

1/11/2019

KEMCON Personnel:

As we enter into week FOUR of the Government shutdown, all of us are growing more concerned as the impact on our work and families continue to compound. I am sorry to say that the longer this continues, the greater the impact will be on us all.

Please note that – although this message is to all KEMCON, specific time charging and company guidance for LEIDOS employees will come from the LEIDOS chain and Tom Hendrickson.

IMSS folks – Great job on timekeeping notes last week. Your detailed notes on planned/unplanned PTO and what you were working on really helps us sort through how people are using their labor hours and PTO. **Please ensure that your timecards are complete for this week and signed** as soon as you can. Approvers, approve what timecards you can through Sunday. If you are not working next week, I'll work through whatever timecards still need approval on Monday.

I know that a number of our people are engaged in the media and with our elected officials to ensure that the voices of the contractor community are heard regarding the negative effects of the shutdown on our work and on our personal lives. Everything that I have seen has been very professionally and eloquently communicated.

I support everyone's right to reach out to elected officials to ensure that they are hearing your voice. Please remember that you are representing yourself, your personal situation, and your personal perspective – not the company. My experience is that the reality that we are experiencing, when professionally communicated, is a helpful perspective for our elected officials and is truly appreciated.

**SHIFT IN DIRECTION FROM THE GOVERNMENT:** On Tuesday, we received additional direction from the Center's Chief of Procurement. In compliance with this additional direction, we will be pulling back significantly on accomplishing meaningful work at home. So here are a few bullets of direction to go by **effective COB today:**

1. Daily support for "excepted activities" on-Center will continue as they have over the last several weeks. That work includes Industrial Hygiene support, Microbiology Lab support (as approved on a case by case basis by the Government), Hazardous Waste work, Post-Emergency Spill Cleanup, and Visitor's Center Nursing support. Limited aspects of Program Management and Accounting function will also need to continue.
2. We are accomplishing some other support such as: IDIQ project support from home (which will continue), IDIQ support to the Navy BOEM effort, and we are working DoD physicals next week.
3. **IMPORTANTLY** remember that we remain tasked to "prevent violation of Federal/State environmental regulatory requirements as required." If there is something that you are aware of that supports such direction, please bring it to my immediate attention.
4. Starting **MONDAY** – Any meaningful work from home must be approved in writing by me, all work previously approved must be re-submitted to continue. I will address these on a case by case basis. Please recognize that the activities in para 1 and 2 above will be the vast majority of work.
5. The following Supervisors will be available next week for questions and concerns:
  - a. PMO – Jeff Gernand

- b. Medical – Dr. Moreno
  - c. Environmental Health – Mike (Mac) McDonnell
  - d. Environmental Services
    - i. Don Roberts (Haz Waste)
    - ii. Tom Hendricksen (ESAM)
    - iii. Jeff Gernand (All other issues)
6. If you are having difficulty reaching supervisors for guidance, direction, or anything that you need addressed – call me. My cell # is at the bottom of every email that I send.

**THE LONGER TERM OUTLOOK.** We are required to continue support for “excepted activities” and “prevent violation of Federal/State environmental regulatory requirements as required” for as long as the shutdown lasts. However, like everyone effected by the shutdown, IMSS is no longer receiving payment by the Government and our ability, in the absence of payment, to support a full contract staff is not indefinite. I believe everyone needs to understand the upcoming possibilities. If this shutdown continues beyond January 25<sup>th</sup>, IMSS will find it necessary to conduct large scale layoffs of the workforce. This will include employment termination and payout/termination of benefits. I am truly sorry to have to communicate this grim news. I hope that we don’t have to go there, but I need you to understand the possibility so that you can plan for yourselves and your family accordingly. As I noted earlier, LEIDOS policy will be managed and communicated to LEIDOS employees by Tom Hendricksen.

This is stressful news on top of a very stressful last three weeks. Our EAP counselors are available to each of you at all times. They are truly gifted people in helping us all through these types of life situations. If you would like to speak with Walt Hersing, who is the on-call EAP counselor now through next week, you can call him on his NASA phone at 321-289-7432.

Let’s all hope that our elected officials can bring these issues to resolution as quickly as possible. All of us just want to get back to work and some normalcy.

There is a lot of discussion in the news and in the rumor mill that contractor personnel will not receive pay for lost time due to the shutdown. As I have stated since the beginning of the shutdown, it is very likely we will not receive backpay for work time lost unless there is specific congressional action to allow Federal Agencies to provide that pay. For those who remember backpay from the 2013 shutdown, understand that the NASA Federal Acquisition Regulations have changed since then and IMSS does not have the same rights to that pay, as this workforce did under MESC. We will do what we can to address back pay when we return to work, but you should prepare accordingly. In my personal messages to elected leaders, I am asking Congress to develop language to allow Federal Contractors impacted by this shutdown to bill the Government directly for CONTRACTOR worker lost time caused directly by the shutdown. Such LEGISLATION would be tremendously beneficial to all of us that have worked so hard in support of the Government and have been impacted by these developments.

**IF YOU HAVE QUESTIONS OR CONCERNS, PLEASE CALL YOUR SUPERVISOR AND/OR CALL ME.**

Hang in there everyone.

Jeff