

On behalf of the Council, we are pleased to make this additional, independent process available as another way to ensure a safety conscious work environment at Hanford.

Jon Brock, Chair
Hanford Concerns Council