

REQUEST FOR PROPOSAL NO. RFP-14-018539

QUESTIONS & ANSWERS, UPDATED 10/1/14

1. Exhibit C form A-1 does not include line items for Site Dosimetry Coordinator or Dosimetry Technicians in the pricing schedule. Does UCOR want any Dosimetry Technicians or a Site Dosimetry Coordinator?

ANSWER: No, these positions are not part of the scope.

2. It appears that we may propose prices for personnel that are less than the current wages paid to individuals. We are concerned that this would potentially cause labor unrest, potentially leading to another attempt to organize the RCT workforce. However, we are also concerned that a low bidder can win this subcontract and later raise their rates when problems arise. Is it UCOR's intent to allow prices for personnel that are less than the current workforce wages?

ANSWER: No, the current rate of pay will be maintained for individuals hired from the incumbent workforce for at least twelve months following the effective date of the contract. Please see revised Exhibit C Form A-1 and A-1-1 for an average base labor rate for each labor category. See Amendment No. 2.

3. Exhibit C Form P Paragraph 2 does not provide the applicable NAICS Code for this solicitation, as delineated in the UCOR Instructions and Information file Section 9, Notice of Total Small Business Set-Aside FAR 52.219-6 (JUN 2003). Please provide the appropriate NAICS Code that offerors should use for their Representations and Certifications.

ANSWER: ~~The correct NAICS Code is 541620 with Size Standard \$14.0M. Please use this code in Instructions and Information to Offerors, Attachment 1 and Exhibit C Form P.~~

Further investigation of the appropriate NAICS Code for Request for Proposal No. RFP-14-018539, has determined that the appropriate NAICS Code is **562910**.

4. As stated in Exhibit J of the RFP, the Offeror is required to follow one of two SCA Wage Determinations (e.g., SCA WD 05-2492 Rev. 17 and SCA WD 94-0520 Rev. 25) for compensation guidance associated with its pricing proposal. Both of these SCA WDs provide requirements for vacation time that is based on the SCA covered employee's length of service with predecessor contractor(s)/subcontractor(s). Please provide a listing of the incumbent SCA covered employees by labor position included in Exhibit C Form A-1. Also, SCA WD 05-2492 Rev. 17 is still using the \$3.81 per hour Health and Welfare benefit instead of the \$4.02 implemented in August 2014. Please verify that the H&W benefit included in SCA WD 05-2492 Rev. 17 is accurate as portrayed or whether Offerors should use the new rate of \$4.02.

ANSWER: SCA WD 05-2492, Rev. 17 is not a part of the request for proposal. Exhibit J, delete 2005-2494, Rev. 17 and replace with 2005-2493, Rev. 19. Please assume an average vacation benefit of 18 days annually.

Exhibit C Form A-1, Junior RPT; Junior Instrumentation Technician – SCA Health Physics Technician II
Exhibit C Form A-1, Senior RPT; Senior Instrumentation Technician – SCA Sr. Health Physics Technician
Exhibit C Form A-1, Lead RPT – SCA Health Physics Technologist

Changes will be a part of the subcontract award. See Amendment No. 2 for revised Exhibit C Form A-1 Rev. 1.

5. In August 2011, the U.S. Department of Labor finalized its Final Rule related to the 2009 Executive Order concerning the Non-Displacement of Qualified Workers under Service Contracts (e.g., FAR Subpart 22.12). This final rule was codified in May 2014 as FAR Clause 52.222-17, Non-Displacement of Qualified Workers. A review of the UCOR solicitation for RADCON Services does not appear to include this FAR clause, which appears to be a relevant clause.
 - a. Please clarify the applicability of FAR Clause 52.222-17.

ANSWER: FAR Clause 52.222-17 is not a Prime Contract flow-down requirement to subcontractors.

- b. If it is applicable, please provide, in accordance with FAR 52.222-17 (d) and (e), a certified listing including the names and anniversary dates (e.g., hire dates) of all SCA covered employees employed by the incumbent and its subcontractors.

ANSWER: Please see answer to Question 5 a.

- c. Does UCOR expect the Offeror to provide a compensation package (e.g., hourly wage) that is equivalent or essentially equivalent to the covered "Service Employees" current wage rate or does the Offeror merely have to meet/exceed the SCA WD stipulated wages?

ANSWER: Maintain the current rate of pay for individuals hired from the incumbent workforce for at least twelve months following the effective date of the subcontract. Please see revised Exhibit C Form A-1 and A-1-1 for an average base labor rate for each labor category.

6. Exhibit B Clause SC-9 indicates that the Contractor (e.g., UCOR) will furnish the Subcontractor (e.g., Offeror) with all materials and equipment necessary to perform on-site work scope with the exception of safety glasses and work boots. However, Exhibit C Form A-1 and Exhibit D indicate the Offeror is to provide pricing for the supply and maintenance of forty (40) vehicles.

- a. Please clarify the applicability of Exhibit B Clause SC-9, as written.

ANSWER: Exhibit B, Clause SC-9 should state that the Contractor (UCOR) will furnish the Subcontractor with all materials and equipment necessary to perform on-site work with the exception of vehicles, prescription safety glasses, protective footwear and work boots. This will be corrected in the awarded subcontract.

- b. If vehicles are to be provided by the Offeror, please provide the criteria for UCOR vision of an "acceptable" vehicle (e.g., maximum age and/or maximum mileage, etc.).

ANSWER: Provided vehicles shall be in a safe operating condition and must pass a documented vehicle safety inspection in accordance with Exhibit D, Section 2.7 Vehicles. Please see the example of an acceptable safety inspection checklist in Exhibit D, Appendix 3.

7. The following Exhibit C Excel files appear to be corrupted or have erroneous formulas.

- a. Exhibit C Form A-1 – There is no entry in any of the Column D rows; column E thru J / rows 9 thru 21 have no formulas; Column K / Rows 9 thru 21 appear to be using the Base Year (Column E / rows 9 thru 21 and columns H & I / Rows 9 thru 21) entries for calculations, which would appear to be wrong; and similar error are found in Columns L thru U / Rows 9 thru 21. Please provide a corrected and accurate Excel file so that all Offerors are using the same formatted pricing sheet.

ANSWER: Please delete the current Exhibit C Form A-1 and replace with Exhibit C Form A-1, Rev. 1 as provided in Amendment No. 2.

- b. Exhibit C Form A-1-1 does not appear to have any embedded calculations. Please confirm that Exhibit C form A-1-1 does not have embedded formatted calculations.

ANSWER: Please delete the current Exhibit C Form A-1-1 and replace with Exhibit C, Form A-1-1, Rev. 1, which does have embedded formatted calculations as provided in Amendment No. 2.

8. Under Special Conditions SC-20 working Hours and Holidays, UCOR lists the Contractors observed Holidays; there are 9 holidays listed. The Wage Determinations provided with the RFP list a minimum of 10 Paid Holidays per year. Which is correct – 9 or 10 Paid Holidays?

ANSWER: UCOR recognizes 9 holidays as days the site is closed. Holiday pay is the Subcontractor's responsibility based on the requirements of the SCA Wage Determination.

9. The Instructions to Offerors, page 9 lists Form K Commercial Data, as a required document in the Business Management Proposal, however I am unable to locate the form in the RFP posted on the ettp.energy.gov site. Please advise as to where this form can be located, or if it is not actually required in the submittal.

ANSWER: Please delete the requirement for providing Form K Commercial Data.

10. Is there an incumbent work force that must be inherited? If so, how many, what are their position titles, and what is their base rate of pay?

ANSWER: There is an incumbent subcontractor workforce and UCOR recommends maximum utilization of existing workforce in order that there is no interruption of on-going work with degradation of experience and skill of the workforce. Please see revised Exhibit C Form A-1 and A-1-1 for an average base labor rate for each labor category as provided in Amendment No. 2.

11. If there is an "inherited" work force, does the new contractor have to honor the employees years of service working at the site? If so, please provide that detail.

ANSWER: Incumbents are not UCOR employees, therefore hire dates are not available. However, bidders should assume an average vacation benefit of 18 days annually.

12. Item No. 23 of the Instructions and Information to Offerors provides a list of classes, costs and durations for what appear to be mandatory training. In creating our cost estimate, should we assume that everyone on the contract is required to take these classes annually? If these classes are not annual requirements, can we assume that all of the incumbent personnel have taken these classes and that we only need to estimate these types of costs for new hires that may be added to the contract?

ANSWER: All post-hire training will be provided by CONTRACTOR, including reimbursement for time spent at training by SUBCONTRACTOR employees. Therefore, do not include any costs for this training in your proposal.

13. Will the incumbent contractor be required to have all of their personnel take exit physicals? Will these exams be paid for by the incumbent? Will the results of the exams be made available to the new contractors and can these exams be utilized for the new medical baseline (under their new employer)?

ANSWER: Exit exams are offered but not required unless the worker has pertinent questions or concerns regarding medical/health issues that could be related to their previous work history. The incumbent employees are Subcontractor employees. Whether or not to perform end of employment medical exams is at the discretion of the Subcontractor and any associated costs would be the responsibility of the Subcontractor. The results of exit exams and or surveillance exams could be utilized to determine fitness for duty if the exam is current, applicable to the planned job activities and meets compliance requirements. Results of medical evaluations are always subject to privacy considerations unless there is "a need to know."

14. Will the existing vehicle pool remain on site and be available to the new contractor and at what cost, or are the vehicles owned by the current subcontractor?

ANSWER: The existing vehicle pool is owned by the current subcontractor.

15. In the Instructions and Information to Offerors Attachment 1 – Qualification Criteria, Item 1.B references a link to the UCOR web-based Supplier/Contractor Information portal. This link is invalid. Can you please provide a valid link?

ANSWER: The link in the attachment has been changed. If it still does not work, the address is http://www.ettp.energy.gov/info/nxs/suppliers_form/Suppliers_Form.htm.

16. Can the proposal be hand delivered to the URS | CH2M Oak Ridge LLC, East Tennessee Technology Park, Highway 58/Blair Road, Building K1007, Oak Ridge, TN 37830, Attention: Lachesha Seiber address? If so, are there any requirements to hand delivering (i.e., visitor badge, etc)?

ANSWER: Proposals can be hand delivered. Arrangements should be made with the Procurement Representative prior to hand delivering.

17. On the Instructions and Information to Offerors Attachment 1 – Qualification Criteria, the NAICS code is listed as 56291. Should that be 562910?

ANSWER: Please see answer to Question 3.

18. If the code is 562910, is the work to be performed under the \$20.5M size standard or the 500 employee size standard listed in the exception?

ANSWER: Please see answer to Question 3.

19. In the Instructions, Section 22, Proposal Volumes, The Business Management Proposal includes Form K, Commercial Data. This form was not included in the RFP package. Please provide Form K or clarify its requirement in the Proposal volume.

ANSWER: Please see answer to Question 9.

20. In the Instructions, Section 23. Training, there is a list of specific training and its respective duration and cost. Is the course cost and approximate duration to be figured into the base rate, and/or is the subcontractor expected to pay the non-CONTRACTOR supplier for the required training?

ANSWER: Please see answer to Question 12.

21. In Section 2.2 of the SOW, Management Support, Item 4, states the Subcontractor will be responsible for "Providing and documenting all training and qualifications for staff augmentation personnel." Does this include training such as berillium, asbestos, active shooter, cyber security, etc., or just the required training listed in the SOW (i.e., GET/Park Worker training, Radworker I and II, and NCS training as listed in the Instructions Section 23, Training and in Exhibit B, SC-24, Training)?

ANSWER: Section 2.2 of Exhibit D is in reference only to documentation of all **pre-employment** training and qualification.

22. In Exhibit B, Section SC-24 Training, the second paragraph states, "SUBCONTRACTOR shall bear all costs associated with required training as specified in this Subcontract of SUBCONTRACTOR Employees." Section 3.0 of the SOW, Work Not Included, Section. 3.7, lists "Project Specific Training" as being Work Not Included. Please clarify what training will be the responsibility of the Subcontractor, what training will be the responsibility of the Contractor, and who will be responsible for the time and associated costs for each.

ANSWER: Please see answer to Question 12.

23. According to SC-24 Training, Exhibit B, first paragraph "The SUBCONTRACTOR shall list the field work and support positions to which their Employees are assigned. The SUBCONTRACTOR shall identify the roles and responsibilities for each position (these may be defined by procedures that are utilized in the performance of duties). The SUBCONTRACTOR shall define and document any education and experience requirements, previous qualifications (i.e., union journeyman training), position skills training, safety training, facility specific training, and any other training required for individuals to be qualified for those positions. The SUBCONTRACTOR shall develop, maintain, and submit to the CONTRACTOR a matrix that lists the individuals in each position and the associated training requirements." However, according to Exhibit B, Attachment 7, Quality Assurance Program Plan, Section 3.2 Indoctrination and Training, "The URS | CH2M Oak Ridge LLC Training Requirements Matrix has been developed and is maintained by the Training Manager and Subject Matter Experts (SME) by analyzing activity hazards and applicable standards to determine training requirements. It provides a guide for management to determine training requirements related to personnel duties. The matrix includes the following training subjects: Company Mandatory Training, Integrated Safety Management, Security and Emergency Services, Fire Protection, Waste Management, Packaging and Transportation, Radiological Safety, Assessments, Industrial Hygiene, Occupational Safety, Electrical Safety, Hoisting and Rigging Safety, Criticality Safety, Nuclear Safety Documentation, Facility Safety, Occurrence Reporting and Lessons Learned, Emergency Management, Environmental Compliance and Protection and Work Control . It identifies the training module, duration of training and any retraining requirements. The matrix is not all inclusive of all training requirements. Special conditions, hazards or skills for a specific position or job responsibility may be specified as an Individual requirement. Training is structured to be commensurate with specific position needs.

The Training Position Description (TPD) process is the mechanism used by UCOR to document entry level requirements and roles and responsibilities specific to an assigned position. Training requirements for specific positions are identified by UCOR FMs/APMs. Training needs specific to an individual are identified by FMs/APMs and recorded on individual Position Assignment Forms (PAF). The required training is documented and tracked in the UCOR Local Education Administrative Requirements Network (LEARN) database. The Training Organization maintains the database to include positions, required training, and personnel assigned to each position." These two documents conflict with regard to responsibility for development of the training matrix falling on either the Subcontractor or the Contractor. Who is intended to develop the list of required training for each position? If it is the Subcontractor, how much time following date of award will be allowed for Subcontractor personnel to meet with Contractor personnel and onsite staff to develop the matrix and submit it to the Contractor for approval?

ANSWER: Determination of training requirements (and associated matrixes) is the responsibility of the CONTRACTOR.

24. Exhibit B, SC-9 CONTRACTOR FURNISHED MATERIALS AND EQUIPMENT, states, "CONTRACTOR will furnish to SUBCONTRACTOR all materials and equipment necessary to perform the on-site scope of work excluding safety glasses and work boots." Does this exclusion refer only to prescription safety glasses and protective footwear, or does it include all safety glasses and work boots?

ANSWER: This exclusion refers to prescription safety glasses, protective footwear and work boots.

25. In Exhibit C Form A-1 (D-130720), the formulas seem to be missing and incorrect. Can UCOR please verify and if needed, resend a corrected form?

ANSWER: Please delete the current Exhibit C Form A-1 and replace with Exhibit C Form A-1, Rev. 1 in Amendment No. 2.

26. Exhibit C, Form A-1, Will UCOR allow future fringe adjustments (positive or negative cost impacts) for Health and Welfare and justified medical expenses?

ANSWER: UCOR will allow future Health and Welfare adjustments in accordance with revisions to the SCA Wage Determination. UCOR is not responsible for other Health and Welfare expenses.

27. Exhibit D, SOW, Section 2.2, Management Support, first bullet states, "Subcontract Manager (reference Exhibit B, Special Condition titled "KEY PERSONNEL")...". In Exhibit B, SC-6, KEY PERSONNEL, there are no positions listed. The section also states, "Whenever, for any reason, one or more of the aforementioned persons is unavailable for assignment for Work under this Subcontract, SUBCONTRACTOR shall, with the prior approval of CONTRACTOR, replace such person with a person of substantially equal abilities and qualifications. The SUBCONTRACTOR must submit resumes and any additional information (i.e. transcripts, references, training certifications, etc), with any request for CONTRACTOR approval to replace assigned key personnel." Is the Subcontract Manager considered a Key Personnel position to be billable under this contract?

ANSWER: No, the Subcontract Manager is not a billable position under this subcontract. Please delete the reference to Exhibit B KEY PERSONNEL in Exhibit D, Section 2.2. This change will be reflected in the awarded subcontract.

28. Exhibit D, Section 2.7 Vehicles does not mention fuel cost. Will UCOR allow fuel cost to be billed separately at actual cost due to fluctuations in fuel prices?

ANSWER: Correction to Exhibit D, Section 2.7 Vehicles – SUBCONTRACTOR shall provide all maintenance for all vehicles. UCOR will provide fuel in support of the subcontract. Exhibit D will incorporate this change in awarded subcontract document.

29. Exhibit D, Section 2.7 Vehicles, second paragraph states, "Safety inspections must be performed by a certified mechanic or other Contractor-accepted person." Does an "other contractor-accepted person" have to be a certified mechanic, or are there other required qualifications?

ANSWER: Safety inspections must be performed by a certified mechanic. This will be changed in the awarded subcontract documents.

30. Exhibit D, Section 2.8 Occupational Medical Services, define "post-employment" as used for drug screens and medical surveillances. Does UCOR intend this to mean "after being hired and during the active employment?"

ANSWER: Yes, UCOR does intend "post-employment" to mean "after being hired and during active employment."

31. Exhibit D, Appendix 1, Qualifications for Positions, Is it UCOR's intent that every RPT is promoted to Sr. RPT after two years of experience and Lead RPT after four years of experience?

ANSWER: No, it is not UCOR's intent that every RPT is promoted to Sr. RPT after two years of experience and Lead RPT after four years of experience. These are the minimum qualifications necessary to be considered for that position.

32. When will the answers be provided to the questions submitted?

ANSWER: The answers will be posted on the 90-day forecast.

33. Instructions and Information To Offerors, item 9 page 5: What NAICS code is to be used to determine the size standard?

ANSWER: Please see answer to Question 3.

34. Instructions and Information To Offerors, item 21, page 8, last sentence: The proposal due date is specified to be Monday, September 25. Is the actual due date Thursday, September 25, or Monday, September 29?

ANSWER: Amendment No. 2 extends the bid due date to Tuesday, October 7, 2014.

35. Instructions and Information to Offerors, item 22, page 8-9: Is the Business Management Proposal to be Volume 2?

ANSWER: Yes

36. Instructions and Information to Offerors, item 22, page 8-9: Volume I, Technical Proposal – Is there a page limit?

ANSWER: There is no page limit.

37. Instructions and Information to Offerors, Attachment 1 – Qualification Criteria: If the "Prime" can answer "yes" to all criteria requirements, does the lower tier subcontractor have to also answer "Yes" to all questions?

ANSWER: The Prime and lower tier subcontractor have to answer "Yes" to all questions as requested. Please see questions to be answered "Yes" by the Prime only.

38. Instructions and Information to Offerors, Attachment 1 – Qualification Criteria: Item 1 A refers to NAICS Code 56291. Should this read 562910?

ANSWER: Please see answer to Question 3.

39. Instructions and Information to Offerors, Attachment 1 – Qualification Criteria: items 2 B and C. Please clarify the computation of "average Occupational Safety and Health Administration (OSHA) Total Recordable Case Rate" and "average Total (OSHA) Lost Workday Case Rate." Recordable case rate and Lost Workday Case Rate is explained. Is "average" meant to be average of the last 3 year's rates?

ANSWER: Yes, average the last three years.

40. Exhibit J-02 has four (4) identified occupation titles, Health Physics Tech. I & II, Health Physics Technologist and Sr. Health Physics Technician. What positions does each of the SCA listed titles above represent on Exhibit C Form A-1:

ANSWER: Please see answer to Question 4.

41. WD 94-052 rev. 25 dated 7/25/14: This determination list Health and Welfare hourly rate is \$4.02 or \$160.80 per week. Does this rate only cover the four (4) positions listed or is this the rate to be used for all of the positions listed on Exhibit C Form A-1?

ANSWER: Provide a market-based benefit program to employees that is competitive within the industry the bidder competes for skilled labor.

42. Does UCOR plan to make all incumbents whole (i.e. pay the incumbents at their current compensation.)?

ANSWER: Maintain the current rate of pay for individuals hired from the incumbent workforce for at least twelve months following the effective date of the contract; provide a market-based benefit program to employees that is competitive within the industry the bidder competes for skilled labor; and recognize the acquired years of service of individuals hired from the incumbent workforce for eligibility and vesting purposes of the bidders' benefit plans.

43. Will a seniority list of SCA incumbents be supplied to help calculate vacation? According to the SCA Wage Determination, those who are coming up on or have passed their five (5) years of service vacation will increase from two (2) weeks to three (3) weeks as stated in all of the Dept. of Labor's SCA Wage Determination.

ANSWER: Bidders should assume an average vacation benefit of 18 days annually.

44. Is the employees' worker compensation covered under the EMCIP program?

ANSWER: Yes, the employees' worker compensation is covered under Environmental Management Cleanup Insurance Program (EMCIP) for Subcontractors and subtier Subcontractors who have been properly enrolled. Coverage applies to subcontract activities performed at locations included in the UCOR Prime Contract with DOE. See Exhibit B, Attachment 1.

45. After research into the existing fleet of passenger vehicles being used by the current contractor it has come to our attention that this fleet is well used and fully depreciated. We understand that this is, for the most part, the same fleet used by the previous contractor SEC. In order to ensure a level field of competition, and not provide a competitive advantage to the incumbent contractor, would UCOR consider making the cost of vehicles a "pass through" and not part of the evaluated cost, or consider providing passenger vehicles as government furnished equipment.

In our experience, the current vehicles would most likely become available to the successful bidder at fair market value. We are open to any UCOR suggestions regarding the vehicles, since vehicle cost is not an expected cost item in a typical government, or prime contractor solicitation for Radiological Support Services.

ANSWER: Vehicles will be part of the evaluated cost.

46. Is it UCOR's expectation to have resumes submitted with the proposal for all position categories?

ANSWER: No, resumes are not required as part of the proposal. However resumes will be requested when there are open positions.

47. In order to prepare a fully responsive proposal, we respectfully request a one (1) week extension of the proposal due date to October 2, 2014.

ANSWER: Please see Amendment No. 2 extending the bid due date to Tuesday, October 7, 2014.

48. Reference Instructions and Information to Offerors, Paragraph 23, Training. Is the subcontractor responsible for the Cost of Training for the Courses listed in this section?

ANSWER: Please see answer to Question 12.