

EXHIBIT F**Environmental, Safety, and Health Requirements for Contingent Labor Work**

SUBCONTRACTOR contingent labor workers (i.e., staff augmentation workers) use Laboratory facilities and equipment and are directly supervised by LANL personnel. The work performed by those individuals is meant to serve in a support function to LANL processes and programs. LANL management is responsible for the safety and security of workers for work described in the statement of work; however, performance, discipline, and other personnel actions remain the SUBCONTRACTOR'S responsibility.

SUBCONTRACTOR contingent labor workers may report safety, health, or environmental concerns to the LANL Safety Concerns Hotline at 505-665-7233 (email safety@lanl.gov) or the LANL Employee Concerns Program (ECP) at 844-537-9524 (email ecp@lanl.gov). Workers are encouraged, but not required, to address workplace concerns with their supervisor before using the ECP. Workers can elevate the concern by contacting the DOE Los Alamos Field Office ECP at 505-667-5491, or to the NNSA Headquarters Employee Concerns Program at email: ecp@nnsa.doe.gov or 800-688-5713.

In accordance with DOE O 442.2 Chg 1 Differing Professional Opinions for Technical Issues involving Environmental, Safety, and Health Technical Concerns, if a SUBCONTRACTOR contingent labor worker has a differing professional opinion (DPO) on a technical issue related to environment, safety and health, it can first be reported to the LANL DPO Administrator at dpo@lanl.gov or by submitting the form <https://int.lanl.gov/safety/integrated-safety-management/index.shtml> found on the Differing Professional Opinion tab. The concern can be elevated and sent to the Deputy Associate Administrator for Safety (NA-51/FORS) National Nuclear Security Administration, U.S. Department of Energy, 1000 Independence Avenue SW, Washington DC 20585. The DPO process and DPO submittal form may be found at <http://www.energy.gov/ehss/doe-differing-professional-opinions>.

CONTRACTOR LINE MANAGER

The CONTRACTOR will ensure a supervisor and/or RLM is appointed who is responsible for the day-to-day technical oversight as well as responsible for completing the requirements in this Exhibit F.

Prior to the start of the statement of work tasks, the RLM shall ensure that the SUBCONTRACTOR contingent labor worker:

- is assigned and completes appropriate task-, hazard-, location-, qualification/certification-specific training in LANL's learning management system;
- is evaluated for LANL Medical Surveillance and Medical Certification program applicability, collaborates with LANL Occupational Medicine Program to ensure the contingent labor worker is enrolled into programs based on LANL Occupational Medicine Program criteria, and completes medical surveillance and/or medical certification requirements;
- is evaluated for enrollment in LANL's radiation dosimetry program and enrolled if appropriate; or has updated information (e.g., RLM, work location, etc.) in the Dosimetry Evaluation System if the contingent labor worker was previously enrolled under a different RLM;
- is thoroughly briefed on all applicable safety and environmental compliance requirements, to include a job hazard analysis (i.e., Integrated Work Document), if developed;
- is provided personal protective equipment, including respirators, required to complete the tasks in the job description;

- knows they are to report to LANL's Occupational Health Clinic for initial treatment of all non-emergency work-related injuries and illnesses and are to be accompanied by the LANL RLM (and SUBCONTRACTOR'S person-in-charge if present); and
- understands and follows all LANL rules, regulations, policies, and procedures.

SUBCONTRACTOR ORGANIZATION

SUBCONTRACTOR shall ensure the contingent labor worker who performs work under this subcontract understands that they must comply with all LANL rules, regulations, policies, and procedures. These procedures shall be made available to the SUBCONTRACTOR upon request through the CONTRACTOR.

If CONTRACTOR identifies additional worker safety and health hazards after work has begun, CONTRACTOR will communicate these hazards and control recommendations to the contingent labor worker. CONTRACTOR will implement control measures necessary to protect the worker's health. SUBCONTRACTOR will comply with revised control measure requirements.

SUBCONTRACTOR will ensure its contingent labor worker complies with all CONTRACTOR medical surveillance, medical certification, and/or radiation dosimetry mandates.

In the event of a work-related injury or illness, SUBCONTRACTOR will ensure follow up treatment with SUBCONTRACTOR'S occupational health provider after initial treatment at LANL's Occupational Health Clinic.