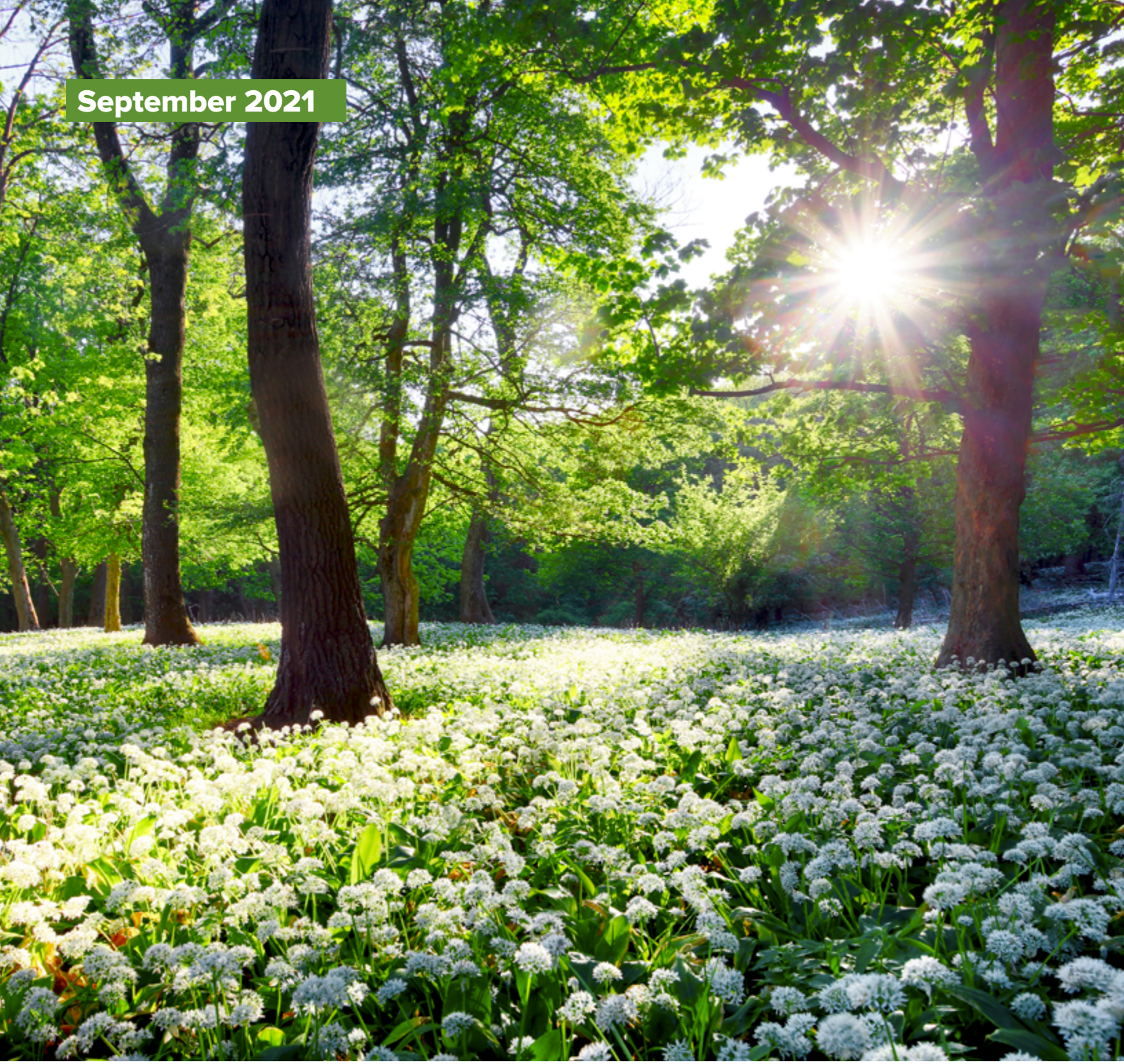

September 2021

THE UNITED STATES DEPARTMENT OF LABOR

Climate Action Plan

The Department of Labor is committed to deliberate and strategic climate change resilience and adaptive action to protect our planet.

SECRETARY OF LABOR
WASHINGTON, D.C. 20210

September 9, 2021

Dear Colleagues,

On January 27, 2021, President Joseph R. Biden issued Executive Order (EO) 14008, "Tackling the Climate Crisis at Home and Abroad," charting definitive public policy that will reduce the federal government's carbon footprint, increase our climate resilience, and boldly lead by example in protecting our environment.

At the Department of Labor (DOL), we affirm our support for EO 14008, and we embrace it as an opportunity to advance our mission. Given the many threats that climate change poses to working people in America and around the world – and given the many opportunities to prepare workers for good, green jobs that support families and strengthen communities – climate action is essential to our shared vision of empowering all workers morning, noon, and night.

Attached is our Climate Action Plan, which details our approach and commitment to these ambitious goals.

DOL leadership is committed to strengthening our mitigation, adaptation and resilience efforts. As a team, we will lead by example in all that we do, from DOL procurement and acquisition, to energy efficiency, mission resilience, innovation, and workforce training.

Below is our Agency Policy for Climate Change and Adaptation:

> "The Department of Labor is committed to deliberate and strategic climate change mitigation and adaptive action to protect our planet and its people. Consistent with our existing missions, we will collaboratively model best practices to ensure that our nation's workforce has a sustainable and bright future as we empower workers, employers, and industries to foster environmental justice, establish measurable and sustainable mitigation progress, and improve climate resilience."

Implementing this policy and Climate Action Plan will take the collaborative efforts of every single Department employee, and I want to thank you in advance for all of your work. Together we will make the DOL a visible leader that models best environmental practices for our peer agencies and private industry, and we will help make a better and safer world for today's workers and for the next generation of workers and families who inherit our planet.

Sincerely,

MARTIN J. WALSH

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Introduction

The Department of Labor (DOL) fosters and promotes the welfare of job seekers, wage earners and retirees of the United States by improving their working conditions, advancing their opportunities for profitable employment, and protecting their retirement, health care, and other benefits. To fulfill this mission, the Department must be prepared and resilient to adapt to changing climate conditions across the Nation.

Policy for Climate Change and Adaptation:

DOL is committed to deliberate and strategic climate change mitigation and adaptive action to protect our planet and its people. Consistent with our existing missions, we will collaboratively model best practices to ensure that our nation's workforce has a sustainable and bright future as we empower workers, employers, and industries to foster environmental justice, establish measurable and sustainable mitigation progress, and improve climate resilience.

Agency Official Responsible for Implementation of the Climate Action Plan:

Julia Tritz, Director, Business Operations Center (BOC), within the Office of the Assistant Secretary for Administration and Management (OASAM), is the Agency Official (AO) responsible for implementation of the Climate Adaptation Plan (CAP). DOL's National Contact Center phone number is 1-866-487-2365.

Statement of Intent:

In response to Executive Order (EO) 14008 and the growing significance of climate change on economic prosperity and the delivery of federal services, the Department of Labor has established a Climate Action Plan to adapt to changing climate conditions and provide innovative and progressive federal leadership to address this growing threat to national security. The intent of this plan is to build on the 2014 Climate Change Adaptation Plan, assess and update vulnerabilities to DOL mission success, and construct clear adaptive measures to ensure resilience to climate change.

The CAP identifies key vulnerabilities, resilience opportunities, priority adaptation actions, and procurement challenges for our agencies and articulates our leadership plan for both immediate and long-term transformation. DOL's ability to pursue these opportunities to combat the climate crisis and lead by example will require either additional fiscal and personnel resources or the realignment of existing resources.

The Secretary of Labor, as a member of the National Climate Taskforce, the Interagency Working Group on Coal and Power Plant Communities and Economic Revitalization, Interagency Working Group on Extreme Heat, Interagency Working Group on Flood Resilience, and the White House Environmental Justice Interagency Council, will promote environmental equity and robust labor adaptation to all federal efforts on climate change.

DOL's Chief Sustainability Officer (CSO) is responsible for assessment of DOL assets for vulnerabilities to climate change and determination of appropriate adaptive measures to meet our resilience requirements. The CSO will also provide leadership to ensure that environmental justice and sustainable best practices are exemplified across all DOL agencies.

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Priority Adaptation Actions:

Because DOL operates campuses and mission efforts in all 50 States and Puerto Rico, our exposure to potential climate related risk varies significantly from campus to campus and include both acutely disruptive events (storms, hurricanes, wild fires, etc.) and long-term challenges (sea-level rise, water and energy security, facility resilience, adaptive workforce program changes, economic shifts, etc.). With that perspective, DOL has identified five priority adaptation actions (PAAs) that inclusively address gaps in both our short-term and long-term climate resilience posture.

Ensuring Worker Safety (PAA #1):

The Occupational Safety and Health Administration (OSHA) at DOL has prioritized worker safety as a serious climate resilience issue. Due to climate change, workers face increasing risks of injury, illness, and death while working in extreme weather conditions (e.g., exposure to hazardous heat) or while exposed to health and safety risks during response and recovery to extreme weather events (e.g., hurricanes, wildfires, tornadoes, floods, and severe winter weather). Due to increased adverse outcomes from climate change events, employers must consider preparedness and mitigation for tolerances previously considered safe in construction, industrial and chemical engineering, transportation, and other critical infrastructure industries. OSHA is committed to stronger policies, guidance, and interagency coordination to protect workers as their working conditions change.

This action is a national effort and our goals include:

- Reducing worker injuries, illnesses and deaths from occupational exposure to hazardous heat or health and safety risks during emergency response and recovery.
- Raising awareness, educating employers and workers on strategies, and providing practical tools for employers and workers to implement these strategies to prevent worker injuries, illnesses, and death from hazardous heat and emergency response efforts as climate conditions change.
- Engaging stakeholders to understand challenges and promote current best practices to respond to climate change related hazards and trends.
- Tracking and analyzing climate change related hazard trends to address policy gaps.

OSHA will be the lead agency to address this action and agency efforts will result in:

- Providing stronger technical assistance and supporting workplace safety during and after extreme weather events.
- Fewer injuries, illnesses, and deaths of workers from hazardous heat or health and safety risks during emergency response and recovery.
- Increased employer and worker knowledge of strategies and implementation of those strategies to prevent injuries, illnesses, and deaths from hazardous heat or health and safety risks during emergency response and recovery.

Risks and challenges associated with these actions include:

- Extreme weather preparedness and training can be time consuming and resource intensive.
- Concurrent OSHA staffing limitations as we balance the need for preparedness activities while also conducting maximum enforcement operations.
- Multiple climate and other emergency/disaster response efforts ongoing simultaneously (e.g. the COVID-19 pandemic, wildfire response, and acute extreme heat events all happening at once).
- Reaching workers that are most vulnerable to hazardous heat exposures. These workers are difficult to reach due to a number of factors (e.g., language barriers, lack of access to technology, transient nature of work).
- Regulatory efforts to address hazardous heat face numerous technical issues and considerations (e.g., heat stress thresholds, heat acclimatization planning, exposure monitoring, and medical monitoring).
- The scope of policy, guidance, regulatory, and enforcement efforts to protect workers from climate change related hazards is extremely broad.

Since the passage of the Occupational Safety and Health Act of 1970, OSHA has consistently led efforts across Federal, State, Local, Territorial, and Tribal governments as well as public partners and stakeholders to protect the safety and health of workers. Our mission continues as we now face the challenges of climate change. OSHA will adapt policy, guidance, regulatory, and enforcement efforts to continue to protect workers during and after acute and long-term climate events.

To accomplish these goals, OSHA will coordinate with:

- The White House National Security Council.
- Federal, State, Local, Territorial, and Tribal governments and agencies to coordinate and amplify messaging and promote tools and resources for protecting workers from climate change related hazards.
- DOL agencies (e.g., Wage and Hour, Bureau of International Labor Affairs) to expand the reach of these efforts to key stakeholders.
- OSHA Cooperative Program participants including public employers, non-governmental agencies and voluntary organizations, and unions and labor organizations.
- Congress to provide technical assistance to establish laws to protect workers before, during, and after extreme weather events and to consider the development of an enforceable federal standard to ensure workers and employers can recognize and respond to the signs of heat stress in indoor and outdoor work environments.

We anticipate the following timeline for this Priority Adaptation Action:

- OSHA worker safety efforts began in 1970.
- Planning specific to the climate crisis began in Q4 FY2021.
- Development of the action plan and metrics to track success by Q4 FY2021.
- Implementation of the action plan will begin by Q4 FY2023.
- Completion of the effort will be ongoing.

Facilities Resilience and Mission Readiness (Paa #2):

Adapt DOL owned Mine Safety and Health Administration (MSHA), Job Corps Center (JCC), and Conservation Corps Center (CCC) facilities to bolster climate resiliency and maintain robust mission capacity during acute and long-term climate disruptions. DOL will also collaborate closely with the General Services Administration (GSA) to ensure that leased facilities are resilient and mission capable.

It is important to note that while DOL owned facilities comprise 89.3% of our 24.8 million square feet of facilities space, most of these facilities are associated with JCC and CCC campus operations and are managed separately from DOL employee space management and Future of Work planning efforts.

The goals of this action are national and include:

- Assessment of potential physical vulnerabilities and risks that could result from climate events across our 2,600 facility assets.
- Identification ofpotential adaptive measures to ensure facility resilience to climate events.
- Balancing adaptive measures to optimize resiliency with additional consideration of GHG reductions and environmental justice.
- Improving health and safety for employees and visitors to DOL facilities.
- Maintaining robust 24/7 Information Technology (IT) and Communications infrastructure.

OASAM and the BOC will be the lead agencies to address this action and our efforts will result in:

- Increased resilience of facility assets.
- Modernized facilities that are both climate resilient and energy efficient.
- Secure and capable IT and communications during normal and emergency conditions.
- Improved health, safety, and comfort for employees and visitors using our facilities.
- Campuses prepared for electrified fleet operations.
- Active efforts to achieve EO 14008's net-zero electricity procurement goal by 2035.

Risks and challenges associated with these actions include:

- Staff and resource bandwidth to plan and manage these renewed efforts.
- Availability of renewable energy sources to replace petroleum based options.
- Facility resilience during acute climate and other emergencies without petroleum based contingency resources.

BOC began action on this priority more than a decade ago as we:

- Actively integrated and prioritized sustainability and energy efficiencies into our new construction and modernization efforts.
- Engaged professional services to pursue stronger energy audits and actions on those audit findings with our JCCs.
- Renewed our interest in financed energy projects to accomplish energy efficiency and modernization efforts from a budget neutral position.

To accomplish these goals, DOL will coordinate with:

- The Federal Energy Management Program (FEMP) for expertise in financed energy projects and other energy efficiency opportunities.

We anticipate the following timeline:

- Strategic planning began in Q2 FY2020.
- Development of the action plan and metrics to track success by Q4 FY2023.
- Implementation of the action plan will begin by Q1 FY2024.
- Completion of the effort is anticipated by Q4 FY2035.

Competitive Employment and Training (PAA #3):

Strengthen competitive employment and training grant opportunities focused on equitable, energy sector strategies that prepare workers for high-quality jobs in occupations and industries critical to delivering a clean energy future.

This action is a national effort and our goals include:

- Leveraging competitive grants, including Workforce Opportunity for Rural Communities (WORC) grants and Veteran Clean Energy Training grants, to prepare workers for clean energy sector jobs.
- Providing intensive and ongoing technical assistance focused on increasing completion rates of participants entering training to ensure that they receive the skills and certifications needed to contribute to a net-zero emission economy.
- Collecting and disseminating information on occupations related to clean energy, including new and emerging tasks and technology skills to help individuals make informed training and career choices.
- Reviewing Job Corps' career technical training offerings and identifying opportunities to promote educational training programs in renewable and clean energy and incorporate "green" training elements into other programs.

The Employment and Training Administration (ETA) will be the lead agency to address this action and our efforts will result in:

- Participants enrolled in and completing training programs in environmentally sustainable sectors or occupations essential to "greening" the economy.
- More robust occupational data on environmentally sustainable jobs.
- Additional Job Corps students selecting clean energy career technical training offerings or receiving instruction in skills that contribute to reducing carbon emissions.

ETA's history of action on this priority includes:

- Past Green Jobs Grant Programs funded by the American Recovery and Reinvestment Act of 2009 (Recovery Act):
    - Energy Training Partnerships (ETP) Grants
    - Pathways out of Poverty (POP) Grants
    - State Energy Sector Partnership and Training (SESP) Grants

    - State Labor Market Improvement (LMII) Grants
    - Green Capacity Building Grants (GCBG)
- Collaboration with the Department of Commerce/EDA, NIST/MEP, and the Delta Regional Authority on the following initiatives:
    - Jobs and Innovation Accelerator Challenge
    - Make it in America Challenge
- Job Corps instituted a number of measures to "green" its job training programs and facilities. Recovery Act funding was used to:
    - Incorporate "green" training elements into the automotive, advanced manufacturing, and construction trades at Job Corps centers nationwide.
    - Pilot three new "green" training programs at selected Job Corps centers: Solar Panel Installation, Weatherization, and SmartGrid technology.
- Collaboration, in 2021, with the Treasury Department to award a SIPPRA grant to the New York State Energy Research and Development Authority (NYSERDA) for clean energy job training.

To accomplish this Priority Adaptation Action, DOL will coordinate with:

- The National Science Foundation (NSF)
- The Treasury Department
- The Environmental Protection Agency (EPA)
- Other federal agencies including those serving as ex-officio members of the Advisory Committee on Apprenticeship (Commerce, Education, HUD, HSS, Transportation and Energy) to coordinate on joint actions and opportunities for collaboration.

We anticipate the following timeline to incorporate these efforts into our FY2022 Agency Management Plan (AMP):

- Strategic planning began in Q3 FY2021.
- Development of the AMP action plan and metrics to track success by Q4 FY2021.
- Implementation of the AMP action plan will begin by Q1 FY2022.
- Completion of AMP integration is anticipated by Q4 FY2022.

Community Economic Resilience (PAA #4):

Assist communities negatively impacted by the transition to renewable energy to retrain and adapt their workforce for high-quality jobs in non-carbon intensive industries. This includes continuing to work with the Interagency Working Group on Coal and Power Plant Communities and Economic Revitalization for a clean and resilient energy future.

This action is a national effort and our goals include:

- Developing and awarding grants for communities that have been impacted or are likely to be impacted by coal mining and coal power plant employment loss. These grants will prepare dislocated workers for good jobs in high-demand occupations aligned with regional or community economic development.

- Identifying opportunities to assist the Interagency Working Group on Coal and Power Plant Communities and Economic Revitalization ("the Working Group") efforts to support and revitalize the economies of coal and power plant communities.
- Implementing the Working Group's recommendations on how to best deploy grants, technical assistance, financing, procurement, and other programs to achieve these aims.

ETA will be the lead agency to address this action and our efforts will result in:

- Expanded opportunities for workers in fossil-fuel dependent communities to switch to jobs that contribute to the transition to a net-zero future.
- Economic development and revitalization in coal and fossil fuel-dependent regions affected by the clean energy transition.
- Ecologically and economically stronger and resilient communities.

Risks and challenges associated with these actions include:

- Market forces, the business cycle, and the technological developments may create challenges to matching newly trained workers to clean energy sector opportunities.

ETA began action on this priority in 2021 when ETA issued a funding notice for Workforce Opportunity for Rural Communities (WORC) demonstration grants, which included an additional emphasis on Energy Communities and will be administered in partnership with the Appalachian Regional Commission (ARC) and the Delta Regional Authority (DRA).

To accomplish these goals, DOL will coordinate with:

- The Working Group to identify opportunities to support and revitalize the economies of coal and power plant communities.
- Other agencies as directed by the Working Group.
- The Economic Development Administration (EDA) to ensure that grants are aligned with economic development strategies.

We anticipate the following timeline to incorporate these objectives into ETA's FY2022 Agency Management Plan:

- Strategic planning began in Q3 FY2021.
- Development of the action plan and metrics to track success by Q4 FY2021.
- Implementation of the action plan will begin by Q1 FY2022.
- Completion of the effort is anticipated by Q4 FY2022.

Procurement and Acquisition Resilience (PAA #5):

Adapt our procurement policies and specifications to evolving best practices in resilience that will support nimble mission continuity and preparation for acute and long-term climate disruptions to upstream and downstream supply chains.

This action is a national effort and our goals include:

- Assessment of potential vulnerabilities and risks to procurement processes.
- Developing climate literacy and informing the acquisition community of resiliency provisions necessary to strengthen our long-term climate change preparedness.

- Identifying supply-chain vulnerabilities and contracting options ahead of acute disruptions and develop robust strategies to manage those challenges to best support mission resilience.
- Reducing Agency cradle-to-grave carbon footprint by ensuring applicable resilient and sustainable terms and conditions are included in relevant contract actions.

The Office of the Senior Procurement Executive (OSPE) will be the lead agency to address this action and our efforts will result in:

- Responsive flexibility and capacity during climate emergencies.
- Greater understanding of responsible sourcing and its impact on climate change.
- Assurance that prospective vendors have the requirements necessary to provide DOL with environmentally responsible goods and services.
- Stronger use of federal procurement regulations to draw contractors' attention to their impact on the environment as they provide goods and services.

Risks and challenges associated with these actions include:

- Potentially significant increases in the costs of goods and services for DOL.
- Longer delivery time(s) leading to delays or missed deadlines.
- Increased regulation may narrow options for suppliers of goods and services.

OSPE began action on this priority in 2019 by increasing acquisition training and compliance with clauses to elevate progressive contractor support of our resilience goals. We will continue to ramp up our compliance and contractor expectations in FY 2022- FY2025 while concurrently supporting Federal Acquisition Regulations (FAR) requirements.

To accomplish this Priority Adaptation Action, DOL will coordinate and collaborate with:

- The Federal Acquisition Institute's Cornerstone on Demand to align training efforts.
- All DOL program activities to ensure they are aware of the training resources available for their staff to be supportive of the initiative.

We anticipate the following timeline:

- Strategic planning will begin in Q1 FY2022.
- Development of the action plan and metrics to track success by Q1 FY2022.
- Implementation of the action plan will begin by Q2 FY2022.
- This priority adaptation action will be ongoing and, therefore, no completion date has been set.

Updating Climate Vulnerability Assessments (Topic 1):

This Climate Action Plan is our first step in renewing efforts for systematic assessment and action on climate risks to our Agency missions. We have identified five key climate related vulnerabilities to mission success and are in the process of developing metrics to define milestones to measure progress in addressing these challenges.

While the first three vulnerabilities focus on Washington DC (where our Headquarters facilities are located), they are also national vulnerabilities as these issues are common to several of our regional facilities in cities across the country.

Vulnerability 1: Temperature Shifts

Temperature shifts due to climate change are threats to DOL Headquarters and regional assets across the United States. This vulnerability may increase power outages and brownouts at DOL Headquarters and regional assets. An unstable electrical grid may also negatively affect telework options that would otherwise support mission critical efforts.

In 2016, the Department of Energy and Environment (DDOE), within the District of Columbia, completed a Climate Vulnerability and Risk Assessment (VRA)[1] and identified this infrastructure issue. DDOE has primary responsibility to address adaptation efforts in collaboration with Congress and GSA. DOL will coordinate with DDOE and collaborate on adaptive action.

In order to maintain mission readiness during acute climate related events, DOL Headquarters will maintain existing back-up power capabilities for essential services and improve our energy infrastructure to maximize renewable energy and minimize petroleum based generation solutions.

Meaningful implementation of renewable energy capacity at Headquarters will take 5-8 years. In the interim, DOL has sufficient diesel generation capacity to support essential operations.

Barriers to implementation may include potential DDOE or GSA adaptation delays that may alter our ability to minimize the disruptive nature of these vulnerabilities.

DOL will be evaluating each of our facility assets across the country for similar temperature vulnerabilities and prepare resilience strategies accordingly to each region's unique circumstances.

DOL does not anticipate a financial disclosure or risk management requirement for this work (beyond normative budget and worker safety efforts) but will maintain records sufficient to articulate the cost and/or savings of adaptation and expanded use of renewable energy.

[1]Page 24, VRA, Climate Change Adaptation Plan for the District of Columbia (2016)

Vulnerability 2: Sea Level Rise and Flooding

Sea level rise will increase risks of flooding along coasts and rivers near DOL assets. This vulnerability cascades into threats to utility services (power, water, sanitation, and steam) for DOL facility assets and employees. Loss of utilities and/or sanitation service could force temporary closures of DOL facilities by making them uninhabitable. These vulnerabilities could hamper mission readiness and force maximum telework postures more frequently.

DOL Headquarters are in Washington DC, where the DDOE VRA[2] identified flooding and tidal rise as a serious infrastructure threat. While the District of Columbia has primary responsibility to address flooding adaptation efforts, DOL will be significantly impacted by any DDOE action. Thus, DOL will collaborate with GSA and coordinate with DDOE on adaptive action. Likewise, DOL will coordinate with local and state agencies in other regions where our assets are at risk.

In FY2022, DOL will review and adjust telework policy to include climate change contingency planning and be prepared to implement adaptive telework policies across the Agency beginning in FY2023. DOL is confident that implementation is possible by Q2 FY2023 due to our recent experience and lessons learned with the COVID 19 Pandemic.

Barriers to adaptation may include:

- Negotiating changes with bargaining units and the renewal cycles of these agreements.
- Potential DDOE or GSA adaptation delays that may alter our ability to minimize the disruptive nature of these vulnerabilities.

DOL will work closely with Human Resources to maintain an open and transparent process to this policy adaptation with employees and bargaining units.

Vulnerability 3: Transportation Infrastructure

The Fourth National Climate Assessment (FNCA)[3] identified increased flooding as a threat to both above-grade and below-grade transportation infrastructure. This is likely to affect DOL operations across the country and may create DOL workforce transportation issues that will disrupt normal operations and force maximum telework postures more frequently.

DOL will work with GSA and local municipalities to address transportation infrastructure issues for continuity of operations. DOL will adapt telework policy and provide resources to be agile in deploying maximum telework posture while maintaining mission performance during transportation disruptions.

In FY2022, in coordination with Vulnerability 1 and 2, DOL will review and adjust telework policy to include climate change contingency planning and be prepared to implement adaptive telework policies across the Agency in FY2023. DOL is confident that implementation is possible by Q2 FY2023.

[2]Page 19, VRA, Climate Change Adaptation Plan for the District of Columbia (2016)
[3]Page 449, Fourth National Climate Assessment, Volume II (2018)

Barriers to implementation may include:

- Negotiating changes with bargaining units, contractor services, and the renewal cycles of these agreements.
- Potential state, local, and/or GSA adaptation delays that may alter our ability to minimize the disruptive nature of these vulnerabilities.

DOL will work closely with Human Resources and OSPE to maintain an open and transparent process to this policy adaptation with employees and contractors.

Vulnerability 4: Job Corps Centers and Conservation Corps Centers

The 121 Job Corps Centers and Conservation Corps Centers owned by DOL across the United States and Puerto Rico have a wide variety of facility vulnerabilities that may threaten their suitability of use, habitability, and mission capacity in the event of acute or prolonged climate events.

Coordinated by the Job Corps National Office (OJC), the Employment and Training Administration (ETA) will develop Regional climate action strategies to identify, assess, and address climate related threats and options to preserve mission capacity and resilience. DOL will use the vulnerabilities identified for FNCA National Climate Assessment Regions[4] as guidance for framing priority efforts.

Having experienced the challenges of suspending nearly all Job Corps Center training programs for months during the recent pandemic and closing, realigning, and rebuilding facilities in Puerto Rico, Texas, and along the Gulf Coast due to acute climate events, OJC understands the threat climate change presents to the economically disadvantaged workers and communities we serve. We intend to strengthen our resilience across all OJC programs with special focus on our most vulnerable economic and environmentally unstable regions.

Building on previous momentum, ETA climate action strategies will be updated in FY2022-2023 and be ready to deploy by Q3 FY2024. DOL anticipates piloting strategy development with the Philadelphia Region in FY2022 and using lessons learned from the pilot to expedite development for the remaining five Regions in FY2023. DOL will update the Climate Action Plan as regional efforts evolve.

Barriers to implementation may include:

- Expertise at Regional levels.
- Potential local, state, or other agency adaptation delays beyond DOL control.

DOL will disclose these plans via publication of our Annual Sustainability Plan and incorporate discussion of the opportunities and challenges as routine public relations activities within the Agency.

[4] Page 5 & Pages 669-1278, Fourth National Climate Assessment, Volume II (2018)

Vulnerability 5: DOL Leased Space

DOL has 2.7 million square feet of leased office space, primarily through General Services Administration (GSA), across all 50 States. Climate change may threaten suitability of use and habitability in the event of acute or prolonged climate events. These vulnerabilities vary considerably by location.

Coordinated by OASAM, the BOC Asset Management team will develop Regional climate action strategies to identify, assess, and address climate related threats and options to preserve mission capacity and resilience in all leased facilities. DOL will also collaborate with GSA on action plans and facility resilience priorities. DOL will update the Climate Action Plan as these efforts evolve and use the vulnerabilities identified in the FNCA[5] as guidance for framing priority efforts.

Regional climate action strategies for leased facilities will be developed in FY2022-2023 and be prepared to deploy in FY2024.

Barriers to implementation may include:

- Lease contracts may require renegotiations and concessions.
- Potential local, state, or other agency adaptation delays beyond DOL control.

DOL will disclose these plans via publication of our Annual Sustainability Plan and incorporate discussion of the opportunities and challenges as routine public relations activities within the Agency.

[5] Page 5 & Pages 669-1278, Fourth National Climate Assessment, Volume II (2018)

Improving Climate Literacy (Topic 2):

Strengthening management climate literacy at DOL serves three key purposes:

- Well-informed leadership and management teams are prepared to prioritize, coordinate, and integrate resilience and adaptation efforts into Agency-wide strategic planning.
- Leadership and management have significant influence on the tone and pace of change for an organization.
- Informed leadership consensus promotes opportunities for interagency synergy at all levels.

Initially, climate literacy is essential for our OASAM, BOC, OSPE, and ETA management teams to drive well-informed consensus as we address the five PAAs identified in this plan:

- PAA #1 - Ensuring Worker Safety
- PAA #2 - Facility and Campus Resilience
- PAA #3 - Workforce Training Adaptation
- PAA #4 - Community Economic Resilience
- PAA #5 - Procurement and Acquisition Resilience

The Chief Sustainability Officer (CSO) and Sustainability team will prepare and disseminate a leadership training course focused on management considerations and environmental justice for climate change by Q4 FY2022. The CSO will also provide regular input at senior staff meetings on the needs and progress of climate change efforts.

Climate literacy will be essential at all levels as we seamlessly integrate our existing missions with our PAAs. From the basics of understanding how the ecosystem drives availability and needs for products and services to the complex interaction between workforce adaptability and community economic resilience, climate literacy training for all DOL employees will drive our holistic approach to adaptation. In collaboration with DOL's Human Resources office, the Sustainability team will develop an all-hands training course to be available on Learning Link by Q4 FY2022 and add climate literacy to new employee orientation sessions beginning in Q2 FY2022.

While training topics will vary by professional audience, focus elements may include:

Understanding our Fragile, yet Resilient, Ecosystem

- Nature, Community, and Industry are Interconnected.
- The Environmental Costs of Products, Services, Energy, and Indifference.

Embracing the Intent and Ambitious Challenge of Executive Order 14008

- Incorporating Environmental Stewardship into our Missions.
  - Interconnected Stakeholders to Local, National, and Global Choices.
  - Valuing and Empowering all Stakeholders.
- Understanding "Net-Zero" in Balancing Mission and Environmental Stewardships.
- Environmental Justice in Our Interconnected World.

- Understanding and Avoiding Disproportionate Negative Consequences. Promoting Positive Change within our Professional Scope of Influence
- Holistic Cost Considerations.

360 Degree Perspectives - Making a Difference at Home, at Work, and at Play

- Safe, Secure, and Environmentally Responsible Leadership
- Commitment to Cradle-to-Grave Environmental Stewardship:
    - Reduce, Reuse, Recycle – Leaving the Campground better than we found it.
    - Passing it On –Generational Opportunities for Change.
- Resilient Facilities
    - Design Considerations
    - Sustainable Utilization
    - Sustainable Modernization

Enhancing Climate Resilience (Topic 3):

Overseen by OASAM and coordinated through the BOC, determination of climate change policy, criteria, and priorities are a team effort at DOL. Leadership from BOC, OJC, ETA, OSPE, and the Office of Worker Safety and Health (OWSH) collaborate to establish climate action requirements for Sustainability, Facilities, and Asset Management to execute within budget capacity.

Equity is a paramount consideration at every level of mission engagement at DOL. As we develop our environmental justice strategy, equitable distribution of environmental risk and the benefits of climate action initiatives will be emphasized across all phases of our work and will be a strategic emphasis in upcoming OJC Regional Climate Action Strategies (being developed in FY2022-2023).

Actions for Climate-Ready Sites and Facilities

Through robust planning and execution of design, construction, modernization, and recommissioning opportunities, DOL will reduce carbon emissions at our campuses and foster sustainable best practices through the following efforts:

Engage Energy Savings Performance Contracting (ESPC) and Utility Energy Savings Contracts (UESC) to improve energy efficiency, electrification, and resilience across DOL facilities. Specifically, DOL will target the following timeline for executing modernization ESPC/UESC opportunities at the following locations:

- MSHA Triadelphia by Q4 FY2023
- DOL Headquarters by Q2 FY2023
- OJC Regions 1-3 by Q4 FY2024
- OJC Regions 4-6 by Q4 FY2025

Transition DOL Fleet Vehicles from petroleum fueled vehicles to increasing the use of hybrid and electric vehicles between FY2024 and FY2035. This will include:

- Re-examining fleet replacements for appropriate electric vehicles and hybrids that can meet mission requirements while reducing our carbon footprint. DOL leases approximately 3,639 vehicles from GSA and replaces approximately 12% of the fleet each year.
- Improving electric vehicle charging station access at DOL facilities (including JCCs and CCCs) for both government and privately owned vehicles.

Increase the use of renewable energy (solar/wind/geothermal) at DOL owned or operated facilities by 400% by FY2026.

Improve preventive maintenance and recommissioning efforts to optimize energy efficiency and performance of existing energy intensive systems (primarily HVAC, Chiller, and Boiler Operations) at all DOL maintained facilities.

Reinvigorate “Green Teams” across our 121 JCC and CCC properties to identify energy and sustainability targets that can be included in modernization efforts.

Actions To Ensure Climate-Ready Supply of Products and Services

DOL's mission is "to foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work related benefits and rights."[6] When job markets and communities become disrupted by evolving climate actions or a force majeure, our ability to fulfill these missions are compromised and challenged. These challenges require more than contingency planning for maintaining operations. DOL must be prepared to assist at-risk communities in adapting their job markets to changing climate conditions and prevent damage to the continuity of robust business and industry labor opportunities.

DOL serves and supports our labor communities. Acute extreme weather events and/or long-term climate change pose significant risks to our ability to deliver on our mission in five critical areas:

1. Ability to secure lawful wages and working conditions for America's workers.
2. Ability to secure safe and healthful working conditions for America's workers.
3. Support timely and accurate benefits for unemployed workers.
4. Provide equitable training programs at Mine Safety and Health Administration (MSHA), Job Corps Centers (JCCs), and Conservation Corp Centers (CCCs) across America.
5. Promote a fair global playing field for America's workers and businesses.

As we prepare and execute climate adaptation efforts, our foremost priorities are to lead and deliver on our mission to promote and secure a bright future for American workers.

Conclusion:

Through assessing climate vulnerabilities with our assets and equities, we will develop adaptive measures to support climate resilience. Our actions will emphasize responsible planning, leveraging adaptive strengths, and collaborating with business and industry to optimize mission resilience, embrace a robust environmental justice strategy, and lead by example. With thoughtful attention to science and social accountability, DOL will engage projects and strategies that shift us from a risk management posture to a prepared resilience capable of effectively serving our citizens today and tomorrow.

Final implementation decisions will be based on the priorities outlined in this Climate Action Plan, the evolving science on climate change, and resource levels.

[6] Page 4, Department of Labor FY2018-2022 Labor Strategic Plan

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