

# Paducah Town Hall – Frequently Asked Questions

## General

**Question:** Will MCSA require a probationary period for employees?

**Answer:** No, there will not be a probationary period for the transitioning employees

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**Question:** Will a health screening or physical examination be required for new employees?

**Answer:** No, a health screening or physical will not be required.

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**Question:** Will an MCSA organizational chart be made available?

**Answer:** Yes, the MCSA organizational chart will be shared once it is completed.

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**Question:** How long will it take to determine which employees require security clearances?

**Answer:** If the position requires a clearance, the employee's current clearance will transfer with them.

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**Question:** Will contract employees who currently do not receive PTO, or benefits have the opportunity to become full MCSA employees with benefits?

**Answer:** No, current contract employees without benefits will not transition to MCSA employees with benefits.

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**Question:** If an employee chooses not to enroll in medical benefits, will they receive compensation instead?

**Answer:** No, there will be no compensation for employees who opt out of medical benefits unless dictated by the current contract.

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## **Schedule**

**Question:** How long will the current work schedule remain in place?

**Answer:** MCSA currently does not anticipate changes in employees' schedules. Employees will continue to follow the same work schedule as defined by their management team.

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**Question:** Will the new employer continue to follow the same work schedule, such as 4/10s?

**Answer:** MCSA currently does not anticipate changes in employees' schedules. Employees will continue to follow the same work schedule as defined by their management team.

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**Question:** What roles will hourly employees from FRNP and SSI (such as electricians, instrument techs, and facility operations) have, and will they remain on the 4/10 schedule?

**Answer:** MCSA currently does not anticipate changes in employees' schedules. Employees will continue to follow the same work schedule as defined by their management team.

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**Question:** Is the current work schedule considered permanent?

**Answer:** MCSA currently does not anticipate changes in employees' schedules. Employees will continue to follow the same work schedule as defined by their management team.

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## **Work Assignment**

**Question:** Will employees who transfer continue doing the same work at the PGDP plant or will some move to DUF6 while current MCS workers take over PGDP duties?

**Answer:** In general, employees will continue performing their current work scope, although some exceptions may occur once employee mapping is complete.

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**Question:** Must Industrial Hygienist (IH) and Industrial Safety (IS) employees be Level 3 to transfer?

**Answer:** Based on scope of work and job function, level 3 is the preference, but other levels could be evaluated to achieve the same level of experience for position.

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**Question:** Is there a possibility that IH/IS employees could be assigned to shift work?

**Answer:** MCSA currently does not anticipate changes in employees' schedules. Employees will continue to follow the same work schedule as defined by their management team.

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**Question:** When will employees be informed of any changes to their job responsibilities?

**Answer:** Employees will receive incumbent job offers during the week of July 21, which will outline any changes to job duties.

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### **Compensation and Benefits**

**Question:** Since July through September is usually the evaluation period for FRNP, with raises typically issued in October, will transitioning employees still receive their annual raise this year?

**Answer:** MCSA is reviewing the evaluation process. The determination will be made once the review is complete. This information will be conveyed to the workforce before October 1, 2025.

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**Question :** Will grandfathered life insurance and the 20% retirement benefit carry over with the transition?

**Answer:** Yes

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**Question:** Will paid time off (PTO) transfer with employees who are transitioning?

**Answer:** Yes, PTO will roll over for transferring employees constituent with the incumbent policy.

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**Question:** What will happen to vacation time that employees have already scheduled?

**Answer:** Scheduled vacation time will be honored.

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**Question:** Will the merit raises scheduled under FRNP be honored by MCSA?

**Answer:** MCSA is reviewing the evaluation process. The determination will be made once the review is complete. This information will be conveyed to the workforce before October 1, 2025.

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**Question:** Who will be responsible for managing employees' 401(k) accounts after the transition?

**Answer:** MCSA will provide information regarding 401(k) account management once benefit plans have been finalized.

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**Question:** If an employee chooses not to enroll in medical benefits, will they receive compensation instead?

**Answer:** No, there will be no compensation for employees who opt out of medical benefits unless dictated by the current contract.

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**Question:** When transferring, does your union seniority date remain the same or restart at the bottom of the list?

**Answer:** Your seniority date will transition with you and will not reset per the respective CBA.

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**Question:** How will seniority be handled during the transition?

**Answer:** Seniority will transfer with the employee, and the original seniority date will be maintained.

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