



## Department of Energy

Bonneville Power Administration  
P.O. Box 3621  
Portland, Oregon 97208-3621

FREEDOM OF INFORMATION ACT PROGRAM

January 6, 2025

In reply refer to: FOIA # BPA-2024-00088-F

SENT VIA EMAIL AND US MAIL TO: [REDACTED]

Dean Bender  
[REDACTED]

Dear Mr. Bender,

This communication is the Bonneville Power Administration's (BPA) final response to your request for agency records made under the Freedom of Information Act, 5 U.S.C. § 552 (FOIA). BPA received your request on October 20, 2023, and sent you a formal acknowledgment letter on November 9, 2023.

### Request

"Any and all emails, internal communications, spreadsheets, memos, presentations, or other documents created from 7/1/2021 through 4/1/2022 regarding the number of employees at BPA who had been vaccinated against COVID-19, the number of employees who had not been vaccinated against COVID-19, and the number of employees who had not attested to their COVID-19 vaccination status."

### Response

BPA's Cyber Forensics office collected 449 pages of responsive records from agency email accounts. Those pages accompany this communication with redactions applied under exemption 5 U.S.C. § 552(b)(6). A more detailed explanation of the applied exemptions follows.

### Explanation of Exemptions

The FOIA generally requires the release of all responsive agency records upon request. However, the FOIA permits or requires withholding certain limited information that falls under one or more of nine statutory exemptions (5 U.S.C. §§ 552(b)(1-9)). Further, section (b) of the FOIA, which contains the FOIA's nine statutory exemptions, also directs agencies to publicly release any reasonably segregable, non-exempt information that is contained in those records.

**Exemption 6**

Exemption 6 serves to protect Personally Identifiable Information (PII) contained in agency records when no overriding public interest in the information exists. (5 U.S.C. § 552(b)(6)). BPA does not find an overriding public interest in the release of the information redacted under Exemption 6, specifically:

- Employee cell phone numbers.
- Names and other identifiers of specific employees and their associated vaccination statuses.
- Vaccination data for agency offices or groups of individuals (e.g., employees duty stationed at a specific location or employees in a specific job series) of less than fifty employees, whereby one could reasonably deduce the names and vaccination statuses of individual employees.

This information sheds no light on the executive functions of the agency and BPA finds no overriding public interest in its release. BPA cannot waive these redactions, as the protections afforded by Exemption 6 belong to individuals and not to the agency.

**Fees**

There are no fees associated with processing your FOIA request.

**Certification**

Pursuant to 10 C.F.R. § 1004.7, I am the individual responsible for the records search and information release described above. Your FOIA request BPA-2024-00088-F is now closed with the responsive agency information provided.

**Appeal**

Note that the records release certified above is final. Pursuant to 10 C.F.R. § 1004.8, you may appeal the adequacy of the records search, and the completeness of this final records release, within 90 calendar days from the date of this communication. Appeals should be addressed to:

Director, Office of Hearings and Appeals  
HG-1, L'Enfant Plaza  
U.S. Department of Energy  
1000 Independence Avenue, S.W.  
Washington, D.C. 20585-1615

The written appeal, including the envelope, must clearly indicate that a FOIA appeal is being made. You may also submit your appeal by e-mail to [OHA.filings@hq.doe.gov](mailto:OHA.filings@hq.doe.gov), including the phrase "Freedom of Information Appeal" in the subject line. (The Office of Hearings and Appeals prefers to receive appeals by email.) The appeal must contain all the elements required by 10 C.F.R. § 1004.8, including a copy of the determination letter. Thereafter, judicial review will be available to you in the Federal District Court either (1) in the district where you reside, (2) where you have your principal place of business, (3) where DOE's records are situated, or (4) in the District of Columbia.

Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows:

Office of Government Information Services  
National Archives and Records Administration  
8601 Adelphi Road-OGIS  
College Park, Maryland 20740-6001  
E-mail: [ogis@nara.gov](mailto:ogis@nara.gov)  
Phone: 202-741-5770  
Toll-free: 1-877-684-6448  
Fax: 202-741-5769

Questions about this communication may be directed to the FOIA Program Lead Jason Taylor at [jetaylor@bpa.gov](mailto:jetaylor@bpa.gov) or 503-477-2692.

Sincerely,

CANDICE PALEN  Digitally signed by CANDICE  
PALEN  
Date: 2025.02.06 13:05:06 -08'00'

Candice D. Palen  
Freedom of Information/Privacy Act Officer

Responsive agency information accompanies this communication.

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**From:** Wright, Colleen C F (BPA) - H-1  
**Sent:** Thursday, November 4, 2021 12:50 PM  
**To:** Hairston, John L (BPA) - A-7; Furrer, Robin R (BPA) - N-7; Cook, Joel D (BPA) - K-7; James, Daniel M (BPA) - D-7; Capps, Stephan A (BPA) - NW-1; Kuhn, Shana L (BPA) - NS-4400-LL; Shaheen, Richard L (BPA) - T-DITT-2; Hall, Lee J (BPA) - PES-6; Harris, Marcus A (BPA) - F-2; Chong Tim, Marcus H (BPA) - L-7; Cooper, Suzanne B (BPA) - P-6; Laylo, Sarah M (BPA) - NN-1; Berry, Benjamin L (BPA) - J-3; Fickes, Anne Macron (BPA) - H-1; Scruggs, Joel L (BPA) - DK-7; Cathcart, Michelle M (BPA) - TO-DITT-2; Lahti, John A (BPA) - TF-DITT-2; Leady Jr, William J (BPA) - K-7  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (NOV 4)  
**Attachments:** Mandatory Vaccination Certification MyEnergy - Daily update (04 NOV 2021).pptx; MEF VSR 2021.11.04.xlsx

Please see the update on where we stand on the Mandatory Vaccination Certification in MyEnergy reporting.

**Colleen C. F. Wright**

Acting Deputy Director | Human Resources Service Center

**BONNEVILLE POWER ADMINISTRATION**

**U.S. DEPARTMENT OF ENERGY**

[bpa.gov](http://bpa.gov) | P 503-230-7517 | F 503-230-3816



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DOE Energy: <http://energy.gov/jobs/career-opportunities>

USAJOBS: <https://www.usajobs.gov>

**Program Inquiries:**

Disabled Persons (Schedule A): [schedulea@bpa.gov](mailto:schedulea@bpa.gov)

Veterans: [veterans@bpa.gov](mailto:veterans@bpa.gov)

Contract Positions: [Supplaborjobs@bpa.gov](mailto:Supplaborjobs@bpa.gov)

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**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 4<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2878	2,370	83	12	292	121
	82.3%	2.9%	0.4%	10.1%	4.2%

127 on Wednesday

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	172	132	4	1	26	9
		76.7%	2.3%	0.6%	15.1%	5.2%
ESA	1755	1371	65	8	210	101
		78.1%	3.7%	0.5%	12.0%	5.8%

**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 3<sup>rd</sup>**

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2866	2,351	87	12	289	127
	82.0%	3.0%	0.4%	10.1%	4.4%

140 on Tuesday

Wednesday's data –  
For comparison

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	130	4	1	26	8
		76.9%	2.4%	0.6%	15.4%	4.7%
ESA	1750	1360	68	7	207	108
		77.7%	3.9%	0.4%	11.8%	6.2%

**Vaccination Certification in MyEnergy – Critical TF Functions Status as of Nov 4th**

	n	Fully Vaccinated		Pending 2nd shot or Has Appointment		Not Vaccinated or No Response		Ext Leave/ RA Request
Substation Operators	108	92	85.2%	3	2.8%	13	12.0%	17
PSC	30	(b)(6)						
SPC	37							
Lineman	64							
Sub Maintenance	101	75	74.3%	8	7.9%	18	17.8%	33
<b>Total</b>	<b>340</b>	<b>263</b>	<b>77.4%</b>	<b>21</b>	<b>6.2%</b>	<b>56</b>	<b>16.5%</b>	<b>102</b>

**Other Critical Functions**

HMEM	23	(b)(6)						
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### Reasonable Accommodations

✓ COVID related reasonable Accommodation Requests received (as of Nov 3)

- Vaccine Mandate Total: 304
- Religious: 249 (82%)
- Medical: 55 (18%)

*NOTE: We have 304 COVID related reasonable accommodation requests submitted but only 289 (first slide) people reporting in MyEnergy that they are unvaccinated. This means we have a gap of at least 15 (down from 32 on Monday) people who have requested an RA but not yet completed the Mandatory Vaccination Certification in MyEnergy.*

✓ COVID related reasonable Accommodation Requests received (as of Nov 1)

- Vaccine Mandate Total: 310
- Religious: 256 (83%)
- Medical: 54 (17%)

Monday's data –  
For comparison

RA DATA UPDATED MONDAY, WEDNESDAY AND FRIDAY



**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 4<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2878	2,370	83	12	292	121
	82.3%	2.9%	0.4%	10.1%	4.2%

127 on  
Wednesday

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MEF	172	132	4	1	26	9
		76.7%	2.3%	0.6%	15.1%	5.2%
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		78.1%	3.7%	0.5%	12.0%	5.8%

**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 3<sup>rd</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2866	2,351	87	12	289	127
	82.0%	3.0%	0.4%	10.1%	4.4%

140 on Tuesday

Wednesday's data – For comparison

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	130	4	1	26	8
		76.9%	2.4%	0.6%	15.4%	4.7%
ESA	1750	1360	68	7	207	108
		77.7%	3.9%	0.4%	11.8%	6.2%

**Vaccination Certification in MyEnergy – Critical TF Functions Status as of Nov 4th**

	n	Fully Vaccinated		Pending 2nd shot or Has Appointment		Not Vaccinated or No Response		Ext Leave/ RA Request
Substation Operators	108	92	85.2%	3	2.8%	13	12.0%	17
PSC	30	(b)(6)						
SPC	37							
Lineman	64	37	57.8%	9	14.1%	18	28.1%	36
Sub Maintenance	101	75	74.3%	8	7.9%	18	17.8%	33
<b>Total</b>	<b>340</b>	<b>263</b>	<b>77.4%</b>	<b>21</b>	<b>6.2%</b>	<b>56</b>	<b>16.5%</b>	<b>102</b>

**Other Critical Functions**

HMEM	23	(b)(6)						
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### Reasonable Accommodations

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✓ COVID related reasonable Accommodation Requests received (as of Nov 1)

- Vaccine Mandate Total: 310
- Religious: 256 (83%)
- Medical: 54 (17%)

Monday's data –  
For comparison

RA DATA UPDATED MONDAY, WEDNESDAY AND FRIDAY



Vaccination Status for Mission Essential Functions and Essential Support Functions												
11/4/2021												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	n	%	Pending 2nd Shot	%	n	%	n	%	n	%
Mission Essential		172	132	77%	4	2%	1	1%	26	15%	9	5%
Essential Support		1755	1,371	78%	65	4%	8	0%	210	12%	101	6%
Total		1927	1,503	78%	69	4%	9	0%	236	12%	110	6%
by Exception												
		Extended Leave			RA Request		Other*		Total Exceptions			
		n	n	%	n	%	n	%	n	%	n	%
Mission Essential		172	1	1%	23	13%	—	—	24	14%		
Essential Support		1755	9	0.5%	220	13%	2	0%	231	13%		
Total		1927	10	0.5%	243	13%	2	0%	255	13%		
*Other include: deceased, transfers to another agency at S/O, and new employees												
by Org												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	n	%	Pending 2nd Shot	%	n	%	n	%	n	%
MEF	PGSD	20										
	PTFA	14										
	TOOC	15										
	TOOP	15										
	TORD	28										
	TORM	24										
	TORO	11										
	TORS	7										
	TTOM	9										
	TTSE	15										
ESA	CBC	5										
	OK	3										
	OKP	5										
	EC	4										
	ECC	12										
	ECF	9										
	ECP	3										
	ECT	6										
	EP	6										
	EPI	7										
	EPR	10										
	FC	8										
	FTL	7										
	FTO	1										
	FTOA	4										
	FTOT	6										
	JCD	20										
	JCO	6										
	JLS	5										
	JLSC	6										
	JLSI	6										

(b)(6)

	JLSP	10	(b)(6)
	JLSB	8	
	JLST	14	
	JND	3	
	JNDI	5	
	JNDN	12	
	JNPC	8	
	JNPS	14	
	JNBA	6	
	JNBO	7	
	JNBF	9	
	JNBS	5	
	KSC	10	
	KSM	10	
	LG	13	
	LN	14	
	LP	10	
	LT	10	
	MF	3	
	NFC	6	
	NFF	8	
	NFO	6	
	NN	1	
	NNC	6	
	NWP	8	
	NNI	8	
	NSPE	5	
	NSPM	30	
	NSFP	6	
	NSL	3	
	NSLM	4	
	NSLF	4	
	NSLW	17	
	NSP	10	
	NSS	2	
	NSBF	21	
	NSSP	18	
	NSSS	10	
	NSSV	23	
	NST	5	
	NSTP	7	
	NSTS	6	
	NW	2	
	NWF	6	
	NWFC	2	
	NWFR	4	
	NWFM	6	
	NWPP	2	
	NWPP	3	
	NWPS	4	
	PEJB	6	

	PEJD	14	(b)(6)
	PES	4	
	PGA	6	
	PGAC	4	
	PGAF	7	
	PGL	5	
	PGPO	10	
	PGPW	9	
	PGSP	11	
	PGST	7	
	PSB	3	
	PSE	8	
	PSSE	6	
	PSST	5	
	PTF	2	
	PTK	4	
	PTKC	8	
	PTKS	9	
	PTM	1	
	PTMA	8	
	TAA	13	
	TEBI	7	
	TEL	4	
	TELC	13	
	TELD	10	
	TELF	5	
	TELP	18	
	TER	1	
	TERG	17	
	TEIC	18	
	TETO	6	
	TEZM	14	
	TEZP	16	
	TF	10	
	TFA	1	
	TFAW	6	
	TFB	5	
	TFBV	14	
	TFC	1	
	TFCB	6	
	TFCC	3	
	TFCD	5	
	TFCE	4	
	TFCF	6	
	TFD	1	
	TFDB	7	
	TFDC	5	
	TFDD	3	
	TFDE	7	
	TFDF	4	
	TFDG	10	

	TFDH	4	(b)(6)
	TFDI	4	
	TFDI	4	
	TFE	3	
	TFEB	5	
	TFEC	5	
	TFED	4	
	TFEE	5	
	TFEF	6	
	TFEL	5	
	TFEN	2	
	TFEO	4	
	TFEP	6	
	TFH	12	
	TFHE	77	
	TFH3	159	
	TFHS	47	
	TFI	3	
	TFIC	4	
	TFIF	6	
	TFIG	5	
	TFIH	4	
	TFII	5	
	TFIO	2	
	TFK	1	
	TFKB	5	
	TFKC	4	
	TFKD	3	
	TFKE	5	
	TFKO	7	
	TFK	2	
	TFKI	2	
	TFL	2	
	TFIB	7	
	TFIC	3	
	TFID	5	
	TFIE	6	
	TFIF	8	
	TFIJ	2	
	TFIN	2	
	TFNB	7	
	TFNC	3	
	TFND	5	
	TFNE	5	
	TFNF	4	
	TFNO	5	
	TFO	1	
	TFOB	9	
	TFOC	5	
	TFOD	5	
	TFOE	6	

(b)(6)

48 62% 8 10% — — 8 10% 11 17%



	TFOF	0	(b)(6)
	TFOK	6	
	TFOM	4	
	TFUY	3	
	TFP	1	
	TFPA	5	
	TFPB	5	
	TFPC	4	
	TFPD	3	
	TFPE	4	
	TFPF	4	
	TFPG	5	
	TFPH	3	
	TFPI	4	
	TFPJ	6	
	TFPL	2	
	TFPM	3	
	TFPO	4	
	TFR	2	
	TFRS	4	
	TFRC	1	
	TFRD	3	
	TFRE	5	
	TFRI	7	
	TFRG	3	
	TFRH	1	
	TFRI	2	
	TFRI	3	
	TFSS	1	
	TFSB	13	
	TFSC	0	
	TFSD	0	
	TFSE	8	
	TFSJ	7	
	TFSL	4	
	TFST	3	
	TFSW	2	
	TFV	2	
	TFVB	5	
	TFVC	1	
	TFVD	3	
	TFVE	5	
	TFVG	6	
	TFVH	5	
	TFVI	4	
	TFVI	7	
	TFVE	6	
	TFW	1	
	TFWB	6	
	TFWC	4	
	TFWD	7	

	TEWE	7	(b)(6)
	TFWF	7	
	TFWK	6	
	TFWV	1	
	TFZ	43	
	TOI	7	
	TOOS	4	
	TOR	4	
	TORF	11	
	TORW	17	
	TOZ	8	
	TPCC	5	
	TPCF	11	
	TPCR	2	
	TPNI	2	
	TPPC	9	
	TS	1	
	TSE	15	
	TSES	12	
	TSM	1	
	TSMF	8	
	TSMV	12	
	TYC	2	
	TYCO	11	
	TYCT	12	
	TYCF	13	
	TYCH	19	
	TYGV	5	
	TYH	2	
	TYSD	11	
	TYST	5	

Mandatory Vaccination Certification in MyEnergy – Status as of Nov 12<sup>th</sup>

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> Shot	Has Appointment	Not Vaccinated	No Response	Extended Leave	RA Request
BFTE	2,877	2,444	26	2	22	32	12	333
		84.9%	0.9%	0.1%	0.8%	1.1%	0.4%	11.6%
MEF	172	138	0	0	2	3	1	28
		80.2%	0.0%	0.0%	1.2%	1.7%	0.6%	16.3%
ESA	1,756	1,429	25	2	19	26	8	242
		81.4%	1.4%	0.1%	1.1%	1.5%	0.5%	13.8%

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**From:** Wright, Colleen C F (BPA) - H-1  
**Sent:** Friday, October 29, 2021 1:08 PM  
**To:** Hairston, John L (BPA) - A-7; Furrer, Robin R (BPA) - N-7; Cook, Joel D (BPA) - K-7; James, Daniel M (BPA) - D-7; Capps, Stephan A (BPA) - NW-1; Kuhn, Shana L (BPA) - NS-4400-LL; Shaheen, Richard L (BPA) - T-DITT-2; Hall, Lee J (BPA) - PES-6; Harris, Marcus A (BPA) - F-2; Chong Tim, Marcus H (BPA) - L-7; Cooper, Suzanne B (BPA) - P-6; Laylo, Sarah M (BPA) - NN-1; Berry, Benjamin L (BPA) - J-3; Fickes, Anne Macron (BPA) - H-1; Scruggs, Joel L (BPA) - DK-7; Cathcart, Michelle M (BPA) - TO-DITT-2; Lahti, John A (BPA) - TF-DITT-2; Leady Jr, William J (BPA) - K-7  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (OCT 29)  
**Attachments:** MEF VSR 2021.10.29.xlsx; Mandatory Vaccination Certification MyEnergy - Daily update (29 OCT 2021).pptx

Please see the update on where we stand on the Mandatory Vaccination Certification in MyEnergy reporting.

**Colleen C. F. Wright**  
Acting Deputy Director | Human Resources Service Center  
**BONNEVILLE POWER ADMINISTRATION**  
**U.S. DEPARTMENT OF ENERGY**  
[bpa.gov](http://bpa.gov) | P 503-230-7517 | F 503-230-3816



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DOE Energy: <http://energy.gov/jobs/career-opportunities>  
USAJOBS: <https://www.usajobs.gov>

**Program Inquiries:**  
Disabled Persons (Schedule A): [schedulea@bpa.gov](mailto:schedulea@bpa.gov)  
Veterans: [veterans@bpa.gov](mailto:veterans@bpa.gov)  
Contract Positions: [Supplaborjobs@bpa.gov](mailto:Supplaborjobs@bpa.gov)

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Vaccination Status for Mission Essential Functions and Essential Support Functions												
10/26/21												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	n	%	n	%	n	%	n	%	n	%
Mission Essential		169	129	76%	5	3%	1	1%	25	15%	9	5%
Essential Support		1752	1,337	76%	74	4%	10	1%	198	11%	133	8%
Total		1921	1,466	76%	79	4%	11	1%	223	12%	142	7%
by Org												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	n	%	n	%	n	%	n	%	n	%
MEF	ESL	12	(b)(6)									
	PGSD	20										
	PFT-A	14										
	TOOC	15										
	TOOP	15										
	TORD	25										
	TORM	24										
	TORO	11										
	TORS	7										
	TTOM	9										
	TTSE	16										
ESA	CBC	5										
	DN	3										
	DKP	6										
	EC	4										
	ECC	12										
	ECF	9										
	ICP	3										
	ECT	6										
	EP	6										
	EPI	7										
	EPR	10										
	FC	8										
	FTL	2										
	FTO	1										
	FTOA	5										
	FTOT	6										
	JCD	20										
	JCO	6										
	JLS	5										
	JLSC	6										
	JLSI	6										
	JLSP	10										
	JLSR	8										
	JLST	14										
	JND	3										
	JNDI	5										
	JNDN	12										

(b)(6)

	INPC	8	(b)(6)
	INPS	14	
	INRA	6	
	INRO	2	
	INRE	8	
	INPS	5	
	KSC	10	
	KSM	10	
	LG	13	
	LH	14	
	LP	10	
	LT	10	
	NF	4	
	NFC	0	
	NFF	8	
	NFO	6	
	NN	1	
	NNC	6	
	NRP	6	
	NNT	8	
	NS	1	
	NSPE	5	
	NSFM	20	
	NSFP	4	
	NSL	3	
	NSLM	3	
	NSLT	4	
	NSLW	12	
	NSP	10	
	NSS	1	
	NSSP	21	
	NSGP	18	
	NSSS	10	
	NSSV	21	
	NST	4	
	NSTP	7	
	NSTS	6	
	NW	2	
	NWF	5	
	NWFC	2	
	NWER	3	
	NWMM	6	
	NWPP	1	
	NWPS	4	
	PEJB	7	
	PEIN	14	
	PES	4	
	PGA	6	
	PGAC	4	
	PGAF	7	

	PGL	2	(b)(6)
	PGPO	10	
	PGPW	9	
	PGSP	11	
	PGST	7	
	PGB	3	
	PSE	8	
	PSSC	6	
	PSSY	5	
	PTP	2	
	PTR	2	
	PTAC	8	
	PTKS	9	
	PTM	1	
	PTMA	8	
	TAA	13	
	TEB	7	
	TEL	3	
	TELE	14	
	TELD	10	
	TELT	5	
	TEUP	18	
	TER	1	
	TERG	17	
	TEYC	18	
	TEYO	6	
	TEZM	14	
	TEZP	16	
	TF	10	
	TFW	1	
	TFAW	7	
	TFB	5	
	TFBV	14	
	TFC	1	
	TFCS	6	
	TFCC	3	
	TFCD	5	
	TFCE	4	
	TFCT	6	
	TFD	1	
	TFDB	7	
	TFDC	5	
	TFDD	3	
	TFDE	7	
	TFDF	4	
	TFDG	9	
	TFDM	4	
	TFER	4	
	TFDI	6	
	TFE	1	
	TFEB	5	

(b)(6)

	TFEC	3	(b)(6)									
	TFED	4										
	TFEE	5										
	TFEF	6										
	TFEL	3										
	TFEN	2										
	TFEO	4										
	TFEP	6										
	TFH	12										
	TFHE	78										
	TFHQ	18										
	TFHS	48	(b)(6)									
	TFI	3										
	TFIC	4										
	TFIF	6										
	TFIG	5										
	TFH	4										
	TFIJ	3										
	TFID	3										
	TFI'	3										
	TFK3	5										
	TFKC	4										
	TFKQ	3										
	TFKE	5										
	TFK'	2										
	TFK:	2										
	TFQ	8										
	TFL	2										
	TFLB	7										
	TFLC	3										
	TFLD	5										
	TFLE	6										
	TFLF	3										
	TFI	2										
	TFN	2										
	TFNB	7										
	TFNC	3										
	TFND	5										
	TFNE	5										
	TFNF	4										
	TFNQ	3										
	TFQ	3										
	TFQB	9										
	TFQC	5										
	TFQO	5										
	TFQE	6										
	TFQ'	6										
	TFQK	5										
	TFQN	4										
	TFQY	3										
	TFP	1										

46	59%	9	12%	—	—	8	10%	15	19%
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	TFPA	5	(b)(6)
	TFPB	5	
	TFPC	4	
	TFPD	3	
	TFPE	4	
	TFPF	6	
	TFPG	4	
	TFPH	3	
	TFPI	4	
	TFPJ	6	
	TFPL	2	
	TFPM	3	
	TFPO	4	
	TFR	2	
	TFRB	4	
	TFRC	1	
	TFRD	3	
	TFRE	5	
	TFRF	7	
	TFRG	3	
	TFRH	1	
	TFRI	2	
	TFRJ	3	
	TFS	1	
	TFSB	10	
	TFSC	4	
	TFSD	8	
	TFSE	8	
	TFSF	7	
	TFSL	4	
	TFST	3	
	TFSW	2	
	TFV	2	
	TFVB	5	
	TFVC	1	
	TFVD	4	
	TFVE	5	
	TFVG	6	
	TFVH	5	
	TFVI	4	
	TFVJ	7	
	TFVK	6	
	TFW	1	
	TFWB	6	
	TFWC	4	
	TFWD	7	
	TFWE	7	
	TFWF	7	
	TFWK	6	
	TFWV	1	
	TFZ	49	

	TOY	2	(b)(6)									
	TOOS	4										
	TOR	4										
	TORE	11										
	TORW	17										
	TOZ	8										
	TPCC	5										
	TPCF	11										
	TPCR	5										
	TPM	2										
	TPPC	9										
	TS	1										
	TSE	13										
	TSES	12										
	TSR	1										
	TSRE	8										
	TSRS	10										
	TYC	2										
	TYCO	13										
	TYCT	12										
	TYOE	10										
	TYOH	10										
	TYOV	5										
	TYS	2										
	TYSD	11										
	TYST	5										
Total		1921	1,456	76%	73	4%	11	1%	223	12%	142	7%



**Mandatory Vaccination Certification in MyEnergy – Status as of Oct 29<sup>th</sup>**

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2868	2,316	98	16	278	160
	80.8%	3.4%	0.6%	9.7%	5.6%

Note- Corrected to include all employees

162 on Thursday

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	129	5	1	25	9
		76.3%	3.0%	0.6%	14.8%	5.3%
ESA	1751	1337	74	10	198	132
		76.4%	4.2%	0.6%	11.3%	7.5%

**Mandatory Vaccination Certification in MyEnergy – Status as of Oct 28<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2,758	2,214	97	15	270	162
	80.3%	3.5%	0.5%	9.8%	5.9%

Note- Once again missing HC personnel, working with myEnergy to resolve

185 on Wednesday

Thursday's data – For comparison

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	129	5	1	24	10
		76.3%	3.0%	0.6%	14.2%	5.9%
ESA	1752	1332	77	10	195	138
		76.0%	4.4%	0.6%	11.1%	7.9%

ESA and MEF Orgs updated based on feedback from NN

**Vaccination Certification in MyEnergy – Critical TF Functions Status as of Oct 29<sup>th</sup>**

	n	Fully Vaccinated		Pending 2nd shot or Has Appointment		Not Vaccinated or No Response	
Substation Operators	125	91	72.8%	4	3.2%	30	24.0%
PSC	36	(b)(6)					
SPC	47						
Lineman	98	35	35.7%	10	10.2%	53	54.1%
Sub Maintenance	134	72	53.7%	12	9.0%	50	37.3%
<b>Total</b>	<b>440</b>	<b>256</b>	<b>58.2%</b>	<b>27</b>	<b>6.1%</b>	<b>157</b>	<b>35.7%</b>

### Reasonable Accommodations

✓ COVID related reasonable Accommodation Requests received (as of Oct 29)

- Vaccine Mandate Total: 310
- Religious: 256 (83%)
- Medical: 54 (17%)

*NOTE: We have 310 COVID related reasonable accommodation requests submitted but only 278 (first slide) people reporting in MyEnergy that they are unvaccinated. This means we have a gap of at least 32 (down from 36 on Tuesday) people who have requested an RA but not yet completed the Mandatory Vaccination Certification in MyEnergy.*

✓ COVID related reasonable Accommodation Requests received (as of Oct 26)

- Vaccine Mandate Total: 308
- Religious: 256 (83%)
- Medical: 52 (17%)

Tuesday's data –  
For comparison

RA DATA UPDATED MONDAY, WEDNESDAY AND FRIDAY

**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 3<sup>rd</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2866	2,351	87	12	289	127
	82.0%	3.0%	0.4%	10.1%	4.4%

140 on Tuesday

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	130	4	1	26	8
		76.9%	2.4%	0.6%	15.4%	4.7%
ESA	1750	1360	68	7	207	108
		77.7%	3.9%	0.4%	11.8%	6.2%



**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 2<sup>nd</sup>**

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2867	2,334	94	13	286	140
	81.4%	3.3%	0.5%	10.0%	4.9%

158 on Monday

Tuesday's data –  
For comparison

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	130	4	1	25	9
		76.9%	2.4%	0.6%	14.8%	5.3%
ESA	1749	1347	72	8	205	117
		77.0%	4.1%	0.5%	11.7%	6.7%



**Vaccination Certification in MyEnergy – Critical TF Functions Status as of Nov 3rd**

	n	Fully Vaccinated		Pending 2nd shot or Has Appointment		Not Vaccinated or No Response		Ext Leave/ RA Request
Substation Operators	108	90	83.3%	3	2.8%	15	13.9%	17
PSC	30	(b)(6)						
SPC	37							
Lineman	64	36	56.3%	9	14.1%	19	29.7%	36
Sub Maintenance	101	75	74.3%	8	7.9%	18	17.8%	33
<b>Total</b>	<b>340</b>	<b>260</b>	<b>76.5%</b>	<b>21</b>	<b>6.2%</b>	<b>59</b>	<b>17.4%</b>	<b>102</b>

**Other Critical Functions**

HMEM	23	(b)(6)						
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### Reasonable Accommodations

✓ COVID related reasonable Accommodation Requests received (as of Nov 3)

- Vaccine Mandate Total: 304
- Religious: 249 (82%)
- Medical: 55 (18%)

*NOTE: We have 304 COVID related reasonable accommodation requests submitted but only 289 (first slide) people reporting in MyEnergy that they are unvaccinated. This means we have a gap of at least 15 (down from 32 on Monday) people who have requested an RA but not yet completed the Mandatory Vaccination Certification in MyEnergy.*

✓ COVID related reasonable Accommodation Requests received (as of Nov 1)

- Vaccine Mandate Total: 310
- Religious: 256 (83%)
- Medical: 54 (17%)

Monday's data –  
For comparison

**RA DATA UPDATED MONDAY, WEDNESDAY AND FRIDAY**

**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 3<sup>rd</sup>**

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2866	2,351	87	12	289	127
	82.0%	3.0%	0.4%	10.1%	4.4%

140 on Tuesday

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	130	4	1	26	8
		76.9%	2.4%	0.6%	15.4%	4.7%
ESA	1750	1360	68	7	207	108
		77.7%	3.9%	0.4%	11.8%	6.2%

**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 2<sup>nd</sup>**

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2867	2,334	94	13	286	140
	81.4%	3.3%	0.5%	10.0%	4.9%

158 on Monday

Tuesday's data –  
For comparison

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	130	4	1	25	9
		76.9%	2.4%	0.6%	14.8%	5.3%
ESA	1749	1347	72	8	205	117
		77.0%	4.1%	0.5%	11.7%	6.7%

**Vaccination Certification in MyEnergy – Critical TF Functions Status as of Nov 3rd**

	n	Fully Vaccinated		Pending 2nd shot or Has Appointment		Not Vaccinated or No Response		Ext Leave/ RA Request
Substation Operators	108	90	83.3%	3	2.8%	15	13.9%	17
PSC	30	(b)(6)						
SPC	37							
Lineman	64	36	56.3%	9	14.1%	19	29.7%	36
Sub Maintenance	101	75	74.3%	8	7.9%	18	17.8%	33
<b>Total</b>	<b>340</b>	<b>260</b>	<b>76.5%</b>	<b>21</b>	<b>6.2%</b>	<b>59</b>	<b>17.4%</b>	<b>102</b>

**Other Critical Functions**

HMEM	23	(b)(6)						
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### Reasonable Accommodations

✓ COVID related reasonable Accommodation Requests received (as of Nov 3)

- Vaccine Mandate Total: 304
- Religious: 249 (82%)
- Medical: 55 (18%)

*NOTE: We have 304 COVID related reasonable accommodation requests submitted but only 289 (first slide) people reporting in MyEnergy that they are unvaccinated. This means we have a gap of at least 15 (down from 32 on Monday) people who have requested an RA but not yet completed the Mandatory Vaccination Certification in MyEnergy.*

✓ COVID related reasonable Accommodation Requests received (as of Nov 1)

- Vaccine Mandate Total: 310
- Religious: 256 (83%)
- Medical: 54 (17%)

Monday's data –  
For comparison

RA DATA UPDATED MONDAY, WEDNESDAY AND FRIDAY



Vaccination Status for Mission Essential Functions and Essential Support Functions												
11/3/2021												
		Fully Vaccinated			Not Fully Vaccinated		Appointment	Not Vaccinated		Not Responded		
		n	n	%	n	%		n	%	n	%	
Mission Essential		159	130	77%	4	2%	1	1%	26	15%	8	5%
Essential Support		1750	1,360	78%	68	4%	7	0%	207	12%	108	6%
Total		1919	1,490	78%	72	4%	8	0%	233	12%	116	6%
by Exception												
		Extended Leave			RA Request		Other**		Total Exceptions			
		n	n	%	n	%	n	%	n	%	n	%
Mission Essential		159	1	1%	23	14%	—	—	24	14%		
Essential Support		1750	5	0.3%	223	13%	2	0%	230	13%		
Total		1919	6	0.3%	246	13%	2	0%	254	13%		
*Other include: deceased, transfers to another agency at SFO, and new employees												
by Org												
		Fully Vaccinated			Not Fully Vaccinated		Appointment	Not Vaccinated		Not Responded		
		n	n	%	n	%		n	%	n	%	
MEF	PGSD	20	(b)(6)									
	PTFA	14										
	TOOC	16										
	TOOP	15										
	IORO	25										
	TOPM	24										
	TORO	11										
	TORS	7										
	TTOM	9										
	TTSE	16										
ESA	CBC	5	(b)(6)									
	OK	3										
	OKP	5										
	EC	4										
	ECC	12										
	ECF	9										
	ECP	3										
	ECT	5										
	EP	5										
	EPI	7										
	EPR	10										
	FC	8										
	FTL	7										
	FTO	1										
	FTOA	4										
	FTOT	5										
	JCD	20										
	JCO	5										
	JLS	5										
	JLSC	5										
	JLSI	5										

	JLSP	10	(b)(6)
	JLSR	8	
	JLST	14	
	JND	3	
	JNDI	5	
	JNDN	12	
	JNPC	8	
	JNPS	14	
	JNRA	5	
	JNRD	2	
	JNRF	8	
	JNRS	5	
	KSC	10	
	KSM	10	
	LG	13	
	LN	14	
	LP	10	
	LT	10	
	NF	3	
	NFC	5	
	NFF	8	
	NFO	6	
	NN	1	
	NNC	5	
	NNP	8	
	NNT	8	
	NSFE	5	
	NSFM	29	
	NSFP	4	
	NSL	3	
	NSLM	4	
	NSLT	4	
	NSLW	17	
	NSP	10	
	NSS	1	
	NSSF	21	
	NSSP	18	
	NSSS	10	
	NSSV	23	
	NST	5	
	NSTP	7	
	NSTS	6	
	NW	2	
	NWF	5	
	NWFC	2	
	NWFR	4	
	NWM	5	
	NWP	1	
	NWPP	3	
	NWPS	4	
	PEJB	5	

	PEJD	14	(b)(6)
	PES	4	
	PGA	6	
	PGAC	4	
	PGAF	7	
	PGL	5	
	PGPO	10	
	PGPW	9	
	PGSP	11	
	PGST	7	
	PSB	3	
	PSE	8	
	PSSE	6	
	PSST	5	
	PTF	2	
	PTK	4	
	PTKC	8	
	PTKS	9	
	PTM	1	
	PTMA	8	
	TAA	13	
	TEBI	7	
	TEL	3	
	TELC	13	
	TELD	10	
	TELF	5	
	TELP	18	
	TER	1	
	TERG	17	
	TEIC	18	
	TETO	6	
	TEZM	14	
	TEZP	16	
	TF	10	
	TFA	1	
	TFAW	6	
	TFB	5	
	TFBV	14	
	TFC	1	
	TFCB	6	
	TFCC	3	
	TFCD	5	
	TFCE	4	
	TFCF	6	
	TFD	1	
	TFDB	7	
	TFDC	5	
	TFDD	3	
	TFDE	7	
	TFDF	4	
	TFDG	10	

	TFDH	4	(b)(6)									
	TFDI	4										
	TFDI	5										
	TFE	3										
	TFEB	5										
	TFEC	5										
	TFED	4										
	TFEE	5										
	TFEF	6										
	TFEL	3										
	TFEM	2										
	TFEO	4										
	TFEP	5										
	TFH	12										
	TFHE	77	45	50%	9	12%	—	—	8	10%	14	18%
	TFH3	58	(b)(6)									
	TFHS	47										
	TFI	3										
	TFIC	4										
	TFIF	5										
	TFIG	5										
	TFH	4										
	TFH	3										
	TFHO	3										
	TFK	1										
	TFKB	5										
	TFKC	4										
	TFKD	3										
	TFKE	5										
	TFK	7										
	TFKI	3										
	TFL	2										
	TFLB	7										
	TFLC	3										
	TFLD	5										
	TFLE	5										
	TFLF	3										
	TFIJ	2										
	TFN	2										
	TFNB	7										
	TFNC	1										
	TFND	5										
	TFNE	5										
	TFNF	4										
	TFND	3										
	TFO	1										
	TFOB	9										
	TFOC	5										
	TFOD	5										
	TFOE	5										

	TFOF	6	(b)(6)
	TFOK	5	
	TFON	4	
	TFQY	3	
	TFP	1	
	TFPA	5	
	TFPB	5	
	TFPC	4	
	TFPD	3	
	TFPE	4	
	TFPF	6	
	TFPG	5	
	TFPH	3	
	TFPI	4	
	TFPJ	6	
	TFPL	2	
	TFPM	3	
	TFPO	4	
	TFR	2	
	TFRB	4	
	TFRC	1	
	TFRD	3	
	TFRE	5	
	TFRF	7	
	TFRG	3	
	TFRH	1	
	TFRI	2	
	TFRI	3	
	TFR	1	
	TFSB	10	
	TFSC	4	
	TFSD	8	
	TFSE	8	
	TFSF	7	
	TFSL	4	
	TFST	3	
	TFSW	2	
	TFV	2	
	TFVB	5	
	TFVC	1	
	TFVD	4	
	TFVE	5	
	TFVG	6	
	TFVH	5	
	TFVI	4	
	TFVI	7	
	TFVK	6	
	TFW	1	
	TFWB	6	
	TFWC	4	
	TFWD	7	

	TEWE	2	(b)(6)			
	TFWF	2				
	TFWK	5				
	TFVV	1				
	TFZ	88				
	TOI	3				
	TOOS	4				
	TOR	4				
	TORF	11				
	TORW	17				
	TOZ	8				
	TPCC	5				
	TPCF	11				
	TPCR	5				
	TPM	2				
	TPPC	3				
	TS	1				
	TSE	15				
	TSE3	12				
	TSM	1				
	TSMF	8				
	TSMV	10				
	TYC	2				
	TYCO	13				
	TYCT	12				
	TYOE	10				
	TYOH	10				
	TYOV	5				
	TYT	2				
	TYSD	11				
	TYST	5				
Total			WREF1	WREF1	WREF1	WREF1
			WREF1	WREF1	WREF1	WREF1



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**From:** Wright, Colleen C F (BPA) - H-1  
**Sent:** Wednesday, October 27, 2021 12:58 PM  
**To:** Hairston, John L (BPA) - A-7; Furrer, Robin R (BPA) - N-7; Cook, Joel D (BPA) - K-7; James, Daniel M (BPA) - D-7; Capps, Stephan A (BPA) - NW-1; Kuhn, Shana L (BPA) - NS-4400-LL; Shaheen, Richard L (BPA) - T-DITT-2; Hall, Lee J (BPA) - PES-6; Harris, Marcus A (BPA) - F-2; Chong Tim, Marcus H (BPA) - L-7; Cooper, Suzanne B (BPA) - P-6; Laylo, Sarah M (BPA) - NN-1; Berry, Benjamin L (BPA) - J-3; Fickes, Anne Macron (BPA) - H-1; Scruggs, Joel L (BPA) - DK-7; Cathcart, Michelle M (BPA) - TO-DITT-2; Lahti, John A (BPA) - TF-DITT-2; Leady Jr, William J (BPA) - K-7  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (OCT 27)  
**Attachments:** Mandatory Vaccination Certification MyEnergy - Daily update (27 OCT 2021).pptx; MEF VSR 2021.10.27.xlsx

Please see the update on where we stand on the Mandatory Vaccination Certification in MyEnergy reporting.

**Colleen C. F. Wright**  
Acting Deputy Director | Human Resources Service Center  
**BONNEVILLE POWER ADMINISTRATION**  
**U.S. DEPARTMENT OF ENERGY**  
[bpa.gov](http://bpa.gov) | P 503-230-7517 | F 503-230-3816



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**Program Inquiries:**  
Disabled Persons (Schedule A): [schedulea@bpa.gov](mailto:schedulea@bpa.gov)  
Veterans: [veterans@bpa.gov](mailto:veterans@bpa.gov)  
Contract Positions: [Supplaborjobs@bpa.gov](mailto:Supplaborjobs@bpa.gov)

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**Mandatory Vaccination Certification in MyEnergy – Status as of Oct 27<sup>th</sup>**

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2,868	2,296	99	16	272	185
	80.1%	3.5%	0.6%	9.5%	6.5%

Note- re-includes HCM personnel.

189 on Tuesday

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	158	120	5	1	22	10
		75.9%	3.2%	0.6%	13.9%	6.3%
ESA	1,763	1,334	76	10	196	147
		75.7%	4.3%	0.6%	11.1%	8.3%

ESA Orgs updated which increased number

**Mandatory Vaccination Certification in MyEnergy – Status as of 3:40 pm Oct 26<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2,765	2,197	98	15	266	189
	79.5%	3.5%	0.5%	9.6%	6.8%

Data was pulled at 3:40 pm today

303 on Monday

↑  
Note- Anne Fickes' report is slightly different it includes HCM personnel.

Tuesday's data –  
For comparison

	Total	Fully vaccinated	Pending 2nd shot	Not vaccinated	vaccinated - appointme	Not responded
MEF	186	143	6	23	1	13
		76.9%	3.2%	12.4%	0.5%	7.0%
ESA	540	436	23	47	4	30
		80.7%	4.3%	8.7%	0.7%	5.6%

Data was pulled at 10:30 Today

### Reasonable Accommodations

✓ COVID related reasonable Accommodation Requests received (as of Oct 26, 3:00 pm)

- Vaccine Mandate Total: 308
- Religious: 256 (83%)
- Medical: 52 (17%)

*NOTE: We have 308 COVID related reasonable accommodation requests submitted but only 272 (first slide) people reporting in MyEnergy that they are unvaccinated. This means we have a gap of at least 36 (down from 42 on Tuesday) people who have requested an RA but not yet completed the Mandatory Vaccination Certification in MyEnergy.*

✓ COVID related reasonable Accommodation Requests received (as of Oct 25, 3:00 pm)

- Vaccine Mandate Total: 294
- Religious: 244 (83%)
- Medical: 50 (17%)

Monday's data –  
For comparison

GOING FORWARD THIS DATA WILL BE UPDATED MONDAY, WEDNESDAY AND FRIDAY















Vaccination Status for Mission Essential Functions and Essential Support Functions												
10/27/21												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	n	%	n	%	n	%	n	%	n	%
Mission Essential		158	120	76%	5	3%	1	1%	22	14%	10	6%
Essential Support		1753	1,334	76%	76	4%	10	1%	196	11%	147	8%
Total		1921	1,454	76%	81	4%	11	1%	218	11%	157	8%
by Org												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	n	%	n	%	n	%	n	%	n	%
MEF	ESL	12	(b)(6)									
	PGSD	20										
	PFT-K	14										
	TOOC	15										
	TOOP	15										
	TORD	25										
	TORM	24										
	TORS	7										
	TTOM	9										
	TTSE	15										
ESA	CBC	5										
	DK	3										
	DKP	6										
	EC	4										
	ECC	12										
	ECF	9										
	ECP	3										
	ECT	6										
	EP	6										
	EPI	7										
	EPR	10										
	FC	8										
	FTL	7										
	FTO	1										
	FTOA	5										
	FTOT	6										
	JCD	20										
	JCO	6										
	JLS	5										
	JLSC	6										
	JLSI	6										
	JLSP	10										
	JLSR	8										
	JLSI	14										
	JND	3										
	JNDI	5										
	JNDN	12										
	JNDC	8										

	JNPS	14	(b)(6)
	JNRA	6	
	JNRD	2	
	JNRF	8	
	JNRS	5	
	KSC	10	
	KSM	10	
	LG	13	
	LN	14	
	LP	10	
	LT	10	
	NF	4	
	NFC	6	
	NFF	8	
	NFO	6	
	NN	1	
	NNC	6	
	NNP	8	
	NNT	8	
	NS	1	
	NSFE	5	
	NSFM	29	
	NSFP	4	(b)(6)
	NSL	3	
	NSLM	4	
	NSLT	4	
	NSLW	17	
	NSP	10	
	NSS	1	
	NSSF	21	
	NSSP	18	
	NSSS	10	
	NSSV	23	
	NST	4	
	NSTP	7	
	NSTS	6	
	NW	2	
	NWF	6	
	NWFC	2	
	NWFR	4	
	NWWM	6	
	NWP	1	
	NWPP	3	
	NWPS	4	
	PEJB	7	(b)(6)
	PEJD	14	
	PES	4	
	PGA	6	
	PGAC	4	
	PGAF	7	(b)(6)
	PGL	5	

	PGPO	10	(b)(6)
	PGPW	9	
	PGSP	11	
	PGST	7	
	PSB	3	
	PSE	8	
	PSSE	6	
	PSST	5	
	PTF	2	
	PTK	2	
	PTKC	8	
	PTKS	9	
	PTM	1	
	PTMA	8	
	TAA	13	
	TEBI	7	
	TEL	3	
	TELC	14	
	TELD	10	
	TELF	5	
	TELP	18	
	TER	1	
	TERG	17	
	TETC	18	
	TETD	6	
	TEZM	14	
	TEZP	15	
	TF	10	
	TFA	1	
	IFAW	7	
	TFB	5	
	TFBV	14	
	TFC	1	
	TFCB	6	
	TFCC	3	
	TFCD	5	
	TFCE	4	
	TCF	6	
	TFD	1	
	TFDB	7	
	TFDC	5	
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	TFDE	7	
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	TFDG	9	
	TFDH	4	
	TFDI	4	
	TFDJ	6	
	TFE	1	
	TFEB	5	
	TFEC	5	

	TFED	4	(b)(6)
	TFEE	5	
	TFET	6	
	TFEL	3	
	TFEN	2	
	TFEO	4	
	TFEP	6	
	TFH	12	(b)(6)
	TFHE	78	
	TFHQ	15	
	TFHS	48	
	TFI	3	
	TFIC	4	
	TFIF	6	
	TFIG	5	
	TFII	6	
	TFU	3	
	TFIO	3	
	TFE	1	
	TFK3	5	
	TFRC	8	
	TFKO	5	
	TFKE	5	
	TFRC	7	
	TFK	2	
	TFKJ	1	
	TFE	2	
	TFLB	7	
	TFLC	3	
	TFLO	2	
	TFLE	6	
	TFLE	2	
	TFU	2	
	TFN	7	
	TFNB	7	
	TFNC	3	
	TFND	5	
	TFNE	5	
	TFNE	4	
	TFNO	3	
	TFQ	1	
	TFQB	9	
	TFQC	5	
	TFQD	5	
	TFQC	6	
	TFQP	6	
	TFQW	5	
	TFQW	4	
	TFQY	3	
	TFP	1	
	TFPA	5	

(b)(6)

(b)(6)

46 50w 9 12% 8 10% 15 19%

	TFPD	5	(b)(6)
	TFPC	4	
	TFPI	3	
	TFPE	4	
	TFPF	6	
	TFPG	4	
	TFPH	3	
	TFPI	4	
	TFPI	6	
	TFPL	2	
	TFPM	3	
	TFPO	4	
	TFPR	2	
	TFPS	4	
	TFPC	3	
	TFPS	3	
	TFRE	5	
	TFRE	7	
	TFRG	3	
	TFRH	3	
	TFRI	7	
	TFRU	3	
	TFSS	1	
	TFSS	10	
	TFSC	4	
	TFSD	8	
	TFSE	6	
	TFSE	7	
	TFSL	4	
	TFST	3	
	TFSW	2	
	TFV	2	
	TFVH	3	
	TFVC	3	
	TFVD	4	
	TFVE	5	
	TFVG	6	
	TFVH	5	
	TFVI	4	
	TFVJ	2	
	TFVK	6	
	TFW	3	
	TFWB	6	
	TFWC	4	
	TFWD	7	
	TFWE	7	
	TFWF	7	
	TFWK	6	
	TFWV	1	
	TFZ	43	
	TOH	3	



	TOGS	4	(b)(6)											
	TOR	4												
	TORF	11												
	TORU	11												
	TORW	17												
	TOZ	8												
	TPCC	5												
	TPCF	11												
	TPCR	5												
	TPM	2												
	TPPC	9												
	TS	1												
	TSE	13												
	TSE3	12												
	TSR	1												
	TSRF	8												
	TSRG	10												
	TYC	2												
	TYCO	13												
	TYCT	12												
	TYOE	10												
	TYOH	10												
	TYOV	5												
	TYS	2												
	TYSD	11												
	TYST	5												
Total		1921	1,454	75%	81	4%	11	1%	218	11%	157	8%		

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**From:** Fickes, Anne Macron (BPA) - H-1  
**Sent:** Friday, November 5, 2021 2:03 PM  
**To:** Hairston, John L (BPA) - A-7; James, Daniel M (BPA) - D-7; Furrer, Robin R (BPA) - N-7; Cook, Joel D (BPA) - K-7; Kuhn, Shana L (BPA) - NS-4400-LL; Hall, Lee J (BPA) - PES-6; Capps, Stephan A (BPA) - NW-1; Laylo, Sarah M (BPA) - NN-1; Chong Tim, Marcus H (BPA) - L-7; Harris, Marcus A (BPA) - F-2; Cooper, Suzanne B (BPA) - P-6; Shaheen, Richard L (BPA) - T-DITT-2; Berry, Benjamin L (BPA) - J-3; Scruggs, Joel L (BPA) - DK-7; Cathcart, Michelle M (BPA) - TO-DITT-2; Lahti, John A (BPA) - TF-DITT-2; Alders, Kyna L (BPA) - PGL-5; Wright, Colleen C F (BPA) - H-1  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (Nov 5)  
**Attachments:** MEF VSR 2021.11.05.xlsx; MVC MyEnergy - Daily Slides 2021.11.05b.pptx

Good Afternoon,

Attached is today's update as of this morning.

The current number for Tuesday's counseling memos are as follows. However, we expect the number to continue to decrease as managers follow up with employees and I plan to send one last reminder email on Monday.

- Not vaccinated/not responded AND no RA/extended leave: 107
- Appt/pending 2<sup>nd</sup> shot AND no RA: 79
  - Note – Progressive discipline (e.g. 14 day suspension) will not proceed for individuals showing progress. The counseling is not considered discipline and will remind these employees to upload their documentation once fully vaccinated.
- **Total: 186**

Thanks!

**Anne Fickes**

*Acting Director | Human Resources Service Center*

*Bonneville Power Administration*

*U.S. Department of Energy*

*503.230.3240*



[illegible]

	(b)(6)
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	TFEX	(b)(6)	
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	2489		
	2490		
	2491		
	2492		

**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 5<sup>th</sup>**

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> Shot	Has Appointment	Not Vaccinated	No Response	Extended Leave	RA Request
<b>BFTE</b>	<b>2,875</b>	<b>2,365</b>	<b>70</b>	<b>9</b>	<b>39</b>	<b>68</b>	<b>12</b>	<b>312</b>
		<b>82.3%</b>	<b>2.4%</b>	<b>0.3%</b>	<b>1.4%</b>	<b>2.4%</b>	<b>0.4%</b>	<b>10.9%</b>
<b>MEF</b>	<b>171</b>	<b>134</b>	<b>2</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>12</b>	<b>312</b>
		<b>78.4%</b>	<b>1.2%</b>	<b>0.0%</b>	<b>2.9%</b>	<b>2.9%</b>	<b>7.0%</b>	<b>182.5%</b>
<b>ESA</b>	<b>1,753</b>	<b>1,365</b>	<b>58</b>	<b>6</b>	<b>30</b>	<b>60</b>	<b>8</b>	<b>226</b>
		<b>77.9%</b>	<b>3.3%</b>	<b>0.3%</b>	<b>1.7%</b>	<b>3.4%</b>	<b>0.5%</b>	<b>12.9%</b>

**Vaccination Certification in MyEnergy – Critical TF Functions Status as of Nov 5th**

	n	Fully Vaccinated		Pending 2nd shot or Has Appointment		Not Vaccinated or No Response		Ext Leave/ RA Request	
Substation Operators	125	92	73.6%	3	2.4%	12	9.6%	18	14.4%
PSC	36	(b)(6)							
SPC	47								
Lineman	100	37	37.0%	9	9.0%	17	17.0%	37	37.0%
Sub Maintenance	134	75	56.0%	8	6.0%	17	12.7%	34	25.4%
<b>Total</b>	<b>442</b>	<b>264</b>	<b>59.7%</b>	<b>21</b>	<b>4.8%</b>	<b>52</b>	<b>11.8%</b>	<b>105</b>	<b>23.8%</b>

**Other Critical Functions**

HMEM	56	(b)(6)							
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**Vaccination Certification in MyEnergy – Control Centers Status as of Nov 5<sup>th</sup>**

	n	Fully Vaccinated	Pending 2nd shot or Has Appointment	Not Vaccinated or No Response	Ext Leave/ RA Request
<b>Dittmer Dispatch</b>					
Senior Dispatchers	9	(b)(6)			
Generation Dispatchers	7				
System Dispatchers	4				
PUS (EIM)	5				
<b>Munro Dispatch</b>					
Senior Dispatchers	8	(b)(6)			
Generation Dispatchers	1				
System Dispatchers	12				
<b>Duty Scheduling</b>					
Duty Schedulers	14	(b)(6)			
Power Marketers	13				

*Reasonable Accommodations as of Nov 5<sup>th</sup>*

## ✓ COVID-related Reasonable Accommodation requests

- Vaccine Mandate Total: 312
- Medical: 48 (15%)
- Religious: 248 (79%)
- Religious + Medical: 12 (4%)
- Undetermined: 4 (1%)

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**From:** Hairston, John L (BPA) - A-7  
**Sent:** Friday, November 5, 2021 4:38 PM  
**To:** Cooper, Suzanne B (BPA) - P-6; Lahti, John A (BPA) - TF-DITT-2; Cook, Joel D (BPA) - K-7; Shaheen, Richard L (BPA) - T-DITT-2; Wright, Colleen C F (BPA) - H-1; Furrer, Robin R (BPA) - N-7; Alders, Kyna L (BPA) - PGL-5; Kuhn, Shana L (BPA) - NS-4400-LL; James, Daniel M (BPA) - D-7; Harris, Marcus A (BPA) - F-2; Berry, Benjamin L (BPA) - J-3; Hall, Lee J (BPA) - PES-6; Fickes, Anne Macron (BPA) - H-1; Chong Tim, Marcus H (BPA) - L-7; Cathcart, Michelle M (BPA) - TO-DITT-2; Capps, Stephan A (BPA) - NW-1; Scruggs, Joel L (BPA) - DK-7; Laylo, Sarah M (BPA) - NN-1  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (Nov 5)

Thanks Anne!

John

Sent from Workspace ONE Boxer

On Nov 5, 2021 2:03 PM, "Fickes, Anne Macron (BPA) - H-1" <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)> wrote:  
Good Afternoon,

Attached is today's update as of this morning.

The current number for Tuesday's counseling memos are as follows. However, we expect the number to continue to decrease as managers follow up with employees and I plan to send one last reminder email on Monday.

- Not vaccinated/not responded AND no RA/extended leave: 107
- Appt/pending 2<sup>nd</sup> shot AND no RA: 79
  - Note – Progressive discipline (e.g. 14 day suspension) will not proceed for individuals showing progress. The counseling is not considered discipline and will remind these employees to upload their documentation once fully vaccinated.
- **Total: 186**

Thanks!

**Anne Fickes**

*Acting Director | Human Resources Service Center  
Bonneville Power Administration  
U.S. Department of Energy  
503.230.3240*



**From:** Miller, Mike P (BPA) - TE-DITT-2  
**Sent:** Tuesday, November 2, 2021 7:15 AM  
**To:** Fickes, Anne Macron (BPA) - H-1  
**Subject:** RE: Updated vaccine data for TE

Will do Anne. At least two of my folks on the first list have already let me know they will not attest. Oh boy, what fun this is right?

Hope you are doing OK.

Mike

**From:** Fickes, Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Monday, November 1, 2021 5:36 PM  
**To:** Miller, Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>  
**Subject:** Updated vaccine data for TE

**List of employees who are not vaccinated or have not responded in MyEnergy AND have not submitted RA requests or don't appear to be on extended leave**  
**Information in this email should only be shared with those that have a need to know and are in the management chain of command**

Hi Mike,

We have reviewed the list of employees who stated they are not vaccinated or did not respond in MyEnergy and compared this with the list of employees that have requested reasonable accommodation (RA) and/or are on extended leave.

The following is a list of employees who have not completed their vaccination certification in MyEnergy and are not on the RA request/extended leave list.

- Action:** Please remind these employees to complete their vaccination certification. If any of these employees are on extended leave, please let Phil Stanley know and include the anticipated date of return; we will update our records accordingly. *Note:* Counseling letters will be issued as early as November 9<sup>th</sup> to employees who have not responded.

Org Code	Empl Id	Employee Name	Vaccination Status
(b)(6)			Not Responded
			Not Responded
			Not Responded
			Not Responded
			Not Responded

The following is a list of employees who have responded they are not vaccinated and do not have pending RA requests.

- No action needed as this list is for awareness purposes only. *Note:* Counseling letters will be issued as early as November 9<sup>th</sup> to employees that are not vaccinated and do not have pending reasonable accommodation requests.



Org Code	Empl Id	Employee Name	Vaccination Status
(b)(6)			Not Vaccinated
			Not Vaccinated
			Not Vaccinated
			Not Vaccinated
			Not Vaccinated

**Anne Fickes**  
*Acting Director | Human Resources Service Center*  
*Bonneville Power Administration*  
*U.S. Department of Energy*  
503.230.3240

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**From:** Miller, Mike P (BPA) - TE-DITT-2  
**Sent:** Tuesday, November 2, 2021 6:53 AM  
**To:** Wright, Colleen C F (BPA) - H-1  
**Cc:** Hall, Lee J (BPA) - PES-6; Leady Jr, William J (BPA) - K-7; Capps, Stephan A (BPA) - NW-1; Fickes, Anne Macron (BPA) - H-1  
**Subject:** RE: MEF/ESA Attestations as of 11/1/2021

I am down to 3 people that have not responded. Two that are refusing to and one (b)(6) and has been unreachable.

Mike

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**From:** Wright, Colleen C F (BPA) - H-1 <[ccwright@bpa.gov](mailto:ccwright@bpa.gov)>  
**Sent:** Monday, November 1, 2021 6:06 PM  
**To:** Miller, Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>  
**Cc:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Fickes, Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Subject:** MEF/ESA Attestations as of 11/1/2021

Attached is an update of attestation status for your MEF/ESA orgs as of this morning. You can use this to remind your employees to complete their attestation. The information attached is confidential and should only be shared with those in the chain of command and a need to know.

Important information:

- Once all employees are at 100% fully vaccinated or RA approved status you will no longer receive this message.
- If you have any questions or need guidance on the vaccine mandate please email [VaccineMandateInquiries@bpa.gov](mailto:VaccineMandateInquiries@bpa.gov).
- If an employee is on extended leave (e.g., annual leave, LWOP, paid parental leave, OWCP, etc.) and will not be able to complete the attestation prior to November 22, 2021, please let me know. Employees returning after this date must complete the attestation and provide proof of vaccination or request reasonable accommodation prior to returning to duty.
- Employees requesting reasonable accommodation must still complete the attestation and select the appropriate status (e.g., not vaccinated).
- MyEnergy is still experiencing issues with employees who have used login.gov to complete their certifications. If you know of employees who received an email certification from MyEnergy but are still showing up as not completed, please send me an email with their names and employee IDs so we can have their records corrected.
- If you have individuals who are still having difficulty getting access to the MyEnergy application using the <https://my.energy.gov/myenergy> URL, please have them try <https://myenergy.servicenowservices.com/myenergy>. Some people have more success gaining access to the system with the second URL.
- If your employees are still having issues and the second link is not working, please have them complete the attached fillable form and send it back to the MyEnergy Support team ([MyEnergySupport@hq.doe.gov](mailto:MyEnergySupport@hq.doe.gov)) along with their proof of vaccine documentation. Once their information has been uploaded, they will receive an email letting them know they have successfully submitted their information. A second email will be sent once their information and documentation has been verified.

Colleen C. F. Wright

Acting Deputy Director | Human Resources Service Center

BONNEVILLE POWER ADMINISTRATION

U.S. DEPARTMENT OF ENERGY

[bpa.gov](https://bpa.gov) | P 503-230-7517 | F 503-230-3816



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**Career Opportunities:**

BPA Opportunities: [careers.bpa.gov](https://careers.bpa.gov)

DOE Energy: <http://energy.gov/jobs/career-opportunities>

USAJOBS: <https://www.usajobs.gov>

**Program Inquiries:**

Disabled Persons (Schedule A): [schedulea@bpa.gov](mailto:schedulea@bpa.gov)

Veterans: [veterans@bpa.gov](mailto:veterans@bpa.gov)

Contract Positions: [Supplaborjobs@bpa.gov](mailto:Supplaborjobs@bpa.gov)

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(b)(6)



(b)(6)



(b)(6)





**From:** Hunter, Kimberly A (BPA) - TTB-MODD  
**Sent:** Thursday, September 23, 2021 11:31 AM  
**To:** Lahti, John A (BPA) - TF-DITT-2; Miller, Mike P (BPA) - TE-DITT-2; Shaheen, Richard L (BPA) - T-DITT-2; Tyson, Ivy L (BPA) - TA-DITT-2; Cathcart, Michelle M (BPA) - TO-DITT-2  
**Subject:** RE: Policy Group Awareness - Mandatory Attestations

Will we be able to see the CFTE numbers also? Given TT is 68% CFTE it would be good to see the risk exposure there also.

**Kim Hunter**  
Acting Director | Transmission Technology  
**BONNEVILLE POWER ADMINISTRATION**  
[bpa.gov](http://bpa.gov) | P 360-619-6715 | C (b)(6)

**From:** Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>  
**Sent:** Thursday, September 23, 2021 11:18 AM  
**To:** Miller, Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Tyson, Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>; Hunter, Kimberly A (BPA) - TTB-MODD <[kahunter@bpa.gov](mailto:kahunter@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>  
**Subject:** FW: Policy Group Awareness - Mandatory Attestations

**From:** Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 4:55 PM  
**To:** Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>  
**Subject:** FW: Policy Group Awareness - Mandatory Attestations

FYI only. Please don't share too widely.

Shana did a quick sort of the data and shared a roll up of the no responses by org/occupation. Bill, Lee and I can't see the entire data set.

steve

Organization/Occupation	Count
SPECIALTY SERVICES	(b)(6)
APPRENTICES	
CENTRAL ELECTRICAL SERVICES	
TRANSMISSION STUDENT DEVELOPMENT	
DITTMER DISPATCH	
CORPORATE & INFRASTRUCTURE	
MOBILE EQUIPMENT MAINTENANCE	
TLM BELL	
CONTRACT ADMINISTRATION	

MUNRO DISPATCH	(b)(6)
EASTERN ENGINEERING	
FIELD SAFETY	
INTERNAL OPERATIONS	
OUTAGE OFFICE	
SUBSTATION MAINT ROSS	
SUBSTATION MAINT THE DALLES	
SUBSTATION OPS CELILO	
SYSTEMS ADMINISTRATION	
TLM COVINGTON	
TLM IDAHO FALLS	
TLM KALISPELL	
WAREHOUSE MANAGEMENT	
CLASSIFICATION & POSITION MGMT	
HR SYSTEMS & AUTOMATION	
OPERATIONS CONTROL	
OPERATIONS PLANNING	
PROGRAM IMPLEMENTATION	
PSC IDAHO FALLS	
REAL PROPERTY FIELD SERVICES	
SPC LEWISTON	
SUBSTATION MAINT NORTH BEND	
SUBSTATION MAINT PASCO	
TLM PASCO	
TRANSMISSION ACCOUNT SERVICES	
TRANSMISSION EIM SETTLEMENTS	
ASSET MGMT & ENGINEERING	
CAPITAL INVESTMENT	
COMMUNICATIONS/CONTROL PLNG	
CONSTRUCTION & MAINTENANCE SVCS	
CONVERGED INFRASTRUCTURE	
CUSTOMER BILLING-PORTLAND	
CUSTOMER CONTRACT SUPPORT	
DIAGNOSTICS, METROLOGY & LABS	
DIGITAL MEDIA & VISUAL DESIGN	
ENTERPRISE RISK MANAGEMENT	
FIELD STRATEGY & OP EX	
IT PROJECT MANAGEMENT	
PROGRAM COORD & VALUATION	
PSC KALISPELL	
REAL TIME	
RECRUITMENT & PLACEMENT	
SCHEDULING	
SUBSTATION MAINT BELL	



SUBSTATION MAINT BURLEY	(b)(6)
SUBSTATION MAINT CHEMAWA	
SUBSTATION MAINT COVINGTON	
SUBSTATION MAINT LONGVIEW	
SUBSTATION OPS BELL	
SYSTEM DEVELOPMENT AND SUPPORT	
TLM CHEMAWA	
TLM GRAND COULEE	
TRANS STRUCTURAL & CIVIL ENG	
TRANSMISSION CHIEF OF STAFF	
UNIFIED COMMUNICATIONS	
BENEFITS & PROCESSING	
BUDGET OPERATIONS	
BUSINESS CONTROLS & INFO	
CHIEF ADMINISTRATIVE OFFICE	
CONSTRUCTION MGMT & INSPECTION	
CONTINUITY OF OPERATIONS	
CONTRACT ADMINISTRATION AND SETTLEMENTS	
CONTROL CENTER COMM OPS	
CRITICAL BUS SYS DEVELOPMENT	
CRITICAL BUS SYS OPS & DEV	
CUSTOMER BILLING - VANCOUVER	
CYBER SECURITY	
DATA INTEGRATION & REPORTING	
DEBT & LIQUIDITY MGMT	
DUTY SCHEDULING	
EASTERN POWER ACCOUNT SERVICES	
EF&W & COMMODITY INVESTMENT	
EMPLOYEE AND LABOR RELATIONS	
ENERGY INFRASTRUCTURE DELIVERY	
ENVIRON. COMP. CULTURAL RES.	
FACILITIES PLANNING & PROJECTS	
FIN SYSTEMS & AUTOMATION	
FINANCE OPERATIONS	
GENERAL ACCOUNTING	
GENERATION SUPPORT	
LEARNING & WORKFORCE DEVELOP	
LOAD FORECASTING & ANALYSIS	
MAIL AND MEDIA SERVICES	
MONTANA/IDAHO IMPLEMENTATION	
MUNRO SCHEDULING	
NATURAL RESOURCES	
OREGON IMPLEMENTATION	
POWER	

POWER RATES	(b)(6)
POWER STUDENT DEVELOPMENT	
PROJECT SCOPING	
PROTECTION & CONTROL	
QUALITY CONTROL	
REAL TIME OPERATIONS	
REAL TIME STUDY DESK	
SPC CELILO	
SPC FRANKLIN	
SPC IDAHO FALLS	
SPC MCNARY	
SPC NORTH BEND	
STRATEGIC COMMS & ENGAGEMENT	
STRATEGIC DELIVERY & OVERSIGHT	
SUBSTATION MAINT ALVEY	
SUBSTATION MAINT KALISPELL	
SUBSTATION MAINT LEWISTON	
SUBSTATION MAINT SICKLER	
SUBSTATION OPERATIONS	
SUBSTATION OPS CHEMAWA	
SUBSTATION OPS OLYMPIA	
SUBSTATION OPS REDMOND	
TARIFF	
TECH & STRATEGIC PLANNING	
TECHNICAL & REGIONAL SERVICES	
TECHNOLOGY SERVICES SUPPORT	
THE DALLES EAST SPC	
TLM ALVEY	
TLM CHEHALIS	
TLM ELLENSBURG	
TLM OLYMPIA	
TLM REDMOND	
TLM ROSS	
TRANS LINE & CIVIL WORKS ENG	
TRANS PROJECT ENGINEERING	
TRANSMISSION GRID MODELING	
TRANSMISSION SALES	
TT PROGRAM MGMT & GOVERNANCE	
TT WORK PLANNING & DELIVERY	
VEGETATION MGMT & FORESTRY	
WORK PLANNING & EVALUATION	
ACCOUNTING	
AGENCY COMMERCIAL SYSTEMS	
ANALYSIS & FORCASTING	

APPLICATION ENG & ANALYTICS	(b)(6)
ASSET MGMT BUS DELIVER & PERF	
ASSET RELIABILITY & MAINT	
BUSINESS APPLICATIONS	
BUSINESS INTEL & INTEGRITY	
BUSINESS OPERATIONS & SERVICES	
BUSINESS OPERATIONS SUPPORT	
COMPL RESP & REMDTN	
CONTRACT GENERATING RESOURCES	
CUSTOMER BILLING	
DESKTOP DELIVERY	
DISTRIBUTED ENERGY RESOURCES	
DITTMER SCHEDULING	
END USER SERVICES	
ENERGY EFFICIENCY	
ENT TECHN LGY OPERATIONS SVCS	
ENTERPRISE APPLICATIONS SPPT	
EQUIPMENT AND TOOL LOAN POOL	
FACILITIES O&M	
FACILITY MAINT COVINGTON	
FACILITY MAINT REDMOND	
FEDERAL HYDRO PROJECTS OPS	
FERC COMPLIANCE	
FIELD SUPPORT SERVICES	
FINANCIAL PLANNING & ANALYSIS	
FLEET EQUIP ANALYSIS & POLICY	
GENERAL	
GENERATING ASSETS	
GOVERNANCE & CONTROLS	
IDAHO FALLS DISTRICT	
INFORMATION GOVERNANCE	
INFORMATION TECHNOLOGY	
INFRASTRUCTURE SERVICES	
KALISPELL DISTRICT	
LEGAL SUPPORT	
LONG TERM SALES AND PURCHASES	
MCC SITE OPS SVCS	
MEDIA, POLICY & WRITING	
METERING SERVICES	
OASIS MANAGEMENT	
OPERATIONAL VIRTUALIZATION	
ORG. DELIVERY & PERFORMANCE	
PERSONNEL AND INFORMATION SECURITY	
PLANNING & ASSET MANAGEMENT	

POLICY AND PLANNING	(b)(6)
POLLUTION PREVENT. & ABATEMENT	
POWER ACCOUNT SERVICES	
POWER BUSINESS OPERATIONS	
PROD MGMT AND MARKET ANALYSIS	
PROGRAMS	
PROJECT ENGINEERING TELECOM	
PSC ALVEY	
PSC ASHE	
PSC BELL	
PSC LEWISTON	
PSC LONGVIEW	
PSC MCNARY	
PSC OLYMPIA	
PSC REDMOND	
PSC SICKLER	
PSC THE DALLES	
PURCHASING/PROPERTY GOVERNANCE	
RAS ENGINEERING	
REAL PROPERTY SVCS	
REV REQ, REPMT & FIN STRATEGY	
ROSS O&M	
SAFETY	
SALEM DISTRICT	
SCHEDULING COORDINATION	
SHORT TERM PLANNING	
SLICE OPERATIONS & MANAGEMENT	
SPACE MANAGEMENT	
SPC ALVEY	
SPC ASHE	
SPC BELL	
SPC CHEMAWA	
SPC KALISPELL	
SPC KITSAP	
SPC MALIN	
SPC SICKLER	
SUBSTATION DESIGN	
SUBSTATION MAINT CELILO	
SUBSTATION MAINT GARRISON	
SUBSTATION MAINT IDAHO FALLS	
SUBSTATION MAINT MALIN	
SUBSTATION MAINT MCNARY	
SUBSTATION MAINT SNOHOMISH	
SUBSTATION OPS FRANKLIN	

SUBSTATION OPS IDAHO FALLS	(b)(6)
SUBSTATION OPS KALISPELL	
SUBSTATION OPS LONGVIEW	
SUBSTATION OPS NORTH BEND	
SUBSTATION OPS ROSS	
SUBSTATION OPS SICKLER	
SUPP LABOR MANAGEMENT OFFICE	
SYSTEMS & COMM TESTING	
TECHNICAL TRAINING	
TECHNOLOGY INNOVATION	
TECHNOLOGY PLANNING	
TEST & EVALUATION	
TESTING & ENERGIZATION	
TLM NORTH BEND	
TLM SNOHOMISH	
TRANS COMM BUS RATES & REVENUE	
TRANS COMMERCIAL PLANNING	
TRANS COMMRCI SYS PROCESS&IMP	
TRANS COMMRCI SYS PROD SUPPORT	
TRANS INFRASTRUCTURE DEV PLAN	
TRANS LINE ENGINEERING	
TRANS LONG TERM ENGINEERING	
TRANSFER SERVICES	
TRANSMISSION	
TRANSMISSION PLANNING	
TRANSMISSION SERV PLAN	
TRAVEL & PAYROLL	
TRI-CITIES DISTRICT	
WASHINGTON IMPLEMENTATION	
WEATHER & STREAMFLOW FORECASTING	
WESTERN ENGINEERING	

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**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>

**Sent:** Wednesday, September 22, 2021 4:49 PM

**To:** Hairston, John L (BPA) - A-7 <[jlhairston@bpa.gov](mailto:jlhairston@bpa.gov)>; Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Cook, Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>; James, Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Cooper, Suzanne B (BPA) - P-6 <[sbcooper@bpa.gov](mailto:sbcooper@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Harris, Marcus A (BPA) - F-2 <[maharris@bpa.gov](mailto:maharris@bpa.gov)>; Berry, Benjamin L (BPA) - J-3 <[blberry@bpa.gov](mailto:blberry@bpa.gov)>; Scruggs, Joel L (BPA) - DK-7 <[jlsruggs@bpa.gov](mailto:jlsruggs@bpa.gov)>; Fickes, Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Chong Tim, Marcus H (BPA) - L-7 <[mhchongtim@bpa.gov](mailto:mhchongtim@bpa.gov)>

**Cc:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Kuhn, Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Laylo, Sarah M (BPA) - NN-1

<[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>

**Subject:** Policy Group Awareness - Mandatory Attestations

Team,

This is a heads up on a message that will be sent from the front office tomorrow (Thursday).

Previously, we've communicated that the DOE attestation system was voluntary. With the new executive orders, this is now a mandatory requirement for BFTEs. Today, we received the roll up (below) and names (this is controlled information – only 4 senior leaders have the list of names). The target to have BFTE staff to complete a mandatory attestation in the system is Friday 9/24.

Tomorrow, the front office will send an email to employees who have not completed attestation, to notify them that the form is now mandatory and directing them to go into the MyEnergy system. Expect questions from your teams on this. For now, the message is that it is mandatory. We're working on the process to share the names with you. We are still waiting on additional guidance on reasonable accommodations, disciplinary actions, and other issues.

Declined to respond	Fully Vaccinated	Not vaccinated	Partially Vaccinated	Missing	Total
332	1966	98	56	632	3084

Thanks -- Lee, Steve and Bill



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**From:** Lahti,John A (BPA) - TF-DITT-2  
**Sent:** Wednesday, October 20, 2021 11:11 AM  
**To:** Cathcart,Michelle M (BPA) - TO-DITT-2; Tyson,Ivy L (BPA) - TA-DITT-2; Miller,Mike P (BPA) - TE-DITT-2  
**Cc:** Shaheen,Richard L (BPA) - T-DITT-2  
**Subject:** RE: Additional Attestation Info for T

FYI – Kyna scheduled a meeting with me today (2pm) to discuss this.

---

**From:** Cathcart,Michelle M (BPA) - TO-DITT-2 <mmcathcart@bpa.gov>  
**Sent:** Wednesday, October 20, 2021 8:43 AM  
**To:** Lahti,John A (BPA) - TF-DITT-2 <jalahti@bpa.gov>; Tyson,Ivy L (BPA) - TA-DITT-2 <iltyson@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>  
**Cc:** Shaheen,Richard L (BPA) - T-DITT-2 <rlshaheen@bpa.gov>  
**Subject:** RE: Additional Attestation Info for T

Yes, I expect to know more closer to the end of the week as well. I probably have (b)(6) that will try the RA route, though there may be a couple that leave sooner. I'm more worried about (b)(6) my sense is that it is not as bad as the numbers show (I think I have a number that are vaccinated but "decline to respond" and will eventually comply), but of the first 7 conversations with (b)(6) had 2 that said they would resign. More to come.

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**From:** Lahti,John A (BPA) - TF-DITT-2 <jalahti@bpa.gov>  
**Sent:** Wednesday, October 20, 2021 8:34 AM  
**To:** Tyson,Ivy L (BPA) - TA-DITT-2 <iltyson@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Cathcart,Michelle M (BPA) - TO-DITT-2 <mmcathcart@bpa.gov>  
**Cc:** Shaheen,Richard L (BPA) - T-DITT-2 <rlshaheen@bpa.gov>  
**Subject:** RE: Additional Attestation Info for T

We will know more after the 383 conversations this week. We have many people going the RA route and many who won't answer any of the questions. I fear several are going to keep us in the dark and drag this out. Richard, Tina and I met with legal yesterday about mutual aid from partners. A little too early to be reaching out (and would not want that message out to employees at this time). We are also concerned with mutual aid from utilities with employees who may not be vaccinated – would look really bad to let our people go and then allow aid from potentially non-vaccinated workers.

---

**From:** Tyson,Ivy L (BPA) - TA-DITT-2 <iltyson@bpa.gov>  
**Sent:** Wednesday, October 20, 2021 8:26 AM  
**To:** Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Lahti,John A (BPA) - TF-DITT-2 <jalahti@bpa.gov>; Cathcart,Michelle M (BPA) - TO-DITT-2 <mmcathcart@bpa.gov>  
**Cc:** Shaheen,Richard L (BPA) - T-DITT-2 <rlshaheen@bpa.gov>  
**Subject:** RE: Additional Attestation Info for T

That's good. I have one (b)(6) who has submitted papers but it looks like all other (b)(6) staff will comply with the EO. One other employee outside of (b)(6) that will likely retire but still working through it and shouldn't pose a continuity problem. - Ivy

Ivy Lee Tyson, P.E.  
Chief of Staff | Transmission Chief of Staff (TA)



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**From:** Miller, Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>  
**Sent:** Wednesday, October 20, 2021 8:22 AM  
**To:** Tyson, Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>  
**Cc:** Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T

I am not seeing a large issue in TE. Of the 70 people that had not satisfactorily completed the attestation, I only know of a few so far that are taking the RA route. Most others are updating their info after getting vaccinated.

Mike

---

**From:** Tyson, Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Sent:** Wednesday, October 20, 2021 8:20 AM  
**To:** Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Miller, Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>  
**Cc:** Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** FW: Additional Attestation Info for T

FYI Also I've attached the e-mail that she references. - Ivy

Ivy Lee Tyson, P.E.

Chief of Staff | Transmission Chief of Staff (TA)

BONNEVILLE POWER ADMINISTRATION

[iltyson@bpa.gov](mailto:iltyson@bpa.gov) | P 360-418-2047 | C (b)(6)



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**From:** Alders, Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Sent:** Tuesday, October 19, 2021 4:58 PM  
**To:** Tyson, Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T

Re my other email, I mean information on TF, TO and possibly TE.. I may try to handle some of this verbally and will look for 15 minutes with you and with Michelle and John L.

Thanks,  
Kyna

**Kyna Alders** (she/her)  
Deputy Chief Operating Officer (acting)  
Bonneville Power Administration  
Phone: 503-230-5971 / Cell: (b)(6)

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**From:** Fickes, Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Wednesday, October 13, 2021 8:24 PM  
**To:** Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Tyson, Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>



Cc: Alders,Kyna L (BPA) - K-7 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
Subject: Additional Attestation Info for T

Hello,

We filtered the attestation information by location and occupational series and attached are a variety of reports for T.

- I sent TF and TO reports to John/Michelle and cc'd you as to ensure awareness in certain locations/occupations. I do not plan to send any other reports at this time.
- You will find some of the reports are not value added; the deeper dive does not tell us much more than the summary data.
- We did not provide breakdowns where there are not at least 5 employees to ensure confidentiality.
- This information is for your awareness as the VP/Chief of Staff for T and guidance is coming very soon on next steps.
- As of yesterday, we have received 140 RA requests for T.

More to come but wanted to share what we have at this time. Thanks!

**From:** Fickes,Anne Macron (BPA) - H-1  
**Sent:** Friday, October 8, 2021 2:01 PM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rshaheen@bpa.gov](mailto:rshaheen@bpa.gov)>; Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>; Miller,Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Lahti,John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Cathcart,Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Cook,Jeffrey W (BPA) - TP-DITT-2 <[jwcook@bpa.gov](mailto:jwcook@bpa.gov)>; Ko,Tina G (BPA) - TS-DITT-2 <[tgko@bpa.gov](mailto:tgko@bpa.gov)>; Hunter,Kimberly A (BPA) - TTB-MODD <[kahunter@bpa.gov](mailto:kahunter@bpa.gov)>  
**Subject:** Attestation Summary for Transmission

Good Afternoon,

We have received the attestation data and are in the process of reviewing/filtering the information as quickly as possible. The attestation reporting system is closing tonight. Next week, DOE will release an updated online mandatory vaccination certification system where employees will be required to provide their vaccination documentation.

At this time, the data for your organization is as follows. We anticipate providing additional reports next week based on occupational series and location to help identify if there are areas of concern. If there is an area where you may need additional detailed information, please let me know.

	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
Tier II	n	%	n	%	n	%	n	%	n	%	n	%
T	(b)(6)										2	100%
TA	(b)(6)										23	100%
TD	(b)(6)										25	100%
TE	245	78%	8	3%	15	5%	40	13%	7	2%	315	100%
TF	367	48%	22	3%	38	5%	264	35%	67	9%	758	100%
TO	96	59%	4	2%	6	4%	46	28%	10	6%	162	100%
TP	94	78%	1	1%	3	3%	18	15%	4	3%	120	100%
TS	58	73%	2	3%	4	5%	13	16%	3	4%	80	100%
TT	87	79%	4	4%	4	4%	15	14%		0%	110	100%
Grand Total	986	62%	41	3%	75	5%	400	25%	93	6%	1595	100%

We will wait for additional guidance from the Department and keep you apprised on next steps.

Anne Fickes  
Acting Director | Human Resources Service Center  
Bonneville Power Administration  
U.S. Department of Energy



**From:** Shaheen,Richard L (BPA) - T-DITT-2  
**Sent:** Friday, October 22, 2021 8:31 AM  
**To:** TVPs  
**Subject:** FW: Daily Update - Mandatory Vaccination Certification MyEnergy Status

FYI....thanks to Mike for catching the error...Bill has corrected below.

**From:** Leady Jr,William J (BPA) - K-7 <[wileady@bpa.gov](mailto:wileady@bpa.gov)>  
**Sent:** Friday, October 22, 2021 8:18 AM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** RE: Daily Update - Mandatory Vaccination Certification MyEnergy Status

Sir,

Thank you, My error. The I grabbed the wrong cells in my spreadsheet for the Pending second shot and Not vaccinate – correct numbers are below

	<i><b>Total</b></i>	<i><b>Fully vaccinated</b></i>	<i><b>Pending 2nd shot</b></i>	<i><b>Not vaccinated</b></i>	<i><b>Not responded</b></i>
<b>MEF</b>	186	93	5	4	84
		50.0%	2.7%	2.2%	45.2%

**Bill Leady P.E.**  
Asset Manager | K  
**BONNEVILLE POWER ADMINISTRATION**  
[bpa.gov](mailto:bpa.gov) | Office 503-230-4270 | Cell (b)(6)

**From:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Sent:** Friday, October 22, 2021 7:32 AM  
**To:** Leady Jr,William J (BPA) - K-7 <[wileady@bpa.gov](mailto:wileady@bpa.gov)>  
**Subject:** FW: Daily Update - Mandatory Vaccination Certification MyEnergy Status

FYI.... the MEF numbers add up to 114%?

**From:** Leady Jr,William J (BPA) - K-7 <[wileady@bpa.gov](mailto:wileady@bpa.gov)>  
**Sent:** Thursday, October 21, 2021 7:40 PM  
**To:** Hairston,John L (BPA) - A-7 <[jlhairston@bpa.gov](mailto:jlhairston@bpa.gov)>; Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Cook,Joel D (BPA) - K-7 <[jdcCook@bpa.gov](mailto:jdcCook@bpa.gov)>; James,Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Harris,Marcus A (BPA) - F-2 <[maharris@bpa.gov](mailto:maharris@bpa.gov)>;



Chong Tim, Marcus H (BPA) - L-7 <[mhchongtim@bpa.gov](mailto:mhchongtim@bpa.gov)>; Cooper, Suzanne B (BPA) - P-6 <[sbcooper@bpa.gov](mailto:sbcooper@bpa.gov)>; Laylo, Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>; Berry, Benjamin L (BPA) - J-3 <[blberry@bpa.gov](mailto:blberry@bpa.gov)>; Fickes, Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Scruggs, Joel L (BPA) - DK-7 <[jlsruggs@bpa.gov](mailto:jlsruggs@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>  
**Cc:** Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status

Sir, Ma'am,

Please see the update on where we stand on the Mandatory Vaccination Certification in MyEnergy reporting. We will send this out today, tomorrow and Monday. By Tuesday we should be able to provide some more meaningful information.

**Bill Leady P.E.**

Asset Manager | K

**BONNEVILLE POWER ADMINISTRATION**

[bpa.gov](http://bpa.gov) | Office 503-230-4270 | Cell (b)(6)

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**From:** Smith,Dustin T (BPA) - TERR-KALISPELL  
**Sent:** Thursday, September 23, 2021 12:48 PM  
**To:** Miller,Mike P (BPA) - TE-DITT-2  
**Subject:** RE: Vaccination Attestation Is Now Mandatory

Agreed!

The folks that have asked me I have let them know that it was his choice, but it may leave me/BPA with no choice.

Dustin Smith  
Regional Realty Officer - East  
Bonneville Power Administration  
2520 US HWY 2 East  
Kalispell, MT 59901

(b)(6) (C)

BPA's application for use of Right of Way:

[https://www.bpa.gov/PublicInvolvement/LandsCommunity/RealProperty/Application\\_for\\_use\\_of\\_BPA\\_Right\\_of\\_Way.pdf](https://www.bpa.gov/PublicInvolvement/LandsCommunity/RealProperty/Application_for_use_of_BPA_Right_of_Way.pdf)

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**From:** Miller,Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>  
**Sent:** Thursday, September 23, 2021 1:41 PM  
**To:** Smith,Dustin T (BPA) - TERR-KALISPELL <[dtsmith@bpa.gov](mailto:dtsmith@bpa.gov)>  
**Subject:** RE: Vaccination Attestation Is Now Mandatory

If they aren't vaccinated by 11/22 then progressive discipline will begin, up to and including removal. Let's just hope that folks come around now that it is real.

Mike

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**From:** Smith,Dustin T (BPA) - TERR-KALISPELL <[dtsmith@bpa.gov](mailto:dtsmith@bpa.gov)>  
**Sent:** Thursday, September 23, 2021 12:37 PM  
**To:** Miller,Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>  
**Subject:** RE: Vaccination Attestation Is Now Mandatory

Fun times ahead.

Thanks for the heads up.

Any word on what will happen on when we have a portion of the staff that refuses to get vaccinated?

(b)(6)

Dustin Smith  
Regional Realty Officer - East

Bonneville Power Administration  
2520 US HWY 2 East  
Kalispell, MT 59901

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**From:** Miller, Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>  
**Sent:** Thursday, September 23, 2021 1:20 PM  
**To:** TE ALL Management <[TEALLManagement@BPASite1.bpa.gov](mailto:TEALLManagement@BPASite1.bpa.gov)>  
**Subject:** FW: Vaccination Attestation Is Now Mandatory

Hello TE leadership,

I wanted to share this with all of you directly because of the quick timeline and potential for questions that may come back to you.

Mike

---

**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Sent:** Thursday, September 23, 2021 11:41 AM  
**To:** Executive Team <[ExecTeam@BPASite1.bpa.gov](mailto:ExecTeam@BPASite1.bpa.gov)>; Executive Associates <[ExecutiveAssistants@BPASite1.bpa.gov](mailto:ExecutiveAssistants@BPASite1.bpa.gov)>  
**Cc:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Subject:** Vaccination Attestation Is Now Mandatory

Team, as of yesterday, the Vaccination Attestation has changed from voluntary to mandatory. We have direction from DOE to send emails to the BPA employees who have not completed the attestation, and direct them to do so by tomorrow, Friday 9/24. Those emails will be sent today.

This email is to keep you informed of the process, and the communications being sent out.

1. Robin will send an All FED and CFTE email of the Change in Attestation from voluntary to mandatory. The email will:
  - a. Thank people who already submitted
  - b. Ask others who haven't done so, to submit their Attestation via MyEnergy
  - c. Provide a link to the Need to Know (NTK) for more info such as job aids to fill out the form.
2. Robin will email 600+ feds (BCC) who haven't filled out the attestation form, reminding them to do so.
3. Robin will email the managers (BCC) of the 600+ who haven't filled out the attestation form to say "1 or more of your employees have not filled out the form."
4. Need to Know (NTK) on Connection will be edited and reposted to include the requirement to fill out the form.

We understand these developments will lead to many questions. And – that some employees will simply not get the word in time to meet the deadline (e.g. on Annual Leave, working 4X10s, shiftwork, etc) – we will be considering next steps in that regard.

Please note that this attestation process is just the next step. Soon, perhaps next week – DOE will provide a new process for uploading "proof of vaccination" documentation by employees. We appreciate your patience as DOE rolls that out.

Thanks for your support. We encourage you to share with your managers, as these actions will have an impact on them and their teams.



(b)(6)





(b)(6)



(b)(6)



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**From:** Burt,Jason R (BPA) - TEZ-MANGAN  
**Sent:** Thursday, September 23, 2021 12:28 PM  
**To:** Miller,Mike P (BPA) - TE-DITT-2  
**Subject:** RE: Vaccination Attestation Is Now Mandatory

We talked on Monday about the attestation and for your knowledge only, it was about 90% of CFTE and about 60% of BFTE when they heard the preliminary results from DOE. 600+ feds would be about 20% of the workforce.

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**From:** Miller,Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>  
**Sent:** Thursday, September 23, 2021 12:20 PM  
**To:** TE ALL Management <[TEALLManagement@BPASite1.bpa.gov](mailto:TEALLManagement@BPASite1.bpa.gov)>  
**Subject:** FW: Vaccination Attestation Is Now Mandatory

Hello TE leadership,

I wanted to share this with all of you directly because of the quick timeline and potential for questions that may come back to you.

Mike

---

**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Sent:** Thursday, September 23, 2021 11:41 AM  
**To:** Executive Team <[ExecTeam@BPASite1.bpa.gov](mailto:ExecTeam@BPASite1.bpa.gov)>; Executive Associates <[ExecutiveAssistants@BPASite1.bpa.gov](mailto:ExecutiveAssistants@BPASite1.bpa.gov)>  
**Cc:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Subject:** Vaccination Attestation Is Now Mandatory

Team, as of yesterday, the Vaccination Attestation has changed from voluntary to mandatory. We have direction from DOE to send emails to the BPA employees who have not completed the attestation, and direct them to do so by tomorrow, Friday 9/24. Those emails will be sent today.

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  - b. Ask others who haven't done so, to submit their Attestation via MyEnergy
  - c. Provide a link to the Need to Know (NTK) for more info such as job aids to fill out the form.
2. Robin will email 600+ feds (BCC) who haven't filled out the attestation form, reminding them to do so.
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4. Need to Know (NTK) on Connection will be edited and reposted to include the requirement to fill out the form.

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Please note that this attestation process is just the next step. Soon, perhaps next week – DOE will provide a new process for uploading “proof of vaccination” documentation by employees. We appreciate your patience as DOE rolls that out.

Thanks for your support. We encourage you to share with your managers, as these actions will have an impact on them and their teams.

Lee, Steve and Bill

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**From:** Shaheen,Richard L (BPA) - T-DITT-2  
**Sent:** Thursday, September 23, 2021 12:26 PM  
**To:** TVPs  
**Subject:** FW: Policy Group Awareness - Mandatory Attestations

FYI....

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**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Sent:** Thursday, September 23, 2021 11:14 AM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** RE: Policy Group Awareness - Mandatory Attestations

Richard, yes – BFTE only. Thanks -- Lee

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**From:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Sent:** Thursday, September 23, 2021 10:31 AM  
**To:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Subject:** RE: Policy Group Awareness - Mandatory Attestations

Lee,

Are the numbers in the below table just BPA BFTE?

Richard

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**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 4:49 PM  
**To:** Hairston, John L (BPA) - A-7 <[jhairston@bpa.gov](mailto:jhairston@bpa.gov)>; Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Cook, Joel D (BPA) - K-7 <[jdcCook@bpa.gov](mailto:jdcCook@bpa.gov)>; James, Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Cooper, Suzanne B (BPA) - P-6 <[sbcooper@bpa.gov](mailto:sbcooper@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Harris, Marcus A (BPA) - F-2 <[maharris@bpa.gov](mailto:maharris@bpa.gov)>; Berry, Benjamin L (BPA) - J-3 <[blberry@bpa.gov](mailto:blberry@bpa.gov)>; Scruggs, Joel L (BPA) - DK-7 <[jlsCruggs@bpa.gov](mailto:jlsCruggs@bpa.gov)>; Fickes, Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Chong Tim, Marcus H (BPA) - L-7 <[mhchongtim@bpa.gov](mailto:mhchongtim@bpa.gov)>  
**Cc:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Kuhn, Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Laylo, Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>  
**Subject:** Policy Group Awareness - Mandatory Attestations

Team,

This is a heads up on a message that will be sent from the front office tomorrow (Thursday).

Previously, we've communicated that the DOE attestation system was voluntary. With the new executive orders, this is now a mandatory requirement for BFTEs. Today, we received the roll up (below) and names (this is controlled information – only 4 senior leaders have the list of names). The target to have BFTE staff to complete a mandatory attestation in the system is Friday 9/24.

Tomorrow, the front office will send an email to employees who have not completed attestation, to notify them that the form is now mandatory and directing them to go into the MyEnergy system. Expect questions from your teams on this. For now, the message is that it is mandatory. We’re working on the process to share the names with you. We are still waiting on additional guidance on reasonable accommodations, disciplinary actions, and other issues.

Declined to respond	Fully Vaccinated	Not vaccinated	Partially Vaccinated	Missing	Total
332	1966	98	56	632	3084

Thanks -- Lee, Steve and Bill



---

**From:** Shaheen, Richard L (BPA) - T-DITT-2  
**Sent:** Tuesday, October 26, 2021 8:43 AM  
**To:** TVPs  
**Subject:** FW: Daily Update - Mandatory Vaccination Certification MyEnergy Status (OCT 25)  
**Attachments:** Mandatory Vaccination Certification MyEnergy - Daily update (25 OCT 2021).pptx

FYI....

**From:** Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>  
**Sent:** Monday, October 25, 2021 5:40 PM  
**To:** Hairston, John L (BPA) - A-7 <[jlhairston@bpa.gov](mailto:jlhairston@bpa.gov)>; Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Cook, Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>; James, Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Kuhn, Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Harris, Marcus A (BPA) - F-2 <[maharris@bpa.gov](mailto:maharris@bpa.gov)>; Chong Tim, Marcus H (BPA) - L-7 <[mhchongtim@bpa.gov](mailto:mhchongtim@bpa.gov)>; Cooper, Suzanne B (BPA) - P-6 <[sbcooper@bpa.gov](mailto:sbcooper@bpa.gov)>; Laylo, Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>; Berry, Benjamin L (BPA) - J-3 <[blberry@bpa.gov](mailto:blberry@bpa.gov)>; Fickes, Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Scruggs, Joel L (BPA) - DK-7 <[jlsruggs@bpa.gov](mailto:jlsruggs@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>  
**Cc:** Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (OCT 25)

Sir, Ma'am,

Please see the update on where we stand on the Mandatory Vaccination Certification in MyEnergy reporting as of 4:12 pm today.

**Bill Leady P.E.**

Asset Manager | K

**BONNEVILLE POWER ADMINISTRATION**

[bpa.gov](http://bpa.gov) | Office 503-230-4270 | Cell (b)(6)

**Mandatory Vaccination Certification in MyEnergy – Status as of 4:12 pm Oct 25<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded	Data was pulled at 4:12 pm today
2,765	2,145	89	12	216	303	596 on Friday
	77.6%	3.2%	0.4%	7.8%	11.0%	

Total was 2,898 of Friday. Drop of 133 is partially explained because DOE pulled out HCM personnel

	Total	Fully vaccinated	Pending 2nd shot	Not vaccinated	not vaccinated -appointment	Not responded	Data was pulled at 9:30 Today
MEF	186	131	5	15	1	34	
		70.4%	2.7%	8.1%	0.5%	18.3%	
ESA	540	418	20	37	2	63	
		77.4%	3.7%	6.9%	0.4%	11.7%	



**Mandatory Vaccination Certification in MyEnergy – Status as of 4:26 pm Oct 22<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded	Data was pulled at 4:26 pm Oct 22
2,898	2,040	75	14	173	596	844 on Thursday
	70.4%	2.6%	0.5%	6.0%	20.6%	

Friday's data –  
For comparison

	Total	Fully vaccinated	Pending 2nd shot	Not vaccinated	not vaccinated - appointment	Not responded
MEF	186	106	5	10	1	64
		57.0%	2.7%	5.4%	0.5%	34.4%

Data was pulled at 10:00am Oct 22

ESA	539	389	18	27	1	104
		72.2%	3.3%	5.0%	0.2%	19.3%

### Reasonable Accommodations

✓ COVID related reasonable Accommodation Requests received (as of Oct 25, 3:00 pm)

- Vaccine Mandate Total: 294
- Religious: 244 (83%)
- Medical: 50 (17%)

*NOTE: We have 294 COVID related reasonable accommodation requests submitted but only 216 (first slide) people reporting in MyEnergy that they are unvaccinated. This means we have a gap of at least 78 (down from 88 on Friday) people who have requested an RA but not yet completed the Mandatory Vaccination Certification in MyEnergy.*

✓ COVID related reasonable Accommodation Requests received (as of Oct 22, 3:00 pm)

- Vaccine Mandate Total: 261
- Religious: 215 (82%)
- Medical: 46 (18%)

Friday's –  
For comparison

**From:** Tyson,Ivy L (BPA) - TA-DITT-2  
**Sent:** Thursday, October 28, 2021 7:09 AM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2; TVPs  
**Subject:** RE: CONFIDENTIAL - FW: Summary of T Vaccination Information

I spoke with Anne yesterday evening and she noted that since some of the location specific information had so few people, that there is a concern for privacy. If you want to share this information with your chain of command, please delete all but your own org specific info before passing it along. - Ivy

**Ivy Lee Tyson, P.E.**  
Chief of Staff | Transmission Chief of Staff (TA)  
**BONNEVILLE POWER ADMINISTRATION**  
[iltyson@bpa.gov](mailto:iltyson@bpa.gov) | P 360-418-2047 | C (b)(6)  


**From:** Shaheen,Richard L (BPA) - T-DITT-2 <[rshaheen@bpa.gov](mailto:rshaheen@bpa.gov)>  
**Sent:** Thursday, October 28, 2021 6:35 AM  
**To:** TVPs <[tvps@BPASite1.bpa.gov](mailto:tvps@BPASite1.bpa.gov)>  
**Subject:** CONFIDENTIAL - FW: Summary of T Vaccination Information

CONFIDENTIAL – The attached should only be shared with those that have a need to know (e.g. in chain of command).

**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Wednesday, October 27, 2021 4:03 PM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rshaheen@bpa.gov](mailto:rshaheen@bpa.gov)>; Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Cc:** Alders,Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Subject:** Summary of T Vaccination Information

Hi Richard and Ivy,

The following is a summary of potential areas of concern based on the vaccine certification data as of yesterday morning – **Tuesday, October 26<sup>th</sup> at 8:00 a.m.** I am sharing the attached as well which includes the breakdown by occupational series, location and pay plan. I will share the TF and TO information in the attached with John and Michelle and cc you. The attached should only be shared with those that have a need to know (e.g. in chain of command).

Attached Conditional Formatting

- Red = 15% or higher for either not vaccinated or not responded
- Yellow = 30% or higher for not vaccinated and not responded

Areas of Potential Concern

- Occupations
  - (b)(6) – 44% of the employees not vaccinated (23%) or did not respond (21%)
  - 31% of employees not vaccinated (12%) or did not respond (19%)
  - 28% of employees not vaccinated (10%) or did not respond (18%)
  - (b)(6) – 28% of employees not vaccinated (14%) or did not respond (14%)

- Locations
  - TF Kalispell – (b)(6)
  - TF North Bend (b)(6)
  - TF Idaho Falls –
  - TF The Dalles – 36% of the 55 employees not vaccinated (16%) or did not respond (20%)
  - Spokane – 47% of the 51 employees not vaccinated (25%) or did not respond (22%)
- Organizations
  - TF
    - 32% of the 759 employees not vaccinated (16%) or did not respond (16%)
    - East Region - 52% of 161 employees not vaccinated (27%) or did not respond (25%)
    - (b)(6)
    - 37% of 580 hourly employees not vaccinated (18%) or did not respond (17%)
    - 24% of 125 Substation Operators not vaccinated (10%) or did not respond (14%)
  - TO
    - 34% of 52 Dispatchers not vaccinated (21%) or did not respond (13%)

*Anne Fickes*  
*Acting Director | Human Resources Service Center*  
*Bonneville Power Administration*  
*U.S. Department of Energy*  
 503.230.3240

From: Capps,Stephan A (BPA) - NW-1  
Sent: Fri Oct 22 16:55:22 2021  
To: Miller,Mike P (BPA) - TE-DITT-2  
Subject: Updated MEF/ESA numbers  
Importance: Normal  
Attachments: image002.png; image004.png; TE MEF\_ESA attestations as of 10.22.21.xlsx

These numbers are as of this morning. We've had significant movement throughout the day, so your teams may have updated their info.

If you have only a few people on the list, and can shift other staff to cover down on MEF/ESA responsibilities, please give me a heads up and we'll remove you from the distro list. We want to focus the front office on the significant risk areas.

Thanks and have a great weekend.

steve

	Vaccination Status		Values									
	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Vaccinated		Not Responded		Not Been Vaccinated - Appointment		Total n	Total %
MEF/ESA	n	%	n	%	n	%	n	%	n	%		
ESA	389	72%	19	3%	17	5%	104	19%	1	0%	530	100%
MEF	108	57%	5	2%	10	5%	64	34%	1	1%	188	100%
Grand Total	495	68%	23	3%	37	5%	168	23%	2	0%	728	100%



All MEF/ESA Orgs													
MEF/ESA	StaffList Org	Vaccination Status		Values									
		Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Vaccinated		Not Responded		Not Been Vaccinated - Appointment		Total n	Total %
		n	%	n	%	n	%	n	%	n	%		
ESA	CBG	(b)(6)										7	100%
	DAP											6	100%
	JMDI											5	100%
	JMDN											12	100%
	KSC											10	100%
	WF											4	100%
	MFC											6	100%
	MFF											8	100%
	NMC											6	100%
	NMP											6	100%
	NMT											8	100%
	NGFP											4	100%
	NSLT											4	100%
	NSLV											17	100%
	NSIP											7	100%
	NDTS											9	100%
	HWFR											4	100%
	HWDF											6	100%
	HWPS											4	100%
	PES											4	100%
	PGMW											9	100%
	PGAP											12	100%
	PGST											7	100%
	PSE											8	100%
	PSSE											6	100%
	PTF											2	100%
	PTK											2	100%
	TELP											18	100%
	TEAW											7	100%
	TFR											5	100%
	TFRV											14	100%
	TYDB											7	100%
	TYDC											5	100%
	TEDE											4	100%
	TDH											13	100%
	THAQ											18	100%
	THNS											47	100%
	TEIS											5	100%
	TFRS											5	100%
	TEWV											2	100%
	TOI											2	100%

**Stephan Capps**

Director of Facilities and Workplace Services

Bonneville Power Administration

Office 503-230-4498, Mobile (b)(6)

[sacapps@bpa.gov](mailto:sacapps@bpa.gov)



(b)(6)



---

**From:** Wright, Colleen C F (BPA) - H-1  
**Sent:** Wednesday, October 27, 2021 2:07 PM  
**To:** Miller, Mike P (BPA) - TE-DITT-2  
**Cc:** Capps, Stephan A (BPA) - NW-1; Leady Jr, William J (BPA) - K-7; Hall, Lee J (BPA) - PES-6; Fickes, Anne Macron (BPA) - H-1  
**Subject:** RE: MEF/ESA Attestations as of 10/27/2021

Hi Mike,

More to come, but my understanding is that it will be dealt with in conjunction with the vaccine timeline since they go hand in hand. For now, this serves as a tool to remind employees and document they were given sufficient notice.

Colleen

---

**From:** Miller, Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>  
**Sent:** Wednesday, October 27, 2021 12:58 PM  
**To:** Wright, Colleen C F (BPA) - H-1 <ccwright@bpa.gov>  
**Cc:** Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Leady Jr, William J (BPA) - K-7 <wjleady@bpa.gov>; Hall, Lee J (BPA) - PES-6 <ljhall@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>  
**Subject:** RE: MEF/ESA Attestations as of 10/27/2021

Apparently I have some folks that are not going to attest (or at least that is my assumption since they have been reminded many times). Is there a point where we move forward with a fails to follow instructions since it is mandatory to attest or are we just waiting for the vaccine timeline and deal with that conduct issue?

Mike

---

**From:** Wright, Colleen C F (BPA) - H-1 <ccwright@bpa.gov>  
**Sent:** Wednesday, October 27, 2021 12:32 PM  
**To:** Miller, Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>  
**Cc:** Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Leady Jr, William J (BPA) - K-7 <wjleady@bpa.gov>; Hall, Lee J (BPA) - PES-6 <ljhall@bpa.gov>; Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>  
**Subject:** MEF/ESA Attestations as of 10/27/2021

Attached is an update of attestation status for your MEF/ESA orgs as of this morning. You can use this to remind your employees to complete their attestation. As a reminder, employees who are requesting reasonable accommodation (RA) must still complete the attestation and select the appropriate status (e.g., not vaccinated). The information attached is confidential and should only be shared with those in the chain of command and a need to know.

Important information:

- If an employee is on extended leave (e.g., annual leave, LWOP, paid parental leave, OWCP, etc.) and will not be able to complete the attestation prior to November 22, 2021, please let me know. Employees returning after this date must complete the attestation and provide proof of vaccination or request reasonable accommodation prior to returning to duty.
- Employees requesting reasonable accommodation must still complete the attestation and select the appropriate status (e.g., not vaccinated).

- MyEnergy is still experiencing issues with employees who have used login.gov to complete their certifications. If you know of employees who received an email certification from MyEnergy but are still showing up as not completed, please send me an email with their names and employee IDs so we can have their records corrected.
- If you have individuals who are still having difficulty getting access to the MyEnergy application using the <https://my.energy.gov/myenergy> URL, please have them try <https://myenergy.servicenowservices.com/myenergy>. Some people have more success gaining access to the system with the second URL.
- If your employees are still having issues and the second link is not working, please have them complete the attached fillable form and send it back to the MyEnergy Support team ([MyEnergySupport@hq.doe.gov](mailto:MyEnergySupport@hq.doe.gov)) along with their proof of vaccine documentation. Once their information has been uploaded, they will receive an email letting them know they have successfully submitted their information. A second email will be sent once their information and documentation has been verified.

**Colleen C. F. Wright**

Acting Deputy Director | Human Resources Service Center

**BONNEVILLE POWER ADMINISTRATION**

**U.S. DEPARTMENT OF ENERGY**

[bpa.gov](http://bpa.gov) | P 503-230-7517 | F 503-230-3816



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DOE Energy: <http://energy.gov/jobs/career-opportunities>

USAJOBS: <https://www.usajobs.gov>

**Program Inquiries:**

Disabled Persons (Schedule A): [schedulea@bpa.gov](mailto:schedulea@bpa.gov)

Veterans: [veterans@bpa.gov](mailto:veterans@bpa.gov)

Contract Positions: [Supplaborjobs@bpa.gov](mailto:Supplaborjobs@bpa.gov)

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---

**From:** Shaheen,Richard L (BPA) - T-DITT-2  
**Sent:** Thursday, October 28, 2021 6:35 AM  
**To:** TVPs  
**Subject:** CONFIDENTIAL - FW: Summary of T Vaccination Information  
**Attachments:** Transmission\_Location\_Occ Series\_Pay Plan data 10.26.2021.xlsx

CONFIDENTIAL – The attached should only be shared with those that have a need to know (e.g. in chain of command).

---

**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Wednesday, October 27, 2021 4:03 PM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rshaheen@bpa.gov](mailto:rshaheen@bpa.gov)>; Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Cc:** Alders,Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Subject:** Summary of T Vaccination Information

Hi Richard and Ivy,

The following is a summary of potential areas of concern based on the vaccine certification data as of yesterday morning – **Tuesday, October 26<sup>th</sup> at 8:00 a.m.** I am sharing the attached as well which includes the breakdown by occupational series, location and pay plan. I will share the TF and TO information in the attached with John and Michelle and cc you. The attached should only be shared with those that have a need to know (e.g. in chain of command).

Attached Conditional Formatting

- Red = 15% or higher for either not vaccinated or not responded
- Yellow = 30% or higher for not vaccinated and not responded

Areas of Potential Concern

- Occupations

- (b)(6)

- - 
  -

- Locations

- (b)(6)

- -

- TF The Dalles – 36% of the 55 employees not vaccinated (16%) or did not respond (20%)
  - Spokane – 47% of the 51 employees not vaccinated (25%) or did not respond (22%)

- Organizations

- TF

- 32% of the 759 employees not vaccinated (16%) or did not respond (16%)
    - East Region - 52% of 161 employees not vaccinated (27%) or did not respond (25%)

- (b)(6)

- 37% of 580 hourly employees not vaccinated (18%) or did not respond (17%)
    - 24% of 125 Substation Operators not vaccinated (10%) or did not respond (14%)

- TO
  - 34% of 52 Dispatchers not vaccinated (21%) or did not respond (13%)

***Anne Fickes***

*Acting Director | Human Resources Service Center*

*Bonneville Power Administration*

*U.S. Department of Energy*

*503.230.3240*

CAO											
	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total
Tier II	n	%	n	%	n	%	n	%	n	%	
N	(b)(6)										11
J	157	82%	5	3%	6	3%	16	8%	7	4%	191
NE	(b)(6)										24
NN	(b)(6)										23
NS	115	69%	6	4%	9	5%	26	12%	11	7%	167
NW	(b)(6)										33
Grand Total	348	78%	17	3%	19	4%	50	11%	20	4%	449

LOCATION						OCC SERIES					
CAO						CAO					
Duty Location	Fully Vaccinated	Partially Vaccinated	Not Vaccinated	Decline to Respond	No Response	Occ Series	Fully Vaccinated	Partially Vaccinated	Not Vaccinated	Decline to Respond	No Response
	%	%	%	%	%		%	%	%	%	%
Goshen	(b)(6)					0018	(b)(6)				
Grand Coulee	(b)(6)					0060	(b)(6)				
Kalispell	(b)(6)					0089	(b)(6)				
Keizer	(b)(6)					0301	(b)(6)				
Kent	(b)(6)					0342	(b)(6)				
Mableton	(b)(6)					0343	(b)(6)				
North Bend	(b)(6)					1101	(b)(6)				
Pasco	(b)(6)					1102	(b)(6)				
Portland	(b)(6)					1199	(b)(6)				
Redmond	(b)(6)					1601	(b)(6)				
Seattle	(b)(6)					1640	(b)(6)				
Spokane	(b)(6)					1654	(b)(6)				
The Dalles	(b)(6)					2003	(b)(6)				
Umatilla	(b)(6)					2210	(b)(6)				
Vancouver	(b)(6)					2810	(b)(6)				
Wenatchee	(b)(6)					5803	(b)(6)				
Grand Total	78%	3%	4%	11%	4%	6907	(b)(6)				
						Grand Total	78%	3%	4%	11%	4%
J						J					
Duty Location	Fully Vaccinated	Partially Vaccinated	Not Vaccinated	Decline to Respond	No Response	Occ Series	Fully Vaccinated	Partially Vaccinated	Not Vaccinated	Decline to Respond	No Response
	%	%	%	%	%		%	%	%	%	%
Mableton	(b)(6)					0301	(b)(6)				
Portland	(b)(6)					1101	(b)(6)				
Redmond	(b)(6)					2210	(b)(6)				
Seattle	(b)(6)					Grand Total	82%	3%	3%	8%	4%
Spokane	(b)(6)										
Vancouver	(b)(6)										
Wenatchee	(b)(6)										
Grand Total	82%	3%	3%	8%	4%						
N						N					
Duty Location	Fully Vaccinated	Partially Vaccinated	Decline to Respond	No Response		Occ Series	Fully Vaccinated	Partially Vaccinated	Decline to Respond	No Response	
	%	%	%	%			%	%	%	%	



Portland	(b)(6)				
NF					
Duty Location	Fully Vaccinated	Decline to Respond	No Response		
	%	%	%		
Kalispell	(b)(6)				
Redmond	(b)(6)				
Spokane	(b)(6)				
Grand Total	(b)(6)				
NN					
Duty Location	Fully Vaccinated	Not Vaccinated	Decline to Respond		
	%	%	%		
Portland	(b)(6)				
Spokane	(b)(6)				
Vancouver	(b)(6)				
Grand Total	(b)(6)				
NS					
Duty Location	Fully Vaccinated	Partially Vaccinated	Not Vaccinated	Decline to Respond	No Response
	%	%	%	%	%
Goshen	(b)(6)				
Grand Coulee	(b)(6)				
Kalispell	(b)(6)				
Kelzer	(b)(6)				
Kent	(b)(6)				
North Bend	(b)(6)				
Pasco	(b)(6)				
Portland	(b)(6)				
Redmond	(b)(6)				
Spokane	(b)(6)				
The Dalles	(b)(6)				
Umatilla	(b)(6)				
Vancouver	(b)(6)				
Grand Total	69%	4%	5%	16%	7%
NW					
Duty Location	Fully Vaccinated	Not Vaccinated	Decline to Respond		
	%	%	%		
Portland	(b)(6)				
Vancouver	(b)(6)				
Grand Total	(b)(6)				

0343	(b)(6)				
Grand Total	(b)(6)				
NF					
Occ Series	Fully Vaccinated	Decline to Respond	No Response		
	%	%	%		
0018	(b)(6)				
1601	(b)(6)				
Grand Total	(b)(6)				
NN					
Occ Series	Fully Vaccinated	Not Vaccinated	Decline to Respond		
	%	%	%		
0080	(b)(6)				
0089	(b)(6)				
Grand Total	(b)(6)				
NS					
Occ Series	Fully Vaccinated	Partially Vaccinated	Not Vaccinated	Decline to Respond	No Response
	%	%	%	%	%
0343	(b)(6)				
1101	(b)(6)				
1102	(b)(6)				
1199	(b)(6)				
1601	(b)(6)				
2003	(b)(6)				
2810	(b)(6)				
5803	(b)(6)				
6907	(b)(6)				
Grand Total	69%	4%	5%	16%	7%
NW					
Occ Series	Fully Vaccinated	Not Vaccinated	Decline to Respond		
	%	%	%		
0342	(b)(6)				
0343	(b)(6)				
1640	(b)(6)				
1654	(b)(6)				
Grand Total	(b)(6)				



CAO											
Tier II	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total
	n	%	n	%	n	%	n	%	n	%	n %
N	(b)(6)										11 100%
J	157	82%	5	3%	6	3%	16	8%	7	4%	191 100%
NE	(b)(6)										24 100%
NN	(b)(6)										23 100%
NS	115	69%	6	4%	9	5%	20	16%	13	7%	167 100%
NW	(b)(6)										33 100%
Grand Total	348	78%	12	3%	15	4%	50	11%	20	4%	449 100%

#### LOCATION

CAO											
Daily Location	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total
	n	%	n	%	n	%	n	%	n	%	n %
Bronx	(b)(6)										1
Ellensburg	(b)(6)										1
Goshen	(b)(6)										1
Grand Coulee	(b)(6)										1
Idaho Falls	(b)(6)										2
Kalispell	(b)(6)										4
Keizer	(b)(6)										4
Kent	(b)(6)										1
Mableton	(b)(6)										1
North Bend	(b)(6)										1
Olympia	(b)(6)										2
Pasco	(b)(6)										4
Portland	161	81%	7	3%	8	4%	14	7%	8	4%	198
Redmond	(b)(6)										5
Seattle	(b)(6)										2
Snohomish	(b)(6)										3
Spokane	(b)(6)										14
The Dalles	(b)(6)										2
Umatilla	(b)(6)										1
Vancouver	164	82%	4	2%	7	3%	19	10%	6	3%	200
Wenatchee	(b)(6)										1
Grand Total		78%		3%		4%		11%		4%	449

J											
Daily Location	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total
	n	%	n	%	n	%	n	%	n	%	n %
Bronx	(b)(6)										1
Idaho Falls	(b)(6)										1
Keizer	(b)(6)										1
Mableton	(b)(6)										1
Olympia	(b)(6)										1
Portland	107	82%	5	4%	4	3%	9	7%	5	4%	130
Redmond	(b)(6)										1

Seattle	(b)(6)					1
Snohomish	(b)(6)					1
Spokane	(b)(6)					4
Vancouver	(b)(6)					48
Wenatchee	(b)(6)					1
Grand Total	82%	3%	3%	8%	4%	191
N						
Duty Location	Fully Vaccinated	Partially Vaccinated	Decline to Respond	No Response	Total	
	n	%	n	%	n	%
Portland	(b)(6)					11
NF						
Duty Location	Fully Vaccinated	Decline to Respond	No Response	Total		
	n	%	n	%	n	%
Kalispell	(b)(6)			1		
Kelzer	(b)(6)			2		
Pasco	(b)(6)			1		
Redmond	(b)(6)			2		
Snohomish	(b)(6)			1		
Spokane	(b)(6)			2		
Vancouver	(b)(6)			15		
Grand Total	(b) (6)			24		
NN						
Duty Location	Fully Vaccinated	Not Vaccinated	Decline to Respond	Total		
	n	%	n	%	n	%
Portland	(b)(6)			12		
Spokane	(b)(6)			2		
Vancouver	(b)(6)			9		
Grand Total	(b) (6)			23		
NS						
Duty Location	Fully Vaccinated	Partially Vaccinated	Not Vaccinated	Decline to Respond	No Response	Total
	n	%	n	%	n	%
Ellensburg	(b)(6)					1
Goshen	(b)(6)					1
Grand Coulee	(b)(6)					1
Idaho Falls	(b)(6)					1
Kalispell	(b)(6)					3
Kelzer	(b)(6)					1
Kent	(b)(6)					1
North Bend	(b)(6)					1
Olympia	(b)(6)					1
Pasco	(b)(6)					3
Portland	(b)(6)					28
Redmond	(b)(6)					2
Snohomish	(b)(6)					1
Spokane	(b)(6)					6
The Dalles	(b)(6)					2









		1801	(b)(6)					3
		1870						6
		2001						0
		2003						26
		2010						1
		2130						4
		2810						2
		5803						27
		6907						18
		Grand Total	69%	4%	5%	16%	7%	157
		NW						
		Clc Series	Fully Vaccinated		Not Vaccinated		Decline to Respond	Total
			n	%	n	%	n	%
		0301	(b)(6)					2
		0342						4
		0443						3
		0908						3
		0810						1
		0830						1
		0850						2
		1008						2
		1101						1
		1176						3
		1601						1
		1840						9
		1854						1
		Grand Total	(b)(6)					33



	Transmission Non-Field	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Tier II		n	%	n	%	n	%	n	%	n	%	n	%
T	(b)(6)											2	100%
TA	(b)(6)											23	100%
TD	(b)(6)											22	100%
TE		261	84%	9	3%	1	0%	24	8%	15	5%	310	100%
TO		123	77%	3	2%	2	1%	20	13%	12	8%	160	100%
TP		99	79%	3	2%	1	1%	13	10%	9	7%	125	100%
TS		63	77%	4	5%	2	2%	8	10%	5	6%	82	100%
TT		95	85%	6	5%		0%	8	7%	3	3%	112	100%
Grand Total		681	81%	25	3%	6	1%	77	9%	47	6%	836	100%
OCC SERIES													
	Transmission Non-Field	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Occ Series		n	%	n	%	n	%	n	%	n	%	n	%
C150	(b)(6)											3	100%
C301	(b)(6)											12	100%
C303	(b)(6)											2	100%
C340	(b)(6)											1	100%
C343	(b)(6)											16	100%
C891	(b)(6)											1	100%
C801	(b)(6)											4	100%
C802	(b)(6)											16	100%
C808	(b)(6)											3	100%
C810	(b)(6)											44	100%
C830	(b)(6)											29	100%
C850	(b)(6)	277	87%	6	2%		0%	22	7%	11	4%	271	100%
C854	(b)(6)											1	100%
C855	(b)(6)	47	84%	2	4%		0%	3	5%	4	7%	56	100%
C896	(b)(6)											1	100%
C899	(b)(6)											13	100%
I101	(b)(6)	50	94%	3	6%		0%		0%		0%	53	100%
I130	(b)(6)	90	78%	3	3%	2	2%	11	10%	9	8%	115	100%
I170	(b)(6)											21	100%
I171	(b)(6)											1	100%
I320	(b)(6)											1	100%
I350	(b)(6)											1	100%
I370	(b)(6)											2	100%
I371	(b)(6)											1	100%
I373	(b)(6)											9	100%
I501	(b)(6)											1	100%
I515	(b)(6)											1	100%
I529	(b)(6)											1	100%
I601	(b)(6)											16	100%
I670	(b)(6)											6	100%
I101	(b)(6)											1	100%
I181	(b)(6)											4	100%

	2210	(b)(6)								39	100%			
	2602									3	100%			
	2604									7	100%			
	2606									4	100%			
	2610									13	100%			
	2801									2	100%			
	2810									3	100%			
	3306									1	100%			
	3407									52	100%			
	8852									6	100%			
	Grand Total	(b)(6)	681	81%	25	3%	6	1%	77	9%	47	6%	836	100%
	Transmission Field	Fully Vaccinated	Not Fully Vaccinated - Pending 2nd Shot	Not Been Vaccinated - Appointment	Not Vaccinated	Not Responded	Total							
	Occ Series	n %	n %	n %	n %	n %	n %	n %	n %	n %	n %	n %	n %	n %
	0028	(b)(6)											1	100%
	0301												13	100%
	0303												3	100%
	0318												1	100%
	0340												1	100%
	0341												6	100%
	0401												12	100%
	0460												1	100%
	0560												1	100%
	0809												5	100%
	0810											8	100%	
	0850	(b)(6)	16	69%	5	10%	0%	0%	0	-1%	2	4%	52	100%
	0855												24	100%
	1101												16	100%
	1152												1	100%
	1601												24	100%
	1640												1	100%
	1712												6	100%
	2005												3	100%
	2604												36	100%
	2606												47	100%
	2810	(b)(6)	147	46%	27	8%	4	1%	74	-2%	60	-21%	311	100%
	3414												2	100%
	3703												8	100%
	3806												2	100%
	4102												2	100%
	4206												1	100%
	4607												14	100%
	4749												8	100%
	5710												4	100%
	5407												90	72%
	5701	(b)(6)	4	1%	0%	0%	13	10%	18	14%	125	100%		
	5716										5	100%		
	5907										3	100%		
	Grand Total		458	60%	50	7%	6	1%	123	16%	122	16%	759	100%
	TF	Fully Vaccinated	Not Fully Vaccinated - Pending 2nd Shot	Not Been Vaccinated - Appointment	Not Vaccinated	Not Responded	Total							

		Pending 2nd Shot		Appointment										
Occ Series	n	%	n	%	n	%	n	%	n	%	n	%		
0028	(b)(6)										1	100%		
0301											13	100%		
0303											1	100%		
0318											1	100%		
0340											1	100%		
0341											6	100%		
0401											12	100%		
0460											1	100%		
0560											1	100%		
0809											5	100%		
0810											8	100%		
0850											4	100%		
0855											3	100%		
1101											16	100%		
1152											1	100%		
1601										7	100%			
1640										1	100%			
1712										6	100%			
2005										3	100%			
2610		57	50%	12	11%	2	2%	71	61%	27	24%	114	100%	
3414	(b)(6)										2	100%		
3703											8	100%		
3806											2	100%		
4102											2	100%		
4607											14	100%		
5210											4	100%		
5407											14	100%		
5701											2	100%		
5716											5	100%		
5907											3	100%		
Grand Total		163	62%	25	10%	4	2%	36	14%	33	13%	261	100%	
TF - East Region		Fully Vaccinated	Not Fully Vaccinated - Pending 2nd Shot	Not Been Vaccinated - Appointment	Not Vaccinated	Not Responded	Total							
Occ Series		n	%	n	%	n	%	n	%	n	%	n	%	
0303		(b)(6)										1	100%	
0850												16	100%	
0855											9	100%		
1601											5	100%		
2604											14	100%		
2606											16	100%		
2610			20	31%	5	8%		20	31%	15	30%	64	100%	
4749	(b)(6)											2	100%	
5407												34	100%	
Grand Total			65	40%	12	7%			43	27%	41	25%	161	100%
TF - North Region	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot	Not Been Vaccinated - Appointment	Not Vaccinated	Not Responded	Total							
Occ Series	n		%	n	%	n	%	n	%	n	%	n	%	
0850	(b)(6)											14	100%	



0855	(b)(6)	6	100%
1601	(b)(6)	5	100%
2604	(b)(6)	9	100%
2606	(b)(6)	12	100%
2810	(b)(6)	62	100%
4749	(b)(6)	3	100%
5407	(b)(6)	28	100%
Grand Total		139	100%
TE - South Region			
Occ Series			
0303	(b)(6)	1	100%
0850	(b)(6)	18	100%
0855	(b)(6)	6	100%
1601	(b)(6)	7	100%
2604	(b)(6)	13	100%
2606	(b)(6)	19	100%
2810	(b)(6)	81	100%
4206	(b)(6)	1	100%
4749	(b)(6)	3	100%
5407	(b)(6)	49	100%
Grand Total		198	100%
TA			
Occ Series			
0343	(b)(6)	4	100%
1101	(b)(6)	5	100%
1130	(b)(6)	1	100%
2101	(b)(6)	1	100%
2181	(b)(6)	4	100%
2810	(b)(6)	2	100%
8852	(b)(6)	6	100%
Grand Total		23	100%
TD			
Occ Series			
0850	(b)(6)	4	100%
0855	(b)(6)	1	100%
0896	(b)(6)	1	100%
0899	(b)(6)	13	100%
2210	(b)(6)	3	100%
Grand Total		22	100%
TE			
Occ Series			
0150	(b)(6)	3	100%
0301	(b)(6)	6	100%

	C340	(b)(6)														1	100%	
	C343																9	100%
	C391																1	100%
	C801																3	100%
	C802																15	100%
	C808																3	100%
	C810																39	100%
	C830																25	100%
	C850			100	34%	3	5%	0%	8	7%	8	7%					119	100%
	C855		(b)(6)														24	100%
	1101															6	100%	
	1170															21	100%	
	1171															1	100%	
	1329															1	100%	
	1350															1	100%	
	1370															2	100%	
	1371															1	100%	
	1373															9	100%	
	1601															7	100%	
	1670														5	100%		
	2607														3	100%		
	2906														3	100%		
	2801														2	100%		
	Grand Total		261	34%	9	7%	1	0%	24	8%	15	5%				310	100%	
	TO	Fully Vaccinated	Not Fully Vaccinated - Pending 2nd Shot	Not Been Vaccinated - Appointment	Not Vaccinated	Not Responded	Total											
	Occ Series	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
	C301	(b)(6)														1	100%	
	C343															1	100%	
	C802															1	100%	
	C850															44	100%	
	1101															10	100%	
	1130															40	100%	
	1501															1	100%	
	1529															1	100%	
	1601															8	100%	
	2210															1	100%	
	5407		30	58%	3	6%	1	2%	11	21%	7	13%			52	100%		
	Grand Total		123	77%	3	2%	2	1%	20	13%	12	8%			160	100%		
	TP	Fully Vaccinated	Not Fully Vaccinated - Pending 2nd Shot	Not Been Vaccinated - Appointment	Not Vaccinated	Not Responded	Total											
	Occ Series	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	
	C301	(b)(6)														2	100%	
	C303															1	100%	
	C343															2	100%	
	C801															1	100%	
	C810															5	100%	
	C830															4	100%	
	C850		62	78%	2	3%	0%	9	11%	6	8%				79	100%		
	C851	(b)(6)													6	100%		

1101	(b)(6)										11	100%
1130	(b)(6)										13	100%
1601	(b)(6)										1	100%
Grand Total	99	79%	3	2%	1	1%	13	10%	9	7%	125	100%
TS	Fully Vaccinated	Not Fully Vaccinated - Pending 2nd Shot	Not Been Vaccinated - Appointment	Not Vaccinated	Not Responded	Total						
Occ Series	n	%	n	%	n	%	n	%	n	%	n	%
C301	(b)(6)										1	100%
C850	(b)(6)										2	100%
1101	(b)(6)										18	100%
1130	44	72%	3	5%	2	3%	7	11%	5	8%	61	100%
Grand Total	63	77%	4	5%	2	2%	8	10%	5	6%	82	100%
TT	Fully Vaccinated	Not Fully Vaccinated - Pending 2nd Shot	Not Been Vaccinated - Appointment	Not Vaccinated	Not Responded	Total						
Occ Series	n	%	n	%	n	%	n	%	n	%	n	%
C301	(b)(6)										1	100%
C303	(b)(6)										1	100%
C850	(b)(6)										22	100%
C854	(b)(6)										1	100%
C855	(b)(6)										25	100%
1101	(b)(6)										3	100%
1515	(b)(6)										1	100%
1670	(b)(6)										1	100%
2210	(b)(6)										35	100%
2604	(b)(6)										7	100%
2610	(b)(6)										13	100%
2810	(b)(6)										1	100%
3306	(b)(6)										1	100%
Grand Total	95	85%	6	5%			8	7%	3	3%	112	100%















Transmission Field	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
TF	(b)(6)										10	100%
TFA	(b)(6)										18	100%
TFB	(b)(6)										28	100%
TFH	94	60%	16	10%	2	1%	19	12%	25	16%	156	100%
East Region	65	40%	12	7%	0%	0%	43	27%	41	25%	161	100%
North Region	87	63%	9	6%	2	1%	23	17%	18	13%	139	100%
South Region	143	72%	4	2%	0%	0%	21	11%	30	15%	198	100%
TFZ	(b)(6)										49	100%
Grand Total	458	60%	50	7%	6	1%	121	16%	122	16%	759	100%

	Transmission Non-field	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
		n	%	n	%	n	%	n	%	n	%	n	%
Tier II		(b)(6)											
T		(b)(6)											2 100%
TA		(b)(6)											23 100%
TD		(b)(6)											22 100%
TE		261	84%	9	3%	1	0%	24	8%	15	5%	310	100%
TO		123	77%	3	2%	2	1%	20	13%	12	8%	160	100%
TP		99	79%	3	2%	1	1%	13	10%	9	7%	125	100%
TS		63	77%	4	5%	2	2%	8	10%	5	6%	82	100%
TT		95	85%	6	5%		0%	8	7%	3	3%	112	100%
Grand Total		681	81%	25	3%	6	1%	77	9%	47	6%	836	100%
LOCATION													
	Transmission Non-field	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
		n	%	n	%	n	%	n	%	n	%	n	%
Location		(b)(6)											
Auburn		(b)(6)											1 100%
Goshen		(b)(6)											2 100%
Kalispell		(b)(6)											2 100%
Kelzer		(b)(6)											1 100%
Kent		(b)(6)											2 100%
Olympia		(b)(6)											4 100%
Pasco		(b)(6)											4 100%
Portland		(b)(6)											23 100%
Redmond		(b)(6)											5 100%
Shoshomish		(b)(6)											2 100%
Spokane		57	74%	4	5%	1	1%	11	14%	4	5%	77	100%
Vancouver		656	87%	21	3%	5	1%	60	8%	40	5%	742	100%
Wenatchee		(b)(6)											1 100%
Grand Total		681	81%	25	3%	6	1%	77	9%	47	6%	836	100%
	Transmission Field - All	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
		n	%	n	%	n	%	n	%	n	%	n	%
Location		(b)(6)											
Bremerton		(b)(6)											5 100%
Burley		(b)(6)											4 100%
Centralia		(b)(6)											1 100%
Chenablis		(b)(6)											9 100%
Clarkston		(b)(6)											12 100%
Columbia Falls		(b)(6)											1 100%
Culville		(b)(6)											1 100%
Custer		(b)(6)											5 100%
East Wenatchee		(b)(6)											18 100%
Ellensburg		(b)(6)											14 100%
Florence		(b)(6)											1 100%
Goldcreek		(b)(6)											7 100%
Goshen		(b)(6)											32 100%

	Grand Coulee	(b)(6)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
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	Redmond	(b)(6)	5	100%									
	Richland	(b)(6)	1	100%									
	Snohomish	(b)(6)	7	100%									
	Spokane	(b)(6)	18	100%									
	The Dalles	(b)(6)	4	100%									
	Umatilla	(b)(6)	3	100%									
	Vancouver	123	67%	18	10%	1	1%	18	10%	23	13%	183	100%
	Wenatchee	(b)(6)	1	100%									
	Wilsonville	(b)(6)	1	100%									
	Grand Total	163	62%	25	10%	4	2%	36	14%	33	13%	261	100%
	TF - East Region	Fully Vaccinated	Not Fully Vaccinated - Pending 2nd Shot	Not Been Vaccinated - Appointment	Not Vaccinated	Not Responded	Total						
	Location	n	%	n	%	n	%	n	%	n	%	n	%
	Burley	(b)(6)	4	100%									
	Clarkston	(b)(6)	12	100%									
	Columbia Falls	(b)(6)	1	100%									
	Colville	(b)(6)	1	100%									
	Goldcreek	(b)(6)	7	100%									
	Grandview	(b)(6)	1	100%									
	Hot Springs	(b)(6)	1	100%									
	Idaho Falls	(b)(6)	24	100%									
	Kalispell	(b)(6)	21	100%									
	Libby	(b)(6)	1	100%									
	Newport	(b)(6)	1	100%									
	Tasco	(b)(6)	22	100%									
	Richland	(b)(6)	16	100%									
	Sandpoint	(b)(6)	1	100%									
	Spokane	(b)(6)	33	100%									
	Umatilla	(b)(6)	15	100%									
	Grand Total	65	40%	12	7%			43	27%	41	25%	161	100%
	TF - North Region	Fully Vaccinated	Not Fully Vaccinated - Pending 2nd Shot	Not Been Vaccinated - Appointment	Not Vaccinated	Not Responded	Total						
	Location	n	%	n	%	n	%	n	%	n	%	n	%
	Bremerton	(b)(6)	5	100%									
	Centralia	(b)(6)	1	100%									
	Chenahalli	(b)(6)	6	100%									
	Custer	(b)(6)	5	100%									
	East Wenatchee	(b)(6)	16	100%									
	Ellensburg	(b)(6)	12	100%									
	Grand Coulee	(b)(6)	7	100%									
	Kent	(b)(6)	26	100%									
	Olympia	(b)(6)	28	100%									
	Omak	(b)(6)	1	100%									
	Port Angeles	(b)(6)	4	100%									
	Rock Island	(b)(6)	1	100%									
	Shelton	(b)(6)	1	100%									
	Snohomish	(b)(6)	24	100%									
	Wenatchee	(b)(6)	2	100%									
	Grand Total	87	63%	9	6%	2	1%	23	17%	18	13%	139	100%

TF - South Region											
Location		Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded	
		n	%	n	%	n	%	n	%	n	%
Florence		(b)(6)								1	100%
Goshen		(b)(6)								27	100%
Hillsboro		(b)(6)								5	100%
Kelzer		(b)(6)								22	100%
La Pine		(b)(6)								1	100%
Longview		(b)(6)								16	100%
Malin		(b)(6)								9	100%
North Bend		(b)(6)								14	100%
North Bonneville		(b)(6)								1	100%
Oregon City		(b)(6)								1	100%
Redmond		(b)(6)								22	100%
The Dalles		33	65%		0%			7	14%	11	22%
Vancouver		(b)(6)								27	100%
Wilsonville		(b)(6)								1	100%
Grand Total		143	72%	4	2%			21	11%	30	15%
TA											
Location		Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded	
		n	%	n	%	n	%	n	%	n	%
Portland		(b)(6)								10	100%
Redmond		(b)(6)								1	100%
Spokane		(b)(6)								2	100%
Vancouver		(b)(6)								10	100%
Grand Total		(b)(6)								23	100%
TD											
Location		Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded	
		n	%	n	%	n	%	n	%	n	%
Spokane		(b)(6)								2	100%
Vancouver		(b)(6)								20	100%
Grand Total		(b)(6)								22	100%
TE											
Location		Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded	
		n	%	n	%	n	%	n	%	n	%
Goshen		(b)(6)								1	100%
Kalispell		(b)(6)								2	100%
Kelzer		(b)(6)								1	100%
Kent		(b)(6)								2	100%
Olympia		(b)(6)								2	100%
Pasco		(b)(6)								1	100%
Portland		(b)(6)								11	100%
Redmond		(b)(6)								2	100%
Shoshemish		(b)(6)								1	100%
Spokane		(b)(6)								2	100%
Vancouver		240	85%	9	3%	1	0%	19	7%	15	5%

Wenatchee		0%		0%		0%	1	100%		0%	1	100%
Grand Total	261	84%	9	3%	1	0%	24	8%	15	5%	310	100%
TO	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Location	n	%	n	%	n	%	n	%	n	%	n	%
Auburn	(b)(6)										1	100%
Snohomish	(b)(6)										1	100%
Spokane	(b)(6)										46	100%
Vancouver	89	79%		0%	1	1%	13	11%	9	8%	112	100%
Grand Total	123	77%	3	2%	2	1%	20	13%	12	8%	160	100%
TP	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Location	n	%	n	%	n	%	n	%	n	%	n	%
Goshen	(b)(6)										1	100%
Olympia	(b)(6)										2	100%
Pasco	(b)(6)										3	100%
Redmond	(b)(6)										2	100%
Spokane	(b)(6)										4	100%
Vancouver	89	79%	3	3%	1	1%	12	11%	8	7%	113	100%
Grand Total	99	79%	3	2%	1	1%	13	10%	9	7%	125	100%
T5	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Location	n	%	n	%	n	%	n	%	n	%	n	%
Portland	(b)(6)										1	100%
Vancouver	62	77%	4	5%	2	2%	8	10%	5	6%	81	100%
Grand Total	63	77%	4	5%	2	2%	8	10%	5	6%	82	100%
TT	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Location	n	%	n	%	n	%	n	%	n	%	n	%
Portland	(b)(6)										1	100%
Spokane	(b)(6)										21	100%
Vancouver	78	87%	5	6%			5	6%	2	2%	90	100%
Grand Total	95	85%	6	5%			8	7%	3	3%	112	100%











[illegible]

Transmission Field	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
TF	(b)(6)										10	100%
TFA	(b)(6)										18	100%
TFB	(b)(6)										28	100%
TFH	94	60%	16	10%	2	1%	19	12%	25	16%	156	100%
East Region	65	40%	12	7%	0%	0%	43	27%	41	25%	161	100%
North Region	87	63%	9	6%	2	1%	23	17%	18	13%	139	100%
South Region	143	72%	4	2%	0%	0%	21	11%	30	15%	198	100%
TF2	(b)(6)										49	100%
Grand Total	458	60%	50	7%	6	1%	121	16%	122	16%	759	100%

Transmission Non-field	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Tier II	n	%	n	%	n	%	n	%	n	%	n	%
T	(b)(6)										2	100%
TA	(b)(6)										23	100%
TD	(b)(6)										22	100%
TE	261	84%	9	3%	1	0%	24	8%	15	5%	310	100%
TO	123	77%	3	2%	2	1%	20	13%	12	8%	160	100%
TP	99	79%	3	2%	1	1%	13	10%	9	7%	125	100%
TS	63	77%	4	5%	2	2%	8	10%	5	6%	82	100%
TT	95	85%	6	5%		0%	8	7%	3	3%	112	100%
Grand Total	681	81%	25	3%	6	1%	77	9%	47	6%	836	100%
Pay Plan												
Transmission Non-field	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Pay Plan	n	%	n	%	n	%	n	%	n	%	n	%
Hourly	63	70%	4	4%	1	1%	14	16%	8	9%	90	100%
Annual	613	83%	21	3%	5	1%	63	9%	39	5%	741	100%
SES	(b)(6)										5	100%
Grand Total	681	81%	25	3%	6	1%	77	9%	47	6%	836	100%
Transmission All TF	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Pay Plan	n	%	n	%	n	%	n	%	n	%	n	%
Hourly	324	56%	37	6%	5	1%	102	18%	112	19%	580	100%
Annual	133	75%	13	7%	1	1%	21	12%	19	6%	178	100%
SES	(b)(6)										1	100%
Grand Total	458	60%	50	7%	6	1%	123	16%	132	16%	759	100%
Transmission East Region	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Pay Plan	n	%	n	%	n	%	n	%	n	%	n	%
Hourly	51	39%	7	5%			35	27%	37	28%	130	100%
Annual	(b)(6)										31	100%
Grand Total	65	40%	12	7%			43	27%	41	25%	161	100%
Transmission North Region	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Pay Plan	n	%	n	%	n	%	n	%	n	%	n	%
Hourly	66	58%	7	6%	2	2%	21	18%	18	16%	114	100%
Annual	(b)(6)										25	100%
Grand Total	87	63%	9	6%	2	1%	23	17%	18	13%	139	100%
Transmission South Region	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Pay Plan	n	%	n	%	n	%	n	%	n	%	n	%

Hourly	114		69%		4		2%		19		11%		29		17%		166		100%	
Annual	(b)(6)																32		100%	
Grand Total	143		72%		4		2%		21		11%		30		15%		198		100%	
TA	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded								Total			
Pay Plan	n		%		n		%		n		%		n		%		n		%	
Hourly	(b)(6)																8		100%	
Annual	(b)(6)																15		100%	
Grand Total	(b)(6)																23		100%	
TE	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded								Total			
Pay Plan	n		%		n		%		n		%		n		%		n		%	
Hourly	(b)(6)																8		100%	
Annual	253		84%		9		3%		1		0%		23		8%		15		5%	
SES	(b)(6)																1		100%	
Grand Total	261		84%		9		3%		1		0%		24		8%		15		5%	
TO	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded								Total			
Pay Plan	n		%		n		%		n		%		n		%		n		%	
Hourly	30		58%		3		6%		1		2%		11		21%		7		13%	
Annual	92		86%				0%		1		1%		9		8%		5		5%	
SES	(b)(6)																1		100%	
Grand Total	123		77%		3		2%		2		1%		20		13%		12		8%	
TT	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded								Total			
Pay Plan	n		%		n		%		n		%		n		%		n		%	
Hourly	(b)(6)																22		100%	
Annual	76		84%		5		6%						6		7%		3		3%	
Grand Total	95		85%		6		5%						8		7%		3		3%	



[illegible]

Transmission Field	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
TF	(b)(6)										10	100%
TFA	(b)(6)										18	100%
TFB	(b)(6)										28	100%
TFH	94	60%	16	10%	2	1%	19	12%	25	16%	156	100%
East Region	65	40%	12	7%	0%	0%	43	27%	41	25%	161	100%
North Region	87	63%	9	6%	2	1%	23	17%	18	13%	139	100%
South Region	143	72%	4	2%	0%	0%	21	11%	30	15%	198	100%
TFZ	(b)(6)										49	100%
Grand Total	458	60%	50	7%	6	1%	121	16%	122	16%	759	100%



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**From:** Shaheen, Richard L (BPA) - T-DITT-2  
**Sent:** Friday, October 22, 2021 4:55 PM  
**To:** TVPs  
**Subject:** FW: Daily Update - Mandatory Vaccination Certification MyEnergy Status (OCT 22)  
**Attachments:** Mandatory Vaccination Certification MyEnergy - Daily update (22 OCT 2021).pptx

FYI....

**From:** Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>  
**Sent:** Friday, October 22, 2021 4:41 PM  
**To:** Hairston, John L (BPA) - A-7 <[jlhairston@bpa.gov](mailto:jlhairston@bpa.gov)>; Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Cook, Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>; James, Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Kuhn, Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Harris, Marcus A (BPA) - F-2 <[maharris@bpa.gov](mailto:maharris@bpa.gov)>; Chong Tim, Marcus H (BPA) - L-7 <[mhchongtim@bpa.gov](mailto:mhchongtim@bpa.gov)>; Cooper, Suzanne B (BPA) - P-6 <[sbcooper@bpa.gov](mailto:sbcooper@bpa.gov)>; Laylo, Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>; Berry, Benjamin L (BPA) - J-3 <[blberry@bpa.gov](mailto:blberry@bpa.gov)>; Fickes, Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Scruggs, Joel L (BPA) - DK-7 <[jlsruggs@bpa.gov](mailto:jlsruggs@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>  
**Cc:** Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (OCT 22)

Sir, Ma'am,

Please see the update on where we stand on the Mandatory Vaccination Certification in MyEnergy reporting. We will send this out again on Monday. By Tuesday we should be able to provide some more meaningful information.

**Bill Leady P.E.**

Asset Manager | K

**BONNEVILLE POWER ADMINISTRATION**

[bpa.gov](http://bpa.gov) | Office 503-230-4270 | Cell (b)(6)

**Mandatory Vaccination Certification in MyEnergy – Status as of 4:26 pm Oct 22<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded	Data was pulled at 4:26 pm
2,898	2,040	75	14	173	596	844 yesterday
	70.4%	2.6%	0.5%	6.0%	20.6%	

	Total	Fully vaccinated	Pending 2nd shot	Not vaccinated	not vaccinted - apointment	Not responded	Data was pulled at 10:00am
MEF	186	106	5	10	1	64	
		57.0%	2.7%	5.4%	0.5%	34.4%	
ESA	539	389	18	27	1	104	
		72.2%	3.3%	5.0%	0.2%	19.3%	

**Mandatory Vaccination Certification in MyEnergy – Status as of 5 pm Oct 21<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2,898	1,847	69	10	128	844
	63.7%	2.4 %	0.35%	4.4%	29.1%

	Total	Fully vaccinated	Pending 2nd shot	Not vaccinated	Not responded
MEF	186	93	5	4	84
		50.0%	2.7%	2.2%	45.2%
ESA	539	361	17	19	142
		67.0%	3.2%	3.5%	26.3%

Yesterday's data –  
For comparison

### Reasonable Accommodations

✓ COVID related reasonable Accommodation Requests received (as of Oct 22, 3:00 pm)

- Vaccine Mandate Total: 261
- Religious: 215 (82%)
- Medical: 46 (18%)

*NOTE: We have 261 COVID related reasonable accommodation request submitted but only 173 (first slide) people reporting in MyEnergy that they are unvaccinated. This means we have a gap of at least 88 (down from 166 yesterday) people who have requested an RA but not yet completed the Mandatory Vaccination Certification in MyEnergy.*

✓ COVID related reasonable Accommodation Requests received (as of Oct 21, 3:00 pm)

- Vaccine Mandate Total: 248
- Religious: 200 (81%)
- Medical: 44 (17%)
- Other: 4 (2%)

Yesterday –  
For comparison



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**From:** Kuhn, Shana L (BPA) - NS-4400-LL  
**Sent:** Thursday, September 23, 2021 3:58 PM  
**To:** Miller, Mike P (BPA) - TE-DITT-2  
**Subject:** Data from DOE - Need to Know  
**Attachments:** COVID-19 vaccination attestation now mandated, please remind staff to fill out the form by Friday, Sept. 24; COVID-19 vaccination attestation now mandated, please fill out form by Friday, Sept. 24; TE Copy of Non Responders - Need to Know Only.xlsx

Hi Mike,

I have prepared a data set for you that includes staff in the TE organizations who had not yet responded to the Vaccine attestation. The intent is to give you awareness and feel free to share with supervisors in your organizations as you think it is important. Our privacy officer asked that we only share the details of the names with those who have a "need to know" and are in the leadership chain of the individual on the list. This means you will need to share subsets of this data as appropriate at the TIII level if you want to distribute further.

A couple key notes:

- One disclaimer, this is only a snapshot in time and is only the list of people who had not completed an attestation as of Sept 10<sup>th</sup>. We do not yet have data on those who did submit an attestation and what they attested to.
- I tried to add some pivot tables that you might find helpful. You also have the raw data on the last tab so you can do whatever you would like to do.
- If you want to share information with people who are not managers, or not within the leadership chain, I recommend copying the charts that do not include employee names. You can share counts of position titles, by org, by location, etc without any issues. The names connected to the status as a non-responder are the pieces to consider sensitive.
- Per our privacy officer: We don't need to encrypt/password protect these; Infosec and Privacy are in agreement (with IT's input) that internal emails are sufficiently encrypted to protect information.
- Employees and their supervisors on this list received the attached emails respectively from Robin shortly after the all employee email that went out regarding attestation now being mandatory.

Let me know if you have questions or if I can help understand the data in any way.

Shana

Shana Kuhn

Deputy Chief Workforce and Strategy Officer | Chief Workforce and Strategy Office (D)

**KNOXVILLE POWER ADMINISTRATION**

[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov) | P 503-230-3836 | C (b)(6)

INTEGRITY | KINDNESS | ENTHUSIASM | CONSISTENCY | FUN

From: Furrer,Robin R (BPA) - N-7

Sent: Thu Sep 23 13:02:13 2021

Subject: COVID-19 vaccination attestation now mandated, please remind staff to fill out the form by Friday, Sept. 24

Importance: Normal

**Managers:**

You are receiving this email because one or more of your federal employees have not filled out the COVID-19 vaccination attestation form, which is now mandatory and due by tomorrow, Friday, Sept. 24. The following email was sent today to employees who have yet to submit the form.

The front office is not yet sharing the names of those who have not filled out the form so please reinforce to your entire team that those who have not filled out the form are now required, it is due by Sept. 24, and thank those who have already provided their attestation.

Robin

The COVID-19 vaccination attestation form is now required by the Department of Energy. The DOE released its COVID-19 vaccination attestation system at the end of August. BPA began communicating about the need for attestations on Aug. 27, and I have mentioned the attestation process in my weekly messages. Now, the attestation process is no longer voluntary—it is required.

You are receiving this email because, as of Sept. 20, at 10 a.m. EST, you were identified as not completing your attestation in DOE's [MyEnergy](#) system. You must log into [MyEnergy](#) to reflect your current vaccination status. Please complete this no later than Friday, Sept. 24.

If you have completed the attestation since Sept. 20 at 10 a.m., thank you for completing it. There is no need to



respond back to this email as the MyEnergy platform will record your completion electronically.

If you believe you completed your attestation, but it was not recorded, please contact the EITS Service Desk at (301) 903-2500.

Federal employees [must be fully vaccinated](#) by Nov. 22, 2021. There are limited circumstances in which an employee may be exempt due to a legally required [accommodation](#). Being fully vaccinated by Nov. 22 is required regardless of your telework or onsite status. For additional information on the mandatory vaccination requirement, please see [DOE's Vaccination Flyer](#) as well as [additional information on getting vaccinated](#). You will be able to update your record in MyEnergy if your vaccination status changes.

Login instructions and FAQs are on the main page of [MyEnergy](#). MyEnergy does not support Internet Explorer; please use Chrome or Microsoft Edge. Please contact the EITS Service Desk at (301) 903-2500 for any login issues or if you completed your attestation but it was not recorded. You can also find helpful information in the [Need to Know: COVID-19 vaccination attestation now required, submit form by Friday, Sept. 24.](#)

Thank you for your support and patience as we navigate these national mandates.

Robin

**Information specific for Login.gov**

Please note that in certain instances where a DOE badge is not available to initiate an account, [Login.gov](#) must be used. You must use your official work email address when using Login.gov so that DOE can map your response appropriately.

Login.gov will confirm your identity using other means, such as a driver's license or passport, in order to provide an account. If the documentation you provide cannot be verified (e.g., outdated driver's license), Login.gov will not provide you with an account.

If you are experiencing this type of issue ("failed to proof"), you will need to complete a hard copy form. Please send an email to [covid-19inquiries@hq.doe.gov](mailto:covid-19inquiries@hq.doe.gov) who will provide you with the appropriate form. Once complete, please email it back to them encrypted. Do not send the form anywhere else. Please note that hard copy forms can only be used for those experiencing Login.gov issues.





From: Furrer,Robin R (BPA) - N-7

Sent: Thu Sep 23 13:04:26 2021

Subject: COVID-19 vaccination attestation now mandated, please fill out form by Friday, Sept. 24

Importance: Normal

The COVID-19 vaccination attestation form is now required by the Department of Energy. The DOE released its COVID-19 vaccination attestation system at the end of August. BPA began communicating about the need for attestations on Aug. 27, and I have mentioned the attestation process in my weekly messages. Now, the attestation process is no longer voluntary—it is required.

You are receiving this email because, as of Sept. 20, at 10 a.m. EST, you were identified as not completing your attestation in DOE's [MyEnergy](#) system. You must log into [MyEnergy](#) to reflect your current vaccination status. Please complete this no later than Friday, Sept. 24.

If you have completed the attestation since Sept. 20 at 10 a.m., thank you for completing it. There is no need to respond back to this email as the MyEnergy platform will record your completion electronically.

If you believe you completed your attestation, but it was not recorded, please contact the EITS Service Desk at (301) 903-2500.

Federal employees [must be fully vaccinated](#) by Nov. 22, 2021. There are limited circumstances in which an employee may be exempt due to a legally required [accommodation](#). Being fully vaccinated by Nov. 22 is required regardless of your telework or onsite status. For additional information on the mandatory vaccination requirement, please see [DOE's Vaccination Flyer](#) as well as [additional information on getting vaccinated](#). You will be able to update your record in MyEnergy if your vaccination status changes.

Login instructions and FAQs are on the main page of [MyEnergy](#). MyEnergy does not support Internet Explorer;

please use Chrome or Microsoft Edge. Please contact the EITS Service Desk at (301) 903-2500 for any login issues or if you completed your attestation but it was not recorded. You can also find helpful information in the [Need to Know: COVID-19 vaccination attestation now required, submit form by Friday, Sept. 24.](#)

Thank you for your support and patience as we navigate these national mandates.

Robin

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**From:** Wright, Colleen C F (BPA) - H-1  
**Sent:** Thursday, November 4, 2021 2:39 PM  
**To:** (b)(6)  
**Cc:** Stanley, Philip S (BPA) - HE-1; Fickes, Anne Macron (BPA) - H-1  
**Subject:** UPDATE: Vaccination Status  
**Attachments:** (b)(6)

HR is providing one last employee vaccination status for your organization(s) prior to official counseling memos being issued as early as Tuesday November 9. Counseling memos will be issued to the following groups:

- Not responded (excluding employees on extended leave or who have submitted an RA request)
- Not vaccinated (excluding employees who have submitted an RA request)
- Pending 2nd shot or have appointment (excluding employees who have submitted an RA request)
- *Note - For folks in this category, the counseling is just a reminder that they must be fully vaccinated. Progressive discipline (e.g. 14 day suspension) will not proceed for individuals demonstrating progress towards becoming fully vaccinated.*

**You are receiving this email because one or more of your employees fall into one of the categories above.** If any of these employees are on extended leave, please let Phil Stanley know and include the expected date of return and we will update our records accordingly.

HR will be sending a final reminder to all employees in these categories on Monday November 8. Please use the attached information to issue your own reminders prior to that date. The information attached is confidential and should only be shared with those in the chain of command and a need to know.

**Colleen C. F. Wright**  
Acting Deputy Director | Human Resources Service Center  
**BONNEVILLE POWER ADMINISTRATION**  
**U.S. DEPARTMENT OF ENERGY**  
[bpa.gov](http://bpa.gov) | P 503-230-7517 | F 503-230-3816



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**Career Opportunities:**  
BPA Opportunities: [careers.bpa.gov](http://careers.bpa.gov)  
DOE Energy: <http://energy.gov/jobs/career-opportunities>  
USAJOBS: <https://www.usajobs.gov>

**Program Inquiries:**  
Disabled Persons (Schedule A): [schedulea@bpa.gov](mailto:schedulea@bpa.gov)  
Veterans: [veterans@bpa.gov](mailto:veterans@bpa.gov)  
Contract Positions: [Supplaborjobs@bpa.gov](mailto:Supplaborjobs@bpa.gov)

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**From:** Fickes, Anne Macron (BPA) - H-1  
**Sent:** Monday, November 1, 2021 5:36 PM  
**To:** Miller, Mike P (BPA) - TE-DITT-2  
**Subject:** Updated vaccine data for TE

List of employees who are not vaccinated or have not responded in MyEnergy AND have not submitted RA requests or don't appear to be on extended leave  
Information in this email should only be shared with those that have a need to know and are in the management chain of command

Hi Mike,

We have reviewed the list of employees who stated they are not vaccinated or did not respond in MyEnergy and compared this with the list of employees that have requested reasonable accommodation (RA) and/or are on extended leave.

The following is a list of employees who have not completed their vaccination certification in MyEnergy and are not on the RA request/extended leave list.

- Action:** Please remind these employees to complete their vaccination certification. If any of these employees are on extended leave, please let Phil Stanley know and include the anticipated date of return; we will update our records accordingly. *Note:* Counseling letters will be issued as early as November 9<sup>th</sup> to employees who have not responded.

Org Code	Empl Id	Employee Name	Vaccination Status
(b)(6)			Not Responded
			Not Responded
			Not Responded
			Not Responded
			Not Responded

The following is a list of employees who have responded they are not vaccinated and do not have pending RA requests.

- No action needed as this list is for awareness purposes only. *Note:* Counseling letters will be issued as early as November 9<sup>th</sup> to employees that are not vaccinated and do not have pending reasonable accommodation requests.

Org Code	Empl Id	Employee Name	Vaccination Status
(b)(6)			Not Vaccinated
			Not Vaccinated
			Not Vaccinated
			Not Vaccinated
			Not Vaccinated

Anne Fickes  
Acting Director | Human Resources Service Center

*Bonneville Power Administration*  
*U.S. Department of Energy*  
503.230.3240

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**From:** Capps,Stephan A (BPA) - NW-1  
**Sent:** Wednesday, October 20, 2021 1:49 PM  
**To:** Miller,Mike P (BPA) - TE-DITT-2  
**Subject:** MEF/ESA Vaccination Data  
**Attachments:** ESA\_MEF by Org 10.20.21.xlsx; TE ESA\_MEF 10.20.21.xlsx

Attached is the latest data for your MEF/ESA organizations. Please use it with your leadership team for future planning. The spread sheet contains vaccination information, so do not share with your entire workforce.

Staff have till 10/25 to submit their initial info, and can update it as their vaccination status changes. We still have ~1100 BFTes that have not updated their status, so these numbers will change. While the goal is to share this information daily, we may have to adjust that based on the staff hours it takes to generate this information.

You may see staff members that have departed BPA on the list, or some may be missing. Please give me a heads up and we'll work with HCM to correct that.

Thanks

steve

**Stephan Capps**

Director of Facilities and Workplace Services

Bonneville Power Administration

Office 503-230-4498, Mobile (b)(6)

[sacapps@bpa.gov](mailto:sacapps@bpa.gov)

		Vaccination Status		Values													
		Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Vaccinated		Reasonable Accommodation		Not Responded		Not Been Vaccinated - Appointment					
MEF/ESA		n	%	n	%	n	%	n	%	n	%	n	%				
ESA		316	59%	11	2%	2	0%	1	0%	209	39%						
MEF		69	39%	4	2%		0%		0%	104	59%						
#N/A		1141	52%	24	1%	8	0%	1	0%	1007	45%						
Grand Total		1576	53%	39	1%	10	0%	2	0%	1320	46%						
All MEF/ESA Orgs																	
		Vaccination Status		Values													
		Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Vaccinated		Reasonable Accommodation		Not Responded							
MEF/ESA	Staff/Unit Org	n	%	n	%	n	%	n	%	n	%	n	%				
All MEF/ESA Orgs	CEE	(b)(6)															
	DE																
	DKP																
	FTO																
	ICO																
	JND																
	JYDI																
	JNDN																
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Grand Total		1526	13%	24	1%	70	0%	2	0%	1320	100%

Not Been Vaccinated - Appointment		
	Total n	Total %
0%	539	100%
0%	177	100%
0%	2182	100%
0%	2898	100%
Not Been Vaccinated - Appointment		
	Total n	Total %
(b)(6)	7	100%
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	8	100%
	10	100%
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	34	100%
1		0%
2898		100%

(b)(6)



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**From:** Wright, Colleen C F (BPA) - H-1  
**Sent:** Tuesday, October 26, 2021 4:46 PM  
**To:** Miller, Mike P (BPA) - TE-DITT-2  
**Cc:** Capps, Stephan A (BPA) - NW-1; Fickes, Anne Macron (BPA) - H-1  
**Subject:** MEF/ESA Attestations as of 10/26/2021  
**Attachments:** TE MEF\_ESA attestations as of 10.26.21.xlsx

Beginning today, HR will be sending out these daily updates specific to organizations with MEF/ESA personnel. My apologies for the late report, going forward you should receive these in the morning NLT 10:00 a.m. Attached is the report for your organization as of this morning. You can use this to remind your employees to complete their attestation. As a reminder, employees who are requesting reasonable accommodation (RA) must still complete the attestation and select the appropriate status (e.g., not vaccinated). The information attached is confidential and should only be shared with those in the chain of command and a need to know.

Please let me know if you have any questions.

Colleen

**Colleen C. F. Wright**  
Acting Deputy Director | Human Resources Service Center  
**BONNEVILLE POWER ADMINISTRATION**  
**U.S. DEPARTMENT OF ENERGY**  
[bpa.gov](http://bpa.gov) | P 503-230-7517 | F 503-230-3816



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DOE Energy: <http://energy.gov/jobs/career-opportunities>  
USAJOBS: <https://www.usajobs.gov>

**Program Inquiries:**  
Disabled Persons (Schedule A): [schedulea@bpa.gov](mailto:schedulea@bpa.gov)  
Veterans: [veterans@bpa.gov](mailto:veterans@bpa.gov)  
Contract Positions: [Supplaborjobs@bpa.gov](mailto:Supplaborjobs@bpa.gov)

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(b)(6)





(b)(6)



(b)(6)



**From:** Capps,Stephan A (BPA) - NW-1  
**Sent:** Thu Oct 21 14:34:31 2021  
**To:** Miller, Mike P (BPA) - TE-DITT-2  
**Subject:** MEF/ESA Vaccination Update  
**Importance:** Normal  
**Attachments:** image002.png; TE MEF\_ESA attestations as of 10.21.21.xlsx

This is the update as of this morning. If one of your subordinate Tier 3 or 4 orgs is at 100% vaccinated, it may not be included. To save staff time, we're not going to pull the information for MEF/ESA orgs that are at 100%.

You may have employees on your list that have departed, and recent hires may not be included. DOE HCM staff is working with DOE CIO to address this. At our level, we cannot add and drop names.

Thanks,

steve

All MEF/ESA Orgs		Vaccination Status		Values													
		Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Vaccinated		Not Responded		Total n		Total %					
MEF/ESA	StaffList Org	n	%	n	%	n	%	n	%								
= ESA	CDE	(b)(6)										7	100%				
	DK	(b)(6)										2	100%				
	DKP	(b)(6)										6	100%				
	JND	(b)(6)										3	100%				
	JNDI	(b)(6)										5	100%				
	JNDN	(b)(6)										12	100%				
	JNPG	(b)(6)										6	100%				
	JSC	(b)(6)										10	100%				
	KSM	(b)(6)										10	100%				
	MF	(b)(6)										4	100%				
	NFC	(b)(6)										6	100%				
	NFF	(b)(6)										8	100%				
	NFO	(b)(6)										6	100%				
	MNC	(b)(6)										6	100%				
	NNP	(b)(6)										8	100%				
	NNT	(b)(6)										8	100%				
	NSFP	(b)(6)										4	100%				
	NSLT	(b)(6)										4	100%				
	NSLW	(b)(6)										17	100%				
	NSTP	(b)(6)										7	100%				
	NSTS	(b)(6)										6	100%				
	NWFR	(b)(6)										4	100%				
	NWFP	(b)(6)										3	100%				
	NWPS	(b)(6)										4	100%				
	PEJD	(b)(6)										14	100%				
	PES	(b)(6)										4	100%				
	POPW	(b)(6)										9	100%				
	PSEP	(b)(6)										11	100%				
	PGST	(b)(6)										7	100%				
	PSE	(b)(6)										6	100%				
	PSSE	(b)(6)										6	100%				
	PTF	(b)(6)										2	100%				
	PTK	(b)(6)										2	100%				
	TELP	(b)(6)										18	100%				
	TEAW	(b)(6)										7	100%				
	TEB	(b)(6)										5	100%				
	TEBV	(b)(6)										14	100%				
	TECN	(b)(6)										7	100%				
	TEDC	(b)(6)										5	100%				
	TEDF	(b)(6)										4	100%				
	TFH	(b)(6)										13	100%				

**Stephan Capps**

Director of Facilities and Workplace Services  
Bonneville Power Administration  
Office 503-230-4498, Mobile (b)(6)  
[sacapps@bpa.gov](mailto:sacapps@bpa.gov)

(b)(6)



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**From:** Shaheen,Richard L (BPA) - T-DITT-2  
**Sent:** Wednesday, October 20, 2021 8:42 AM  
**To:** Lahti,John A (BPA) - TF-DITT-2; Tyson,Ivy L (BPA) - TA-DITT-2; Miller,Mike P (BPA) - TE-DITT-2; Cathcart,Michelle M (BPA) - TO-DITT-2  
**Subject:** RE: Additional Attestation Info for T

Spot on John.....thanks.

---

**From:** Lahti,John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>  
**Sent:** Wednesday, October 20, 2021 8:34 AM  
**To:** Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>; Miller,Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Cathcart,Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>  
**Cc:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T

We will know more after the 383 conversations this week. We have many people going the RA route and many who won't answer any of the questions. I fear several are going to keep us in the dark and drag this out. Richard, Tina and I met with legal yesterday about mutual aid from partners. A little too early to be reaching out (and would not want that message out to employees at this time). We are also concerned with mutual aid from utilities with employees who may not be vaccinated – would look really bad to let our people go and then allow aid from potentially non-vaccinated workers.

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**From:** Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Sent:** Wednesday, October 20, 2021 8:26 AM  
**To:** Miller,Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Lahti,John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Cathcart,Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>  
**Cc:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T

That's good. I have one (b)(6) who has submitted papers but it looks like all other (b)(6) staff will comply with the EO. One other employee outside of (b)(6) that will likely retire but still working through it and shouldn't pose a continuity problem. - Ivy

Ivy Lee Tyson, P.E.

Chief of Staff | Transmission Chief of Staff (TA)

BONNEVILLE POWER ADMINISTRATION

[iltyson@bpa.gov](mailto:iltyson@bpa.gov) | P 360-418-2047 | C (b)(6)



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**From:** Miller,Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>  
**Sent:** Wednesday, October 20, 2021 8:22 AM  
**To:** Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>; Lahti,John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Cathcart,Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>  
**Cc:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T



I am not seeing a large issue in TE. Of the 70 people that had not satisfactorily completed the attestation, I only know of a few so far that are taking the RA route. Most others are updating their info after getting vaccinated.

Mike

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**From:** Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Sent:** Wednesday, October 20, 2021 8:20 AM  
**To:** Lahti,John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Miller,Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Cathcart,Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>  
**Cc:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** FW: Additional Attestation Info for T

FYI Also I've attached the e-mail that she references. - Ivy

**Ivy Lee Tyson, P.E.**

Chief of Staff | Transmission Chief of Staff (TA)

**BONNEVILLE POWER ADMINISTRATION**

[iltyson@bpa.gov](mailto:iltyson@bpa.gov) | P 360-418-2047 | C (b)(6)



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**From:** Alders,Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Sent:** Tuesday, October 19, 2021 4:58 PM  
**To:** Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T

Re my other email, I mean information on TF, TO and possibly TE.. I may try to handle some of this verbally and will look for 15minutes with you and with Michelle and John L.

Thanks,  
Kyna

**Kyna Alders** (she/her)

Deputy Chief Operating Officer (acting)

Bonneville Power Administration

Phone: 503-230-5971 / Cell: (b)(6)

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**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Wednesday, October 13, 2021 8:24 PM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Cc:** Alders,Kyna L (BPA) - K-7 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Subject:** Additional Attestation Info for T

Hello,

We filtered the attestation information by location and occupational series and attached are a variety of reports for T.

- I sent TF and TO reports to John/Michelle and cc'd you as to ensure awareness in certain locations/occupations. I do not plan to send any other reports at this time.
- You will find some of the reports are not value added; the deeper dive does not tell us much more than the summary data.
- We did not provide breakdowns where there are not at least 5 employees to ensure confidentiality.

- This information is for your awareness as the VP/Chief of Staff for T and guidance is coming very soon on next steps.
- As of yesterday, we have received 140 RA requests for T.

More to come but wanted to share what we have at this time. Thanks!

**From:** Fickes, Anne Macron (BPA) - H-1

**Sent:** Friday, October 8, 2021 2:01 PM

**To:** Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Tyson, Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>; Miller, Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Cook, Jeffrey W (BPA) - TP-DITT-2 <[jwcook@bpa.gov](mailto:jwcook@bpa.gov)>; Ko, Tina G (BPA) - TS-DITT-2 <[tgko@bpa.gov](mailto:tgko@bpa.gov)>; Hunter, Kimberly A (BPA) - TTB-MODD <[kahunter@bpa.gov](mailto:kahunter@bpa.gov)>

**Subject:** Attestation Summary for Transmission

Good Afternoon,

We have received the attestation data and are in the process of reviewing/filtering the information as quickly as possible. The attestation reporting system is closing tonight. Next week, DOE will release an updated online mandatory vaccination certification system where employees will be required to provide their vaccination documentation.

At this time, the data for your organization is as follows. We anticipate providing additional reports next week based on occupational series and location to help identify if there are areas of concern. If there is an area where you may need additional detailed information, please let me know.

	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
Tier II	n	%	n	%	n	%	n	%	n	%	n	%
T	(b)(6)										2	100%
TA	(b)(6)										23	100%
TD	(b)(6)										25	100%
TE	245	78%	8	3%	15	5%	40	13%	7	2%	315	100%
TF	367	48%	22	3%	38	5%	264	35%	67	9%	758	100%
TO	96	59%	4	2%	6	4%	46	28%	10	6%	162	100%
TP	94	78%	1	1%	3	3%	18	15%	4	3%	120	100%
TS	58	73%	2	3%	4	5%	13	16%	3	4%	80	100%
TT	87	79%	4	4%	4	4%	15	14%		0%	110	100%
<b>Grand Total</b>	<b>986</b>	<b>62%</b>	<b>41</b>	<b>3%</b>	<b>75</b>	<b>5%</b>	<b>400</b>	<b>25%</b>	<b>93</b>	<b>6%</b>	<b>1595</b>	<b>100%</b>

We will wait for additional guidance from the Department and keep you apprised on next steps.

**Anne Fickes**

Acting Director | Human Resources Service Center

Bonneville Power Administration

U.S. Department of Energy

503.230.3240



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**From:** Wright, Colleen C F (BPA) - H-1  
**Sent:** Thursday, November 4, 2021 2:26 PM  
**To:** (b)(6)  
**Cc:** Stanley, Philip S (BPA) - HE-1; Fickes, Anne Macron (BPA) - H-1  
**Subject:** UPDATE: Vaccination Status  
**Attachments:** (b)(6)

HR is providing one last employee vaccination status for your organization(s) prior to official counseling memos being issued as early as Tuesday November 9. Counseling memos will be issued to the following groups:

- Not responded (excluding employees on extended leave or who have submitted an RA request)
- Not vaccinated (excluding employees who have submitted an RA request)
- Pending 2nd shot or have appointment (excluding employees who have submitted an RA request)
- *Note - For folks in this category, the counseling is just a reminder that they must be fully vaccinated. Progressive discipline (e.g. 14 day suspension) will not proceed for individuals demonstrating progress towards becoming fully vaccinated.*

**You are receiving this email because one or more of your employees fall into one of the categories above.** If any of these employees are on extended leave, please let Phil Stanley know and include the expected date of return and we will update our records accordingly.

HR will be sending a final reminder to all employees in these categories on Monday November 8. Please use the attached information to issue your own reminders prior to that date. The information attached is confidential and should only be shared with those in the chain of command and a need to know.

**Colleen C. F. Wright**

Acting Deputy Director | Human Resources Service Center

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USAJOBS: <https://www.usajobs.gov>

**Program Inquiries:**

Disabled Persons (Schedule A): [schedulea@bpa.gov](mailto:schedulea@bpa.gov)

Veterans: [veterans@bpa.gov](mailto:veterans@bpa.gov)

Contract Positions: [Supplaborjobs@bpa.gov](mailto:Supplaborjobs@bpa.gov)

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(b)(6)



**From:** Kuhn,Shana L (BPA) - NS-4400-LL  
**Sent:** Tuesday, October 26, 2021 12:54 PM  
**To:** Fickes,Anne Macron (BPA) - H-1; James,Daniel M (BPA) - D-7  
**Subject:** RE: Vaccination Certification Summary for D

Thanks Anne!

**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Tuesday, October 26, 2021 12:35 PM  
**To:** James,Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>  
**Subject:** Vaccination Certification Summary for D

Good Afternoon,

The following is a summary of the vaccination certification results as of 8:00 a.m. Note – There are no reasonable accommodation requests for the D organization. No action needed at this time and we will continue to keep you apprised on next steps. Thanks!

	Fully Vaccinated		Not Responded		Total	
Tier I	n	%	n	%	n	%
D	(b)(6)				44	100%

*Anne Fickes*  
*Acting Director | Human Resources Service Center*  
*Bonneville Power Administration*  
*U.S. Department of Energy*  
*503.230.3240*

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**From:** Wright, Colleen C F (BPA) - H-1  
**Sent:** Tuesday, October 26, 2021 4:38 PM  
**To:** James, Daniel M (BPA) - D-7  
**Cc:** Capps, Stephan A (BPA) - NW-1; Fickes, Anne Macron (BPA) - H-1  
**Subject:** MEF/ESA Attestations as of 10/26/2021  
**Attachments:** DK MEF\_ESA attestations as of 10.26.21.xlsx

Beginning today, HR will be sending out these daily updates specific to organizations with MEF/ESA personnel. My apologies for the late report, going forward you should receive these in the morning NLT 10:00 a.m. Attached is the report for your organization as of this morning. You can use this to remind your employees to complete their attestation. As a reminder, employees who are requesting reasonable accommodation (RA) must still complete the attestation and select the appropriate status (e.g., not vaccinated). The information attached is confidential and should only be shared with those in the chain of command and a need to know.

Please let me know if you have any questions.

Colleen

**Colleen C. F. Wright**

Acting Deputy Director | Human Resources Service Center

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USAJOBS: <https://www.usajobs.gov>

**Program Inquiries:**

Disabled Persons (Schedule A): [schedulea@bpa.gov](mailto:schedulea@bpa.gov)

Veterans: [veterans@bpa.gov](mailto:veterans@bpa.gov)

Contract Positions: [Supplaborjobs@bpa.gov](mailto:Supplaborjobs@bpa.gov)

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**From:** Hall, Lee J (BPA) - PES-6  
**Sent:** Wednesday, October 27, 2021 2:24 PM  
**To:** James, Daniel M (BPA) - D-7  
**Cc:** Capps, Stephan A (BPA) - NW-1; Leady Jr, William J (BPA) - K-7; Hall, Lee J (BPA) - PES-6  
**Subject:** FW: FO update today  
**Attachments:** DAN - 27 OCT 2021.pptx

Dan, here is an update:

1. Updated numbers, just in – please see attached. (Thanks to Bill for the download).
2. Developments:
  - a. Colleen Wright sending specific lists of MEF/ESA personnel to T2's. Includes all data from MyEnergy – e.g. vaccinated, no response, unvaccinated, etc.
  - b. Note from DOE (Terri Lee) reminding of upcoming dates as well as request to “please inform A/AS Pat Hoffman and the S-1 front office of any employee(s) that reach step 3 of the process, Adverse Action, where a proposal of removal from Federal service will be made.”
  - c. That the Local RA Coordinators (LRAC's) will soon be able to enter RA status into MyEnergy, to be able to track (i.e. compare “not vaccinated” or “no response” status to an employee's RA status).
  - d. Bill shared today's FO approved Contractor Guidance with Trudy Linson – how to prioritize contract work (e.g. mods to existing contracts). Of note, this was well received in a TF Leader Meeting, which the Transition leads attended.

Thanks -- Lee

---

**From:** James, Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>  
**Sent:** Wednesday, October 27, 2021 1:36 PM  
**To:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>  
**Subject:** FO update today

Hi guys. We have a front office meeting at 4:00p today. I'd like to give a little update – perhaps new numbers?

I know we'll get a deeper dive tomorrow at 8:00a.

What nuggets would you like me to share at the end of today with John, Joel C. and Robin?

**Dan James**

Chief Workforce and Strategy Officer

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**Mandatory Vaccination Certification in MyEnergy – Status as of 2:01 pm Oct 27<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded	Data was pulled at 2:01 pm today 303 on Monday
2,766	2,208	97	15	268	178	
	79.8%	3.5%	0.5%	9.7%	6.4%	

Note- Anne Fickes' report is slightly different it includes HCM personnel.

**Mandatory Vaccination Certification in MyEnergy – Status as of 3:40 pm Oct 26<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded	Data was pulled at 3:40 pm Tuesday 303 on Monday
2,765	2,197	98	15	266	189	
	79.5%	3.5%	0.5%	9.6%	6.8%	

---

**From:** Fickes,Anne Macron (BPA) - H-1  
**Sent:** Thursday, October 28, 2021 8:11 AM  
**To:** Cook,Joel D (BPA) - K-7  
**Cc:** Alders,Kyna L (BPA) - PGL-5  
**Subject:** RE: Vaccine Certification Summary Data - Areas of Concern

Good Morning,

The data is being refreshed this morning so I will send a confidential report later today to you/Kyna with name, org code, location, title/series for those that are not vaccinated or did not respond.

Thanks,  
Anne

---

**From:** Cook,Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>  
**Sent:** Thursday, October 28, 2021 7:44 AM  
**To:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Cc:** Alders,Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Subject:** RE: Vaccine Certification Summary Data - Areas of Concern

I forgot to add Name.

Name – Organization-Location-Occupation/Title

---

**From:** Cook,Joel D (BPA) - K-7  
**Sent:** Thursday, October 28, 2021 7:41 AM  
**To:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Cc:** Alders,Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Subject:** RE: Vaccine Certification Summary Data - Areas of Concern

Anne,  
Can I get a breakdown by individual in this form?

Organization – Location – Occupation/title

We need to be able to see what activity/Job could be at risk. From that I want to be able to see who is working on EIM that may put it as risk as well as field crews and Control rooms.

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**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Wednesday, October 27, 2021 3:42 PM  
**To:** Hairston,John L (BPA) - A-7 <[jlhairston@bpa.gov](mailto:jlhairston@bpa.gov)>; Cook,Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>; James,Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Cc:** Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Alders,Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>; Nice,Lori (BPA) - N-7 <[lnice@bpa.gov](mailto:lnice@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Subject:** Vaccine Certification Summary Data - Areas of Concern



Good Afternoon,

The following is a summary of the vaccine certification data as of yesterday morning – **Tuesday, October 26<sup>th</sup> at 8:00 a.m.** I am also providing additional information/data to the applicable Tier I/II that includes further breakdowns by organization, location and occupational series. Let me know if there are any questions.

#### **BPA Summary**

- 16% of employees stated they are not vaccinated or did not respond
  - 11% of annual employees vs 35% of hourly employees not vaccinated or did not respond

#### **Areas of Potential Concern**

- Occupations
  - 2810 (Lineman/Electricians) – 44% of the 326 employees not vaccinated (23%) or did not respond (21%)
  - (b)(6) – 39% of the 28 employees not vaccinated (18%) or did not respond (21%)
  - (b)(6) – 31% of the 43 employees not vaccinated (12%) or did not respond (19%)
  - (b)(6) – 28% of the 50 employees not vaccinated (10%) or did not respond (18%)
  - 5407 (Substation Operators/Dispatchers) – 28% of the 177 employees not vaccinated (14%) or did not respond (14%)
- Locations
  - Kalispell – (b)(6)
  - North Bend – (b)(6)
  - Idaho Falls – (b)(6)
  - The Dalles – 38% of the 58 employees not vaccinated (16%) or did not respond (22%)
  - Spokane – 28% of the 161 employees not vaccinated (17%) or did not respond (11%)
  - Other
    - (b)(6)
    - (b)(6)
- Organizations
  - TF
    - 32% of the 759 employees not vaccinated (16%) or did not respond (16%)
    - East Region - 52% of 161 employees not vaccinated (27%) or did not respond (25%)
    - TFZ – (b)(6)
    - 37% of 580 hourly employees not vaccinated (18%) or did not respond (17%)
    - 24% of 125 Substation Operators not vaccinated (10%) or did not respond (14%)
  - TO
    - 34% of 52 Dispatchers not vaccinated (21%) or did not respond (13%)

**Anne Fickes**

*Acting Director | Human Resources Service Center*

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**From:** Cook,Joel D (BPA) - K-7  
**Sent:** Thursday, September 23, 2021 9:19 AM  
**To:** Hall, Lee J (BPA) - PES-6  
**Subject:** RE: Policy Group Awareness - Mandatory Attestations

Thanks

I found it in a previous email from Robin. Do we know when we will be able to share the individual names? Going to need that information.

---

**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Sent:** Thursday, September 23, 2021 9:16 AM  
**To:** Cook, Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>  
**Subject:** RE: Policy Group Awareness - Mandatory Attestations

Hi Joel, they are John, Robin, Anne Fickes, and Shana.

---

**From:** Cook, Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>  
**Sent:** Thursday, September 23, 2021 8:58 AM  
**To:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Subject:** RE: Policy Group Awareness - Mandatory Attestations

Lee,  
Who are the 4 senior leaders that have the list of the names?

---

**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 4:49 PM  
**To:** Hairston, John L (BPA) - A-7 <[jhairston@bpa.gov](mailto:jhairston@bpa.gov)>; Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Cook, Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>; James, Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Shaheen, Richard L (BPA) - T-DITT-2 <[rshaheen@bpa.gov](mailto:rshaheen@bpa.gov)>; Cooper, Suzanne B (BPA) - P-6 <[sbcooper@bpa.gov](mailto:sbcooper@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Harris, Marcus A (BPA) - F-2 <[maharris@bpa.gov](mailto:maharris@bpa.gov)>; Berry, Benjamin L (BPA) - J-3 <[blberry@bpa.gov](mailto:blberry@bpa.gov)>; Scruggs, Joel L (BPA) - DK-7 <[jlsruggs@bpa.gov](mailto:jlsruggs@bpa.gov)>; Fickes, Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Chong Tim, Marcus H (BPA) - L-7 <[mhchongtim@bpa.gov](mailto:mhchongtim@bpa.gov)>  
**Cc:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Leady Jr, William J (BPA) - K-7 <[wjleadys@bpa.gov](mailto:wjleadys@bpa.gov)>; Kuhn, Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Laylo, Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>  
**Subject:** Policy Group Awareness - Mandatory Attestations

Team,

This is a heads up on a message that will be sent from the front office tomorrow (Thursday).

Previously, we've communicated that the DOE attestation system was voluntary. With the new executive orders, this is now a mandatory requirement for BFTEs. Today, we received the roll up (below) and names (this is controlled information – only 4 senior leaders have the list of names). The target to have BFTE staff to complete a mandatory attestation in the system is Friday 9/24.

Tomorrow, the front office will send an email to employees who have not completed attestation, to notify them that the form is now mandatory and directing them to go into the MyEnergy system. Expect questions from your teams on this. For now, the message is that it is mandatory. We’re working on the process to share the names with you. We are still waiting on additional guidance on reasonable accommodations, disciplinary actions, and other issues.

Declined to respond	Fully Vaccinated	Not vaccinated	Partially Vaccinated	Missing	Total
332	1966	98	56	632	3084

Thanks -- Lee, Steve and Bill



---

**From:** Fickes,Anne Macron (BPA) - H-1  
**Sent:** Friday, November 5, 2021 3:12 PM  
**To:** Cook,Joel D (BPA) - K-7  
**Subject:** RE: Daily Update - Mandatory Vaccination Certification MyEnergy Status (Nov 5)

Hi Joel,

The number did increase quite a bit based on data provided by Continuity. There was a note in the deck on 10/28 to call it out (see the following). I recall Steve sharing in a meeting this week the ESA positions may still need to be refined. HR can modify the reporting but we need to know which positions to include/not include.

Hope this helps and have a great weekend!



---

**From:** Cook,Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>  
**Sent:** Friday, November 5, 2021 2:30 PM  
**To:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Subject:** RE: Daily Update - Mandatory Vaccination Certification MyEnergy Status (Nov 5)

Anne,  
Did something change for essential support. The numbers seem very large?

---

**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Friday, November 5, 2021 2:03 PM  
**To:** Hairston,John L (BPA) - A-7 <[jlhairston@bpa.gov](mailto:jlhairston@bpa.gov)>; James,Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Cook,Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>; Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Laylo,Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>; Chong Tim,Marcus H (BPA) - L-7 <[mhchongtim@bpa.gov](mailto:mhchongtim@bpa.gov)>; Harris,Marcus A (BPA) - F-2 <[maharris@bpa.gov](mailto:maharris@bpa.gov)>; Cooper,Suzanne B (BPA) - P-6 <[sbcooper@bpa.gov](mailto:sbcooper@bpa.gov)>; Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Berry,Benjamin L (BPA) - J-3 <[blberry@bpa.gov](mailto:blberry@bpa.gov)>; Scruggs,Joel L (BPA) - DK-7 <[jlsruggs@bpa.gov](mailto:jlsruggs@bpa.gov)>; Cathcart,Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Lahti,John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Alders,Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>; Wright,Colleen C F (BPA) - H-1 <[ccwright@bpa.gov](mailto:ccwright@bpa.gov)>  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (Nov 5)

Good Afternoon,

Attached is today's update as of this morning.

The current number for Tuesday's counseling memos are as follows. However, we expect the number to continue to decrease as managers follow up with employees and I plan to send one last reminder email on Monday.

- Not vaccinated/not responded AND no RA/extended leave: 107
- Appt/pending 2<sup>nd</sup> shot AND no RA: 79
  - Note – Progressive discipline (e.g. 14 day suspension) will not proceed for individuals showing progress. The counseling is not considered discipline and will remind these employees to upload their documentation once fully vaccinated.
- **Total: 186**

Thanks!

***Anne Fickes***

*Acting Director | Human Resources Service Center*

*Bonneville Power Administration*

*U.S. Department of Energy*

*503.230.3240*

---

**From:** Alders,Kyna L (BPA) - K-7  
**Sent:** Friday, October 8, 2021 12:39 PM  
**To:** Cook,Joel D (BPA) - K-7  
**Subject:** FW: MyEnergy Dashboard Summary of Federal Employees

Just FYI that we have a plan for distributing the relevant data to each T1.

**Kyna Alders** (she/her)  
Deputy Chief Operating Officer  
Bonneville Power Administration  
Phone: 503-230-5971 / Cell: (b)(6)

---

**From:** Furrer,Robin R (BPA) - N-7 <rrfurrer@bpa.gov>  
**Sent:** Friday, October 8, 2021 10:24 AM  
**To:** Kuhn,Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>; Hairston,John L (BPA) - A-7 <jlhairston@bpa.gov>; James,Daniel M (BPA) - D-7 <dmjames@bpa.gov>; Cook,Joel D (BPA) - K-7 <jdcook@bpa.gov>; Nice,Lori (BPA) - N-7 <lnice@bpa.gov>; Alders,Kyna L (BPA) - K-7 <klalders@bpa.gov>; Leady Jr,William J (BPA) - K-7 <wjleady@bpa.gov>; Hall,Lee J (BPA) - PES-6 <ljhall@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Laylo,Sarah M (BPA) - NN-1 <smlaylo@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Shaheen,Richard L (BPA) - T-DITT-2 <rlshaheen@bpa.gov>; Cooper,Suzanne B (BPA) - P-6 <sbcooper@bpa.gov>  
**Subject:** RE: MyEnergy Dashboard Summary of Federal Employees

Understood. Thx

---

**From:** Kuhn,Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>  
**Sent:** Friday, October 8, 2021 10:22 AM  
**To:** Furrer,Robin R (BPA) - N-7 <rrfurrer@bpa.gov>; Hairston,John L (BPA) - A-7 <jlhairston@bpa.gov>; James,Daniel M (BPA) - D-7 <dmjames@bpa.gov>; Cook,Joel D (BPA) - K-7 <jdcook@bpa.gov>; Nice,Lori (BPA) - N-7 <lnice@bpa.gov>; Alders,Kyna L (BPA) - K-7 <klalders@bpa.gov>; Leady Jr,William J (BPA) - K-7 <wjleady@bpa.gov>; Hall,Lee J (BPA) - PES-6 <ljhall@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Laylo,Sarah M (BPA) - NN-1 <smlaylo@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Shaheen,Richard L (BPA) - T-DITT-2 <rlshaheen@bpa.gov>; Cooper,Suzanne B (BPA) - P-6 <sbcooper@bpa.gov>  
**Subject:** RE: MyEnergy Dashboard Summary of Federal Employees

We will get some more detailed information out, I would not try to get much out of this view other than those big numbers along the top.

---

**From:** Furrer,Robin R (BPA) - N-7 <rrfurrer@bpa.gov>  
**Sent:** Friday, October 8, 2021 10:15 AM  
**To:** Kuhn,Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>; Hairston,John L (BPA) - A-7 <jlhairston@bpa.gov>; James,Daniel M (BPA) - D-7 <dmjames@bpa.gov>; Cook,Joel D (BPA) - K-7 <jdcook@bpa.gov>; Nice,Lori (BPA) - N-7 <lnice@bpa.gov>; Alders,Kyna L (BPA) - K-7 <klalders@bpa.gov>; Leady Jr,William J (BPA) - K-7 <wjleady@bpa.gov>; Hall,Lee J (BPA) - PES-6 <ljhall@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Laylo,Sarah M (BPA) - NN-1 <smlaylo@bpa.gov>; Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Shaheen,Richard L (BPA) - T-DITT-2 <rlshaheen@bpa.gov>; Cooper,Suzanne B (BPA) - P-6 <sbcooper@bpa.gov>  
**Subject:** RE: MyEnergy Dashboard Summary of Federal Employees



How do I read the bar chart?

What are the numbers? (i.e. first one is Central Electrical with (b)(6) what does the (b)(6) represent?)

**From:** Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>

**Sent:** Friday, October 8, 2021 8:35 AM

**To:** Hairston,John L (BPA) - A-7 <[jlhairston@bpa.gov](mailto:jlhairston@bpa.gov)>; Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; James,Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Cook,Joel D (BPA) - K-7 <[jdcCook@bpa.gov](mailto:jdcCook@bpa.gov)>; Nice,Lori (BPA) - N-7 <[lnice@bpa.gov](mailto:lnice@bpa.gov)>; Alders,Kyna L (BPA) - K-7 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>; Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Laylo,Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>; Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Cooper,Suzanne B (BPA) - P-6 <[sbcooper@bpa.gov](mailto:sbcooper@bpa.gov)>

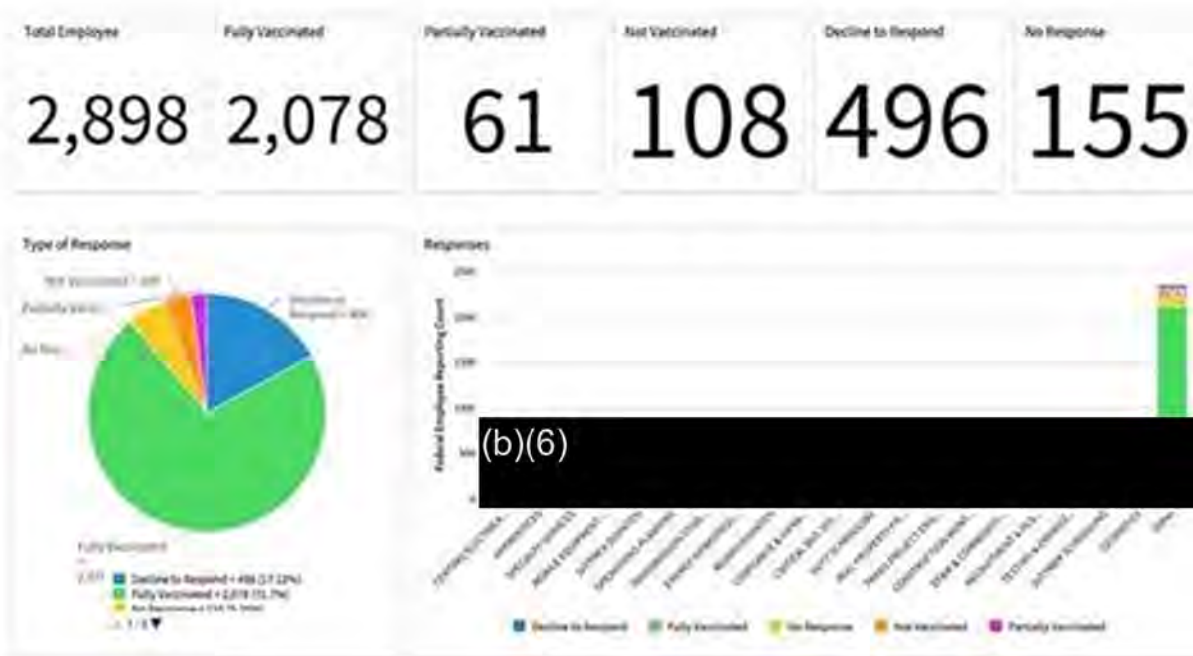
**Subject:** MyEnergy Dashboard Summary of Federal Employees

**Importance:** High

Good morning,

We were given access to the MyEnergy dashboard late last night and here is a snapshot of where BPA stands. We also have access to the full data list by employee, but will need to combine that with our HRMIS data again if we want to get it to the right supervisors and see our information by organization.

As a quick summary, we have 108 employees who are not vaccinated, if you add those to the declined to respond and no response, we have a total of 759 employees who may not yet be vaccinated. Note that we had over 600 non responders as of Sept 10<sup>th</sup>, so we have made a lot of progress on that front.



I will work with Anne Fickes today to determine the best way to work with the information in the system and get reports out.

Thanks and have a great Friday!

Shana

**Shana Kuhn**

Deputy Chief Workforce and Strategy Officer | Chief Workforce and Strategy Office (D)

BONNEVILLE POWER ADMINISTRATION

[skuhn@bpa.gov](mailto:skuhn@bpa.gov) | P 503-230-3836 | C (b)(6)

INTEGRITY | KINDNESS | ENTHUSIASM | CONSISTENCY | FUN

**From:** Kuhn,Shana L (BPA) - NS-4400-LL  
**Sent:** Friday, October 8, 2021 8:59 AM  
**To:** Cook,Joel D (BPA) - K-7  
**Subject:** RE: MyEnergy Dashboard Summary of Federal Employees

Welcome!

**From:** Cook,Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>  
**Sent:** Friday, October 8, 2021 8:58 AM  
**To:** Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>  
**Subject:** RE: MyEnergy Dashboard Summary of Federal Employees

Thanks Shana

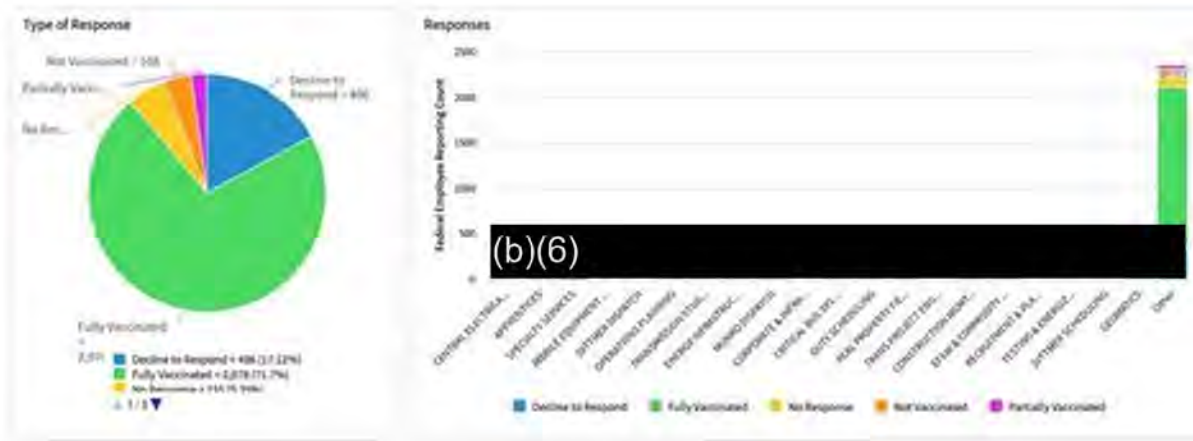
**From:** Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>  
**Sent:** Friday, October 8, 2021 8:35 AM  
**To:** Hairston,John L (BPA) - A-7 <[jlhairston@bpa.gov](mailto:jlhairston@bpa.gov)>; Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; James,Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Cook,Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>; Nice,Lori (BPA) - N-7 <[lnice@bpa.gov](mailto:lnice@bpa.gov)>; Alders,Kyna L (BPA) - K-7 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>; Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Laylo,Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>; Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Cooper,Suzanne B (BPA) - P-6 <[sbcooper@bpa.gov](mailto:sbcooper@bpa.gov)>  
**Subject:** MyEnergy Dashboard Summary of Federal Employees  
**Importance:** High

Good morning,

We were given access to the MyEnergy dashboard late last night and here is a snapshot of where BPA stands. We also have access to the full data list by employee, but will need to combine that with our HRMIS data again if we want to get it to the right supervisors and see our information by organization.

As a quick summary, we have 108 employees who are not vaccinated, if you add those to the declined to respond and no response, we have a total of 759 employees who may not yet be vaccinated. Note that we had over 600 non responders as of Sept 10<sup>th</sup>, so we have made a lot of progress on that front.

Total Employee	Fully Vaccinated	Partially Vaccinated	Not Vaccinated	Decline to Respond	No Response
2,898	2,078	61	108	496	155



I will work with Anne Fickes today to determine the best way to work with the information in the system and get reports out.

Thanks and have a great Friday!

Shana

**Shana Kuhn**

Deputy Chief Workforce and Strategy Officer | Chief Workforce and Strategy Office (D)

**BONNEVILLE POWER ADMINISTRATION**

[skuhn@bpa.gov](mailto:skuhn@bpa.gov) | P 503-230-3836 | C (b)(6)

INTEGRITY | KINDNESS | ENTHUSIASM | CONSISTENCY | FUN



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**From:** Fickes, Anne Macron (BPA) - H-1  
**Sent:** Thursday, October 28, 2021 12:51 PM  
**To:** Cook, Joel D (BPA) - K-7; Alders, Kyna L (BPA) - PGL-5  
**Subject:** 10.28.2021 Not Vaccinated-No Response Report.xlsx  
**Attachments:** 10.28.2021 Not Vaccinated-No Response Report.xlsx

**Sensitivity:** Confidential

**Sensitive information attached**

Hello,

The attached list of not vaccinated/did not respond employees is confidential and should only be shared with those that have a need to know and are in the chain of command; please be sure to not share the entire report.

We are entering the RA requests into MyEnergy so I anticipate we should be able to marry up the data soon to better understand what we are working with overall. Our goal is to be able to connect RA/reasons (e.g. extended leave) to this list so we can focus on the remaining employees.

In the meantime, let me know if you have any questions or need anything else, thanks!

Anne

(b)(6)



(b)(6)



(b)(6)

(b)(6)



(b)(6)

(b)(6)



(b)(6)

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(b)(6)

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(b)(6)

(b)(6)



(b)(6)

(b)(6)



(b)(6)

From: Cook,Joel D (BPA) - K-7  
Sent: Fri Oct 08 14:49:52 2021  
To: Fickes,Anne Macron (BPA) - H-1  
Subject: RE: Attestation Summary Data for Power  
Importance: Normal

Thanks

From: Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>  
Sent: Friday, October 8, 2021 2:15 PM  
To: Cook,Joel D (BPA) - K-7 <jdcook@bpa.gov>; Alders,Kyna L (BPA) - K-7 <klalders@bpa.gov>  
>  
Subject: FW: Attestation Summary Data for Power

From: Fickes,Anne Macron (BPA) - H-1  
Sent: Friday, October 8, 2021 1:55 PM  
To: Cooper,Suzanne B (BPA) - P-6 <scooper@bpa.gov>; Hilliard Creeey,Jamae (BPA) - PE-6 <jlhilliard@bpa.gov>; Connolly,Kieran P (BPA) - PG-5 <kpconnolly@bpa.gov>; Thompson,Kim T (BPA) - PS-6 <ktthompson@bpa.gov>; Spain,Alex J (BPA) - PTF-5 <ajspain@bpa.gov>  
Subject: Attestation Summary Data for Power

Good Afternoon,

We have received the attestation data and are in the process of reviewing/filtering the information as quickly as possible. The attestation reporting system is closing tonight. Next week, DOE will release an updated online mandatory vaccination certification system where employees will be required to provide their vaccination documentation.

At this time, the data for your organization is as follows. We anticipate providing additional reports next week based on occupational series and location to help identify if there are areas of concern. If there is an area where you may need additional detailed information, please let me know.

Tier II	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
P	(b)(6)										3	100%
PD	(b)(6)										3	100%
PE	47	90%	3	6%	1	2%	1	2%		0%	52	100%
PG	101	94%		0%	1	1%	5	5%	1	1%	108	100%

PS	49	88%	2	4%	4	7%		0%	1	2%	56	100%
PT	55	89%		0%	1	2%	5	8%	1	2%	62	100%
Grand Total	258	91%	5	2%	7	2%	11	4%	3	1%	284	100%

We will wait for additional guidance from the Department and keep you apprised on next steps.

**Anne Fickes**  
*Acting Director | Human Resources Service Center*  
*Bonneville Power Administration*  
*U.S. Department of Energy*  
503.230.3240

(b)(6)



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**From:** Shaheen,Richard L (BPA) - T-DITT-2  
**Sent:** Thursday, October 28, 2021 7:36 AM  
**To:** Fickes,Anne Macron (BPA) - H-1  
**Subject:** RE: Summary of T Vaccination Information

Thanks Anne.....Ivy also noted to me you and her spoke yesterday.

Richard

---

**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Wednesday, October 27, 2021 4:03 PM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Cc:** Alders,Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Subject:** Summary of T Vaccination Information

Hi Richard and Ivy,

The following is a summary of potential areas of concern based on the vaccine certification data as of yesterday morning – **Tuesday, October 26<sup>th</sup> at 8:00 a.m.** I am sharing the attached as well which includes the breakdown by occupational series, location and pay plan. I will share the TF and TO information in the attached with John and Michelle and cc you. The attached should only be shared with those that have a need to know (e.g. in chain of command).

Attached Conditional Formatting

- Red = 15% or higher for either not vaccinated or not responded
- Yellow = 30% or higher for not vaccinated and not responded

**Areas of Potential Concern**

- Occupations
  - (b)(6) – 44% of the employees not vaccinated (23%) or did not respond (21%)
  - (b)(6) 31% of employees not vaccinated (12%) or did not respond (19%)
  - (b)(6) 28% of employees not vaccinated (10%) or did not respond (18%)
  - (b)(6) – 28% of employees not vaccinated (14%) or did not respond (14%)
- Locations
  - TF Kalispell – (b)(6)
  - TF North Ben (b)(6)
  - TF Idaho Falls (b)(6)
  - TF The Dalles – 36% of the 55 employees not vaccinated (16%) or did not respond (20%)
  - Spokane – 47% of the 51 employees not vaccinated (25%) or did not respond (22%)
- Organizations
  - TF
    - 32% of the 759 employees not vaccinated (16%) or did not respond (16%)
    - East Region - 52% of 161 employees not vaccinated (27%) or did not respond (25%)
    - (b)(6)
    - 37% of 580 hourly employees not vaccinated (18%) or did not respond (17%)
    - 24% of 125 Substation Operators not vaccinated (10%) or did not respond (14%)



- TO
  - 34% of 52 Dispatchers not vaccinated (21%) or did not respond (13%)

***Anne Fickes***

*Acting Director | Human Resources Service Center*

*Bonneville Power Administration*

*U.S. Department of Energy*

*503.230.3240*

---

**From:** Alders,Kyna L (BPA) - PGL-5  
**Sent:** Wednesday, October 20, 2021 1:17 PM  
**To:** Tyson,Ivy L (BPA) - TA-DITT-2  
**Cc:** Shaheen,Richard L (BPA) - T-DITT-2  
**Subject:** RE: Additional Attestation Info for T

Hi Ivy.

I just touched base with Richard and have cancelled the meetings base on my touch base with Joel earlier today. I think there is a disconnect in the ask that was communicated through other channels and now more clarity on what John got through the policy group and still needs via Dan's orgs. Sorry for the confusion on this.

Kyna

**Kyna Alders** (she/her)  
Deputy Chief Operating Officer (acting)  
Bonneville Power Administration  
Phone: 503-230-5971 / Cell: (b)(6)

---

**From:** Tyson,Ivy L (BPA) - TA-DITT-2 <iltyson@bpa.gov>  
**Sent:** Wednesday, October 20, 2021 10:32 AM  
**To:** Alders,Kyna L (BPA) - PGL-5 <klalders@bpa.gov>  
**Cc:** Shaheen,Richard L (BPA) - T-DITT-2 <rlshaheen@bpa.gov>  
**Subject:** RE: Additional Attestation Info for T

Hi Kyna,

I touched base with John, Mike and Michelle. We will have a better understanding of potential impacts towards the end of the week after supervisors have their conversations with unvaccinated/unattested staff. TF and TO has started to think about contingency plans and have been reporting through the Policy Group on the risks and how we might address those risks which I think is the most appropriate place to have those conversations and coordinate contingency plans. Are you being asked to provide John a report that's not coming through the Policy Group?

Thanks,  
Ivy

**Ivy Lee Tyson, P.E.**  
Chief of Staff | Transmission Chief of Staff (TA)  
**BONNEVILLE POWER ADMINISTRATION**  
[iltyson@bpa.gov](mailto:iltyson@bpa.gov) | P 360-418-2047 | C (b)(6)



---

**From:** Alders,Kyna L (BPA) - PGL-5 <klalders@bpa.gov>  
**Sent:** Tuesday, October 19, 2021 4:58 PM

**To:** Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T

Re my other email, I mean information on TF, TO and possibly TE.. I may try to handle some of this verbally and will look for 15minutes with you and with Michelle and John L.

Thanks,  
Kyna

**Kyna Alders** (she/her)  
Deputy Chief Operating Officer (acting)  
Bonneville Power Administration  
Phone: 503-230-5971 / Cell: (b)(6)

---

**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Wednesday, October 13, 2021 8:24 PM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Cc:** Alders,Kyna L (BPA) - K-7 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Subject:** Additional Attestation Info for T

Hello,

We filtered the attestation information by location and occupational series and attached are a variety of reports for T.

- I sent TF and TO reports to John/Michelle and cc'd you as to ensure awareness in certain locations/occupations. I do not plan to send any other reports at this time.
- You will find some of the reports are not value added; the deeper dive does not tell us much more than the summary data.
- We did not provide breakdowns where there are not at least 5 employees to ensure confidentiality.
- This information is for your awareness as the VP/Chief of Staff for T and guidance is coming very soon on next steps.
- As of yesterday, we have received 140 RA requests for T.

More to come but wanted to share what we have at this time. Thanks!

---

**From:** Fickes,Anne Macron (BPA) - H-1  
**Sent:** Friday, October 8, 2021 2:01 PM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>; Miller,Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Lahti,John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Cathcart,Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Cook,Jeffrey W (BPA) - TP-DITT-2 <[jwcook@bpa.gov](mailto:jwcook@bpa.gov)>; Ko,Tina G (BPA) - TS-DITT-2 <[tgko@bpa.gov](mailto:tgko@bpa.gov)>; Hunter,Kimberly A (BPA) - TTB-MODD <[kahunter@bpa.gov](mailto:kahunter@bpa.gov)>  
**Subject:** Attestation Summary for Transmission

Good Afternoon,

We have received the attestation data and are in the process of reviewing/filtering the information as quickly as possible. The attestation reporting system is closing tonight. Next week, DOE will release an updated online mandatory vaccination certification system where employees will be required to provide their vaccination documentation.

At this time, the data for your organization is as follows. We anticipate providing additional reports next week based on occupational series and location to help identify if there are areas of concern. If there is an area where you may need additional detailed information, please let me know.

	Fully	Partially	Not Vaccinated	Decline to	No Response	Total
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	Vaccinated		Vaccinated				Respond					
Tier II	n	%	n	%	n	%	n	%	n	%	n	%
T	(b)(6)										2	100%
TA	(b)(6)										23	100%
TD	(b)(6)										25	100%
TE	245	78%	8	3%	15	5%	40	13%	7	2%	315	100%
TF	367	48%	22	3%	38	5%	264	35%	67	9%	758	100%
TO	96	59%	4	2%	6	4%	46	28%	10	6%	162	100%
TP	94	78%	1	1%	3	3%	18	15%	4	3%	120	100%
TS	58	73%	2	3%	4	5%	13	16%	3	4%	80	100%
TT	87	79%	4	4%	4	4%	15	14%		0%	110	100%
<b>Grand Total</b>	<b>986</b>	<b>62%</b>	<b>41</b>	<b>3%</b>	<b>75</b>	<b>5%</b>	<b>400</b>	<b>25%</b>	<b>93</b>	<b>6%</b>	<b>1595</b>	<b>100%</b>

We will wait for additional guidance from the Department and keep you apprised on next steps.

**Anne Fickes**

*Acting Director | Human Resources Service Center*

*Bonneville Power Administration*

*U.S. Department of Energy*

503.230.3240

---

**From:** Shaheen,Richard L (BPA) - T-DITT-2  
**Sent:** Wednesday, October 20, 2021 8:57 AM  
**To:** Tyson,Ivy L (BPA) - TA-DITT-2  
**Subject:** RE: Additional Attestation Info for T

Agree...THAT's why it was covered at the Policy Group call. I just don't know what conversation(s) Kyna may have had with John H outside these formal mtgs (Policy Group calls, E Bd, etc).

---

**From:** Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Sent:** Wednesday, October 20, 2021 8:52 AM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T

Correct me if I'm wrong but I'm thinking that the most appropriate way for the Agency to coordinate this type of contingency planning is through the Policy Group? It seems like it's something that Continuity should be taking the lead on facilitating and reporting the efforts up through the Policy Group? Thoughts?

Ivy Lee Tyson, P.E.

Chief of Staff | Transmission Chief of Staff (TA)

BONNEVILLE POWER ADMINISTRATION

[iltyson@bpa.gov](mailto:iltyson@bpa.gov) | P 360-418-2047 | C (b)(6)



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**From:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Sent:** Wednesday, October 20, 2021 8:49 AM  
**To:** Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T

Thanks....I think the info Mike, John, and Michelle provided on status of this week's conversations is good detail not yet shared.....but we need to be careful on what's being shared with who – one of the main topics we DID discuss at the E Bd is making sure people know they are valued, and we (i.e. leadership) do care (although there is little we as leadership can do regarding a lawful directive, which I don't think folks are wanting to hear, but no less the reality)....I would warn against plans being widely shared that infer we'll just replace x with y and all is fine.

---

**From:** Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Sent:** Wednesday, October 20, 2021 8:44 AM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T

Ok, I can respond to her with questions about the specific need. Strange, the reference to the EB if she wasn't there. - Ivy

Ivy Lee Tyson, P.E.

Chief of Staff | Transmission Chief of Staff (TA)

BONNEVILLE POWER ADMINISTRATION

[iltyson@bpa.gov](mailto:iltyson@bpa.gov) | P 360-418-2047 | C (b)(6)





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**From:** Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Sent:** Wednesday, October 20, 2021 8:41 AM  
**To:** Tyson, Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Cc:** Miller, Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T

Ivy,

Not sure what Kyna is asking for, or following up on.....the E Bd lengthy discussion was around communicating to employees with empathy, and supporting supervisors on the employee-contact task they're carrying out this week.....there wasn't much discussion around risks and plans....actually THAT discussion took place on the Policy Group call last Thursday and the prior Policy Group call, and I believe we covered everything.

Before we start getting signals crossed, let's get from Kyna what the specific ask is – don't want too much duplication, leading to contradictions.

(FYI - I don't recall Kyna in attendance at the E Bd mtg)

Thanks,  
Richard

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**From:** Tyson, Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Sent:** Wednesday, October 20, 2021 8:26 AM  
**To:** Miller, Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>  
**Cc:** Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T

That's good. I have one (b)(6) who has submitted papers but it looks like all other (b)(6) staff will comply with the EO. One other employee outside of (b)(6) that will likely retire but still working through it and shouldn't pose a continuity problem. - Ivy

**Ivy Lee Tyson, P.E.**  
Chief of Staff | Transmission Chief of Staff (TA)  
**BONNEVILLE POWER ADMINISTRATION**  
[iltyson@bpa.gov](mailto:iltyson@bpa.gov) | P 360-418-2047 | C (b)(6)



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**From:** Miller, Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>  
**Sent:** Wednesday, October 20, 2021 8:22 AM  
**To:** Tyson, Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>  
**Cc:** Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T

I am not seeing a large issue in TE. Of the 70 people that had not satisfactorily completed the attestation, I only know of a few so far that are taking the RA route. Most others are updating their info after getting vaccinated.

Mike

---

**From:** Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Sent:** Wednesday, October 20, 2021 8:20 AM  
**To:** Lahti,John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Miller,Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Cathcart,Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>  
**Cc:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** FW: Additional Attestation Info for T

FYI Also I've attached the e-mail that she references. - Ivy

**Ivy Lee Tyson, P.E.**

Chief of Staff | Transmission Chief of Staff (TA)

BONNEVILLE POWER ADMINISTRATION

[iltyson@bpa.gov](mailto:iltyson@bpa.gov) | P 360-418-2047 | C (b)(6)



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**From:** Alders,Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Sent:** Tuesday, October 19, 2021 4:58 PM  
**To:** Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Subject:** RE: Additional Attestation Info for T

Re my other email, I mean information on TF, TO and possibly TE.. I may try to handle some of this verbally and will look for 15minutes with you and with Michelle and John L.

Thanks,  
Kyna

**Kyna Alders** (she/her)

Deputy Chief Operating Officer (acting)

Bonneville Power Administration

Phone: 503-230-5971 / Cell: 503-347-1489

---

**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Wednesday, October 13, 2021 8:24 PM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Cc:** Alders,Kyna L (BPA) - K-7 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Subject:** Additional Attestation Info for T

Hello,

We filtered the attestation information by location and occupational series and attached are a variety of reports for T.

- I sent TF and TO reports to John/Michelle and cc'd you as to ensure awareness in certain locations/occupations. I do not plan to send any other reports at this time.
- You will find some of the reports are not value added; the deeper dive does not tell us much more than the summary data.
- We did not provide breakdowns where there are not at least 5 employees to ensure confidentiality.
- This information is for your awareness as the VP/Chief of Staff for T and guidance is coming very soon on next steps.
- As of yesterday, we have received 140 RA requests for T.



More to come but wanted to share what we have at this time. Thanks!

**From:** Fickes, Anne Macron (BPA) - H-1

**Sent:** Friday, October 8, 2021 2:01 PM

**To:** Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Tyson, Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>;

Miller, Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>;

Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Cook, Jeffrey W (BPA) - TP-DITT-2 <[jwcook@bpa.gov](mailto:jwcook@bpa.gov)>;

Ko, Tina G (BPA) - TS-DITT-2 <[tgko@bpa.gov](mailto:tgko@bpa.gov)>; Hunter, Kimberly A (BPA) - TTB-MODD <[kahunter@bpa.gov](mailto:kahunter@bpa.gov)>

**Subject:** Attestation Summary for Transmission

Good Afternoon,

We have received the attestation data and are in the process of reviewing/filtering the information as quickly as possible. The attestation reporting system is closing tonight. Next week, DOE will release an updated online mandatory vaccination certification system where employees will be required to provide their vaccination documentation.

At this time, the data for your organization is as follows. We anticipate providing additional reports next week based on occupational series and location to help identify if there are areas of concern. If there is an area where you may need additional detailed information, please let me know.

	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
Tier II	n	%	n	%	n	%	n	%	n	%	n	%
T	(b)(6)										2	100%
TA	(b)(6)										23	100%
TD	(b)(6)										25	100%
TE	245	78%	8	3%	15	5%	40	13%	7	2%	315	100%
TF	367	48%	22	3%	38	5%	264	35%	67	9%	758	100%
TO	96	59%	4	2%	6	4%	46	28%	10	6%	162	100%
TP	94	78%	1	1%	3	3%	18	15%	4	3%	120	100%
TS	58	73%	2	3%	4	5%	13	16%	3	4%	80	100%
TT	87	79%	4	4%	4	4%	15	14%		0%	110	100%
Grand Total	986	62%	41	3%	75	5%	400	25%	93	6%	1595	100%

We will wait for additional guidance from the Department and keep you apprised on next steps.

*Anne Fickes*

*Acting Director | Human Resources Service Center*

*Bonneville Power Administration*

*U.S. Department of Energy*

*503.230.3240*

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**Sent:** Thursday, September 23, 2021 9:10 AM  
**To:** Cathcart,Michelle M (BPA) - TO-DITT-2; Lahti,John A (BPA) - TF-DITT-2; Hunter,Kimberly A (BPA) - TTB-MODD  
**Subject:** FW: Policy Group Awareness - Mandatory Attestations

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**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 4:49 PM  
**To:** Hairston, John L (BPA) - A-7 <[jlhairston@bpa.gov](mailto:jlhairston@bpa.gov)>; Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Cook, Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>; James, Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Cooper, Suzanne B (BPA) - P-6 <[sbcooper@bpa.gov](mailto:sbcooper@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Harris, Marcus A (BPA) - F-2 <[maharris@bpa.gov](mailto:maharris@bpa.gov)>; Berry, Benjamin L (BPA) - J-3 <[blberry@bpa.gov](mailto:blberry@bpa.gov)>; Scruggs, Joel L (BPA) - DK-7 <[jlsruggs@bpa.gov](mailto:jlsruggs@bpa.gov)>; Fickes, Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Chong Tim, Marcus H (BPA) - L-7 <[mhchongtim@bpa.gov](mailto:mhchongtim@bpa.gov)>  
**Cc:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Kuhn, Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Laylo, Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>  
**Subject:** Policy Group Awareness - Mandatory Attestations

Team,

This is a heads up on a message that will be sent from the front office tomorrow (Thursday).

Previously, we've communicated that the DOE attestation system was voluntary. With the new executive orders, this is now a mandatory requirement for BFTEs. Today, we received the roll up (below) and names (this is controlled information – only 4 senior leaders have the list of names). The target to have BFTE staff to complete a mandatory attestation in the system is Friday 9/24.

Tomorrow, the front office will send an email to employees who have not completed attestation, to notify them that the form is now mandatory and directing them to go into the MyEnergy system. Expect questions from your teams on this. For now, the message is that it is mandatory. We're working on the process to share the names with you. We are still waiting on additional guidance on reasonable accommodations, disciplinary actions, and other issues.

Declined to respond	Fully Vaccinated	Not vaccinated	Partially Vaccinated	Missing	Total
332	1966	98	56	632	3084

Thanks -- Lee, Steve and Bill

**From:** Shaheen,Richard L (BPA) - T-DITT-2  
**Sent:** 10/26/2021 9:43:16.000 PM  
**Received:** 10/26/2021 9:43:00.000 PM  
**To:** Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>  
**Subject:** RE: Vaccination Certification Summary for T  
**Importance:** Normal  
**Sensitivity:** Normal

Thanks Anne...

Question: can we cross reference individuals with pending RA requests to which category/number they're counted in within the below table? ...in other words, how many non-vaccinated folks in the 123 TF number have current pending RA requests, etc., etc.

Thanks,  
Richard

**From:** Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>

**Sent:** Tuesday, October 26, 2021 1:34 PM

**To:** Shaheen,Richard L (BPA) - T-DITT-2 <rishaheen@bpa.gov>; Tyson,Ivy L (BPA) - TA-DITT-2 <il Tyson@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Lahti,John A (BPA) - TF-DITT-2 <jalahiti@bpa.gov>; Cathcart,Michelle M (BPA) - TO-DITT-2 <mmcathcart@bpa.gov>; Cook,Jeffrey W (BPA) - TP-DITT-2 <jwcook@bpa.gov>; Ko,Tina G (BPA) - TS-DITT-2 <tgko@bpa.gov>; Hunter,Kimberly A (BPA) - TTB-MODD <kahunter@bpa.gov>

**Cc:** Alders,Kyna L (BPA) - PGL-5 <klalders@bpa.gov>

**Subject:** Vaccination Certification Summary for T

Good Afternoon,

The following is a summary of the vaccination certification results as of 8:00 a.m. as well as the total number of RA requests. We are analyzing the data and will reach out with areas of potential concern. Also MEF/ESA reports will be provided shortly as well. No action needed at this time and we will continue to keep you apprised on next steps. Thanks!

All Transmission Tier II	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
T	(b)(6)										2	100%
TA	(b)(6)										23	100%
TD	(b)(6)										22	100%
TE	261	84%	9	3%	1	0%	24	8%	15	5%	310	100%
TF	458	60%	50	7%	6	1%	123	16%	122	16%	759	100%
TO	123	77%	3	2%	2	1%	20	13%	12	8%	160	100%
TP	99	79%	3	2%	1	1%	13	10%	9	7%	125	100%
TS	63	77%	4	5%	2	2%	8	10%	5	6%	82	100%
TT	95	85%	6	5%		0%	8	7%	3	3%	112	100%
Grand Total	1139	71%	75	5%	12	1%	200	13%	169	11%	1595	100%

**Reasonable Accommodation Requests**

TA: (b)(6)  
TD: (b)(6)  
TE: (b)(6)  
TF: (b)(6)  
TO: (b)(6)  
TP: (b)(6)  
TS: (b)(6)  
TT: (b)(6)

*Anne Fickes*

*Acting Director | Human Resources Service Center*

*Bonneville Power Administration*

*U.S. Department of Energy*

*503.230.3240*



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**From:** Lahti,John A (BPA) - TF-DITT-2  
**Sent:** Tuesday, October 12, 2021 12:13 PM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2  
**Cc:** Brookshire,Sherry S (BPA) - T-DITT-2  
**Subject:** RE: Attestation Summary for Transmission

We are working on getting the names. We do have a couple (at a minimum) who are flat out refusing. Will be reaching out to ER for guidance.

---

**From:** Brookshire,Sherry S (BPA) - T-DITT-2 <ssbrookshire@bpa.gov> **On Behalf Of** Shaheen,Richard L (BPA) - T-DITT-2  
**Sent:** Tuesday, October 12, 2021 12:02 PM  
**To:** Lahti,John A (BPA) - TF-DITT-2 <jalahti@bpa.gov>  
**Subject:** FW: Attestation Summary for Transmission

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**From:** Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>  
**Sent:** Friday, October 8, 2021 2:19 PM  
**To:** Tyson,Ivy L (BPA) - TA-DITT-2 <iltyson@bpa.gov>; Shaheen,Richard L (BPA) - T-DITT-2 <rlshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Lahti,John A (BPA) - TF-DITT-2 <jalahti@bpa.gov>; Cathcart,Michelle M (BPA) - TO-DITT-2 <mmcathcart@bpa.gov>; Cook,Jeffrey W (BPA) - TP-DITT-2 <jwcook@bpa.gov>; Ko,Tina G (BPA) - TS-DITT-2 <tgko@bpa.gov>; Hunter,Kimberly A (BPA) - TTB-MODD <kahunter@bpa.gov>  
**Subject:** RE: Attestation Summary for Transmission

Correct – “No Response” means they did not submit an attestation. As the system closes tonight at 9:00 pm and many folks are out this afternoon, we didn’t send out one last reminder.

---

**From:** Tyson,Ivy L (BPA) - TA-DITT-2 <iltyson@bpa.gov>  
**Sent:** Friday, October 8, 2021 2:17 PM  
**To:** Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>; Shaheen,Richard L (BPA) - T-DITT-2 <rlshaheen@bpa.gov>; Miller,Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Lahti,John A (BPA) - TF-DITT-2 <jalahti@bpa.gov>; Cathcart,Michelle M (BPA) - TO-DITT-2 <mmcathcart@bpa.gov>; Cook,Jeffrey W (BPA) - TP-DITT-2 <jwcook@bpa.gov>; Ko,Tina G (BPA) - TS-DITT-2 <tgko@bpa.gov>; Hunter,Kimberly A (BPA) - TTB-MODD <kahunter@bpa.gov>  
**Subject:** RE: Attestation Summary for Transmission

Thanks for the information Anne. I’m assuming that the ‘No Response’ column represents those who didn’t submit an attestation. Is that correct?

Thanks,  
Ivy

Ivy Lee Tyson, P.E.  
Chief of Staff | Transmission Chief of Staff (TA)  
BONNEVILLE POWER ADMINISTRATION  
[iltyson@bpa.gov](mailto:iltyson@bpa.gov) | P 360-418-2047 | C (b)(6)



**From:** Fickes, Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>

**Sent:** Friday, October 8, 2021 2:01 PM

**To:** Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Tyson, Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>;

Miller, Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>;

Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Cook, Jeffrey W (BPA) - TP-DITT-2 <[jwcook@bpa.gov](mailto:jwcook@bpa.gov)>;

Ko, Tina G (BPA) - TS-DITT-2 <[tgko@bpa.gov](mailto:tgko@bpa.gov)>; Hunter, Kimberly A (BPA) - TTB-MODD <[kahunter@bpa.gov](mailto:kahunter@bpa.gov)>

**Subject:** Attestation Summary for Transmission

Good Afternoon,

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At this time, the data for your organization is as follows. We anticipate providing additional reports next week based on occupational series and location to help identify if there are areas of concern. If there is an area where you may need additional detailed information, please let me know.

	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
Tier II	n	%	n	%	n	%	n	%	n	%	n	%
T	(b)(6)										2	100%
TA	(b)(6)										23	100%
TD	(b)(6)										25	100%
TE	245	78%	8	3%	15	5%	40	13%	7	2%	315	100%
TF	367	48%	22	3%	38	5%	264	35%	67	9%	758	100%
TO	96	59%	4	2%	6	4%	46	28%	10	6%	162	100%
TP	94	78%	1	1%	3	3%	18	15%	4	3%	120	100%
TS	58	73%	2	3%	4	5%	13	16%	3	4%	80	100%
TT	87	79%	4	4%	4	4%	15	14%		0%	110	100%
Grand Total	986	62%	41	3%	75	5%	400	25%	93	6%	1595	100%

We will wait for additional guidance from the Department and keep you apprised on next steps.

*Anne Fickes*

*Acting Director | Human Resources Service Center*

*Bonneville Power Administration*

*U.S. Department of Energy*

*503.230.3240*



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**From:** Shaheen,Richard L (BPA) - T-DITT-2  
**Sent:** Thursday, October 28, 2021 7:36 AM  
**To:** Lahti,John A (BPA) - TF-DITT-2  
**Subject:** RE: Summary of T Vaccination Information

thx

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**From:** Lahti,John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>  
**Sent:** Thursday, October 28, 2021 7:34 AM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rshaheen@bpa.gov](mailto:rshaheen@bpa.gov)>  
**Subject:** RE: Summary of T Vaccination Information

(b)(6)

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**From:** Shaheen,Richard L (BPA) - T-DITT-2 <[rshaheen@bpa.gov](mailto:rshaheen@bpa.gov)>  
**Sent:** Thursday, October 28, 2021 7:33 AM  
**To:** Lahti,John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>  
**Subject:** FW: Summary of T Vaccination Information

(b)(6)

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**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Wednesday, October 27, 2021 4:03 PM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rshaheen@bpa.gov](mailto:rshaheen@bpa.gov)>; Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>  
**Cc:** Alders,Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Subject:** Summary of T Vaccination Information

Hi Richard and Ivy,

The following is a summary of potential areas of concern based on the vaccine certification data as of yesterday morning – **Tuesday, October 26<sup>th</sup> at 8:00 a.m.** I am sharing the attached as well which includes the breakdown by occupational series, location and pay plan. I will share the TF and TO information in the attached with John and Michelle and cc you. The attached should only be shared with those that have a need to know (e.g. in chain of command).

#### Attached Conditional Formatting

- Red = 15% or higher for either not vaccinated or not responded
- Yellow = 30% or higher for not vaccinated and not responded

#### Areas of Potential Concern

- Occupations
  - (b)(6) 44% of the employees not vaccinated (23%) or did not respond (21%)
  - (b)(6) 31% of employees not vaccinated (12%) or did not respond (19%)
  - (b)(6) 28% of employees not vaccinated (10%) or did not respond (18%)
  - (b)(6) – 28% of employees not vaccinated (14%) or did not respond (14%)

- Locations
  - TF Kalispell – (b)(6)
  - TF North Bend (b)(6)
  - TF Idaho Falls –
  - TF The Dalles – 36% of the 55 employees not vaccinated (16%) or did not respond (20%)
  - Spokane – 47% of the 51 employees not vaccinated (25%) or did not respond (22%)
- Organizations
  - TF
    - 32% of the 759 employees not vaccinated (16%) or did not respond (16%)
    - East Region - 52% of 161 employees not vaccinated (27%) or did not respond (25%)
    - TFZ – (b)(6)
    - 37% of 580 hourly employees not vaccinated (18%) or did not respond (17%)
    - 24% of 125 Substation Operators not vaccinated (10%) or did not respond (14%)
  - TO
    - 34% of 52 Dispatchers not vaccinated (21%) or did not respond (13%)

*Anne Fickes*  
*Acting Director | Human Resources Service Center*  
*Bonneville Power Administration*  
*U.S. Department of Energy*  
 503.230.3240



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**From:** Shaheen, Richard L (BPA) - T-DITT-2  
**Sent:** Thursday, September 23, 2021 9:22 AM  
**To:** Cathcart, Michelle M (BPA) - TO-DITT-2; Lahti, John A (BPA) - TF-DITT-2; Hunter, Kimberly A (BPA) - TTB-MODD  
**Cc:** Tyson, Ivy L (BPA) - TA-DITT-2  
**Subject:** FW: Policy Group Awareness - Mandatory Attestations

Just spoke with Lee....

First, we shouldn't wait for front office message to announce to our folks that attestations are now mandatory and deadline is desired for tomorrow.

Second, we do have an encrypted list of names of the BPA attestation responses to date – currently trying to figuring out how to pass these on as needed – I stated the four of us need info asap, even if raw data that we'd have to manipulate – we'll take the pretty stuff when available.

Lastly, note that all of this info is only attestations – the true data to work from is proof of vaccinations, which DOE still has not figured out how to gather....that said, we'll take what's available as soon as available.

Richard

---

**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 4:49 PM  
**To:** Hairston, John L (BPA) - A-7 <[jhairston@bpa.gov](mailto:jhairston@bpa.gov)>; Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Cook, Joel D (BPA) - K-7 <[jdcCook@bpa.gov](mailto:jdcCook@bpa.gov)>; James, Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Shaheen, Richard L (BPA) - T-DITT-2 <[rshaheen@bpa.gov](mailto:rshaheen@bpa.gov)>; Cooper, Suzanne B (BPA) - P-6 <[sbcooper@bpa.gov](mailto:sbcooper@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Harris, Marcus A (BPA) - F-2 <[maharris@bpa.gov](mailto:maharris@bpa.gov)>; Berry, Benjamin L (BPA) - J-3 <[blberry@bpa.gov](mailto:blberry@bpa.gov)>; Scruggs, Joel L (BPA) - DK-7 <[jlsCruggs@bpa.gov](mailto:jlsCruggs@bpa.gov)>; Fickes, Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Chong Tim, Marcus H (BPA) - L-7 <[mhchongtim@bpa.gov](mailto:mhchongtim@bpa.gov)>  
**Cc:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Kuhn, Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Laylo, Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>  
**Subject:** Policy Group Awareness - Mandatory Attestations

Team,

This is a heads up on a message that will be sent from the front office tomorrow (Thursday).

Previously, we've communicated that the DOE attestation system was voluntary. With the new executive orders, this is now a mandatory requirement for BFTes. Today, we received the roll up (below) and names (this is controlled information – only 4 senior leaders have the list of names). The target to have BFTE staff to complete a mandatory attestation in the system is Friday 9/24.

Tomorrow, the front office will send an email to employees who have not completed attestation, to notify them that the form is now mandatory and directing them to go into the MyEnergy system. Expect questions from your teams on this. For now, the message is that it is mandatory. We're working on the process to share the names with you. We are still waiting on additional guidance on reasonable accommodations, disciplinary actions, and other issues.

Declined to respond	Fully Vaccinated	Not vaccinated	Partially Vaccinated	Missing	Total
332	1966	98	56	632	3084

Thanks -- Lee, Steve and Bill

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**From:** Shaheen,Richard L (BPA) - T-DITT-2  
**Sent:** Thursday, September 23, 2021 12:26 PM  
**To:** Hall, Lee J (BPA) - PES-6  
**Subject:** RE: Policy Group Awareness - Mandatory Attestations

Thx...

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**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Sent:** Thursday, September 23, 2021 11:14 AM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Subject:** RE: Policy Group Awareness - Mandatory Attestations

Richard, yes – BFTE only. Thanks -- Lee

---

**From:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>  
**Sent:** Thursday, September 23, 2021 10:31 AM  
**To:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Subject:** RE: Policy Group Awareness - Mandatory Attestations

Lee,

Are the numbers in the below table just BPA BFTE?

Richard

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**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 4:49 PM  
**To:** Hairston, John L (BPA) - A-7 <[jlhairston@bpa.gov](mailto:jlhairston@bpa.gov)>; Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Cook, Joel D (BPA) - K-7 <[jdcCook@bpa.gov](mailto:jdcCook@bpa.gov)>; James, Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Shaheen, Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Cooper, Suzanne B (BPA) - P-6 <[sbcooper@bpa.gov](mailto:sbcooper@bpa.gov)>; Cathcart, Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Lahti, John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Harris, Marcus A (BPA) - F-2 <[maharris@bpa.gov](mailto:maharris@bpa.gov)>; Berry, Benjamin L (BPA) - J-3 <[blberry@bpa.gov](mailto:blberry@bpa.gov)>; Scruggs, Joel L (BPA) - DK-7 <[jlsCruggs@bpa.gov](mailto:jlsCruggs@bpa.gov)>; Fickes, Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Chong Tim, Marcus H (BPA) - L-7 <[mhchongtim@bpa.gov](mailto:mhchongtim@bpa.gov)>  
**Cc:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Kuhn, Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Laylo, Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>  
**Subject:** Policy Group Awareness - Mandatory Attestations

Team,

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Previously, we've communicated that the DOE attestation system was voluntary. With the new executive orders, this is now a mandatory requirement for BFTEs. Today, we received the roll up (below) and names (this is controlled information – only 4 senior leaders have the list of names). The target to have BFTE staff to complete a mandatory attestation in the system is Friday 9/24.

Tomorrow, the front office will send an email to employees who have not completed attestation, to notify them that the form is now mandatory and directing them to go into the MyEnergy system. Expect questions from your teams on this. For now, the message is that it is mandatory. We’re working on the process to share the names with you. We are still waiting on additional guidance on reasonable accommodations, disciplinary actions, and other issues.

Declined to respond	Fully Vaccinated	Not vaccinated	Partially Vaccinated	Missing	Total
332	1966	98	56	632	3084

Thanks -- Lee, Steve and Bill



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**From:** Leady Jr,William J (BPA) - K-7  
**Sent:** Tuesday, October 26, 2021 5:01 PM  
**To:** Hairston,John L (BPA) - A-7; Furrer,Robin R (BPA) - N-7; Cook,Joel D (BPA) - K-7; James,Daniel M (BPA) - D-7; Capps,Stephan A (BPA) - NW-1; Kuhn,Shana L (BPA) - NS-4400-LL; Shaheen,Richard L (BPA) - T-DITT-2; Hall,Lee J (BPA) - PES-6; Harris,Marcus A (BPA) - F-2; Chong Tim,Marcus H (BPA) - L-7; Cooper,Suzanne B (BPA) - P-6; Laylo,Sarah M (BPA) - NN-1; Berry,Benjamin L (BPA) - J-3; Fickes,Anne Macron (BPA) - H-1; Scruggs,Joel L (BPA) - DK-7; Cathcart,Michelle M (BPA) - TO-DITT-2; Lahti,John A (BPA) - TF-DITT-2  
**Cc:** Leady Jr,William J (BPA) - K-7  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (OCT 26)  
**Attachments:** Mandatory Vaccination Certification MyEnergy - Daily update (26 OCT 2021).pptx

Sir, Ma'am,

Please see the update on where we stand on the Mandatory Vaccination Certification in MyEnergy reporting.

**Bill Leady P.E.**

Asset Manager | K

**BONNEVILLE POWER ADMINISTRATION**

[bpa.gov](http://bpa.gov) | Office 503-230-4270 | Cell (b)(6)

**Mandatory Vaccination Certification in MyEnergy – Status as of 3:40 pm Oct 26<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2,765	2,197	98	15	266	189
	79.5%	3.5%	0.5%	9.6%	6.8%

Data was pulled at 3:40 pm today

303 on Monday

Note- Anne Fickes' report is slightly different it includes HCM personnel.

	Total	Fully vaccinated	Pending 2nd shot	Not vaccinated	vaccinated - appointme	Not responded
MEF	186	143	6	23	1	13
		76.9%	3.2%	12.4%	0.5%	7.0%
ESA	540	436	23	47	4	30
		80.7%	4.3%	8.7%	0.7%	5.6%

Data was pulled at 10:30 Today

**Mandatory Vaccination Certification in MyEnergy – Status as of 4:12 pm Oct 25<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded	Data was pulled at 4:12 pm on Monday
2,765	2,145	89	12	216	303	596 on Friday
	77.6%	3.2%	0.4%	7.8%	11.0%	

Total was 2,898 of Friday. Drop of 133 is partially explained because DOE pulled out HCM personnel

Monday's data –  
For comparison

	Total	Fully vaccinated	Pending 2nd shot	Not vaccinated	not vaccinated -appointment	Not responded	Data was pulled at 9:30 on Monday
MEF	186	131	5	15	1	34	
		70.4%	2.7%	8.1%	0.5%	18.3%	
ESA	540	418	20	37	2	63	
		77.4%	3.7%	6.9%	0.4%	11.7%	



### Reasonable Accommodations

✓ COVID related reasonable Accommodation Requests received (as of Oct 26, 3:00 pm)

- Vaccine Mandate Total: 308
- Religious: 256 (83%)
- Medical: 52 (17%)

*NOTE: We have 308 COVID related reasonable accommodation requests submitted but only 266 (first slide) people reporting in MyEnergy that they are unvaccinated. This means we have a gap of at least 42 (down from 78 on Monday) people who have requested an RA but not yet completed the Mandatory Vaccination Certification in MyEnergy.*

✓ COVID related reasonable Accommodation Requests received (as of Oct 25, 3:00 pm)

- Vaccine Mandate Total: 294
- Religious: 244 (83%)
- Medical: 50 (17%)

Monday's data –  
For comparison

20-Oct						
	Total	Fully vaccinated	Pending 2nd shot	Not vaccinated	RA	Not responded
MEF	177	69	4			104
		39.0%	2.3%	0.0%	0.0%	58.8%
ESA	539	316	11	2	1	209
		58.6%	2.0%	0.4%	0.2%	38.8%





25-Oct						
	Total	Fully vaccinated	Pending 2nd shot	Not vaccinated	not vaccinated -appointment	Not responded
MEF	186	143	6	23	1	13
		76.9%	3.2%	12.4%	0.5%	7.0%
ESA	540	436	23	47	4	30
		80.7%	4.3%	8.7%	0.7%	5.6%
		2765				
		2145	77.6%			
		89	3.2%			
		12	0.4%			
		216	7.8%			
		303	11.0%			
		2765	100.0%			



**From:** Leady Jr, William J (BPA) - K-7  
**Sent:** Thu Oct 14 07:51:33 2021  
**To:** Shaheen, Richard L (BPA) - T-DITT-2; Cooper, Suzanne B (BPA) - P-6; Cathcart, Michelle M (BPA) - TO-DITT-2; Lahti, John A (BPA) - TF-DITT-2  
**Cc:** Hall, Lee J (BPA) - PES-6; Capps, Stephan A (BPA) - NW-1  
**Subject:** FW: Summary of BPA Attestation Data  
**Importance:** Normal  
**Attachments:** RE: MEF / ESA list

Ladies and Gentleman,

I case you have not seen this the attached email breaks down the most current attestation data by MEF/ESA and organizations.

**Bill Leady P.E.**

Asset Manager | K

[Bonneville Power Administration](#)

[bpa.gov](#) | Office 503-230-4270 | Cell (b)(6)

**From:** Fickes, Anne Macron (BPA) - H-1 <acmacron@bpa.gov>  
**Sent:** Wednesday, October 13, 2021 7:50 PM  
**To:** Leady Jr, William J (BPA) - K-7 <wjleady@bpa.gov>; Hall, Lee J (BPA) - PES-6 <ljhall@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>  
**Cc:** Kuhn, Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>  
**Subject:** FW: Summary of BPA Attestation Data

I noticed an error in one of the %s – I recalled/replaced the message. Please use this version.

Hello,

I wanted to ensure you had the latest on the additional reporting we did looking at occupational series and locations. Also, attached is the MEF/ESA orgs info.

Note: I provided add'l reporting (occupational series and location) to the CAO and P. I am also sending add'l reporting to TF and TO.

**Summary**

- 72% of BPA employees stated they are fully vaccinated
- 82% for annual employees vs 43% for hourly employees
- 62% of MEF org employees stated they are fully vaccinated vs 74% for ESA orgs
- Based on the data, there are a few areas that could be concerning
- **Transmission Field Services**
- 48% of the 758 employees state they are fully vaccinated
- East Region reported 35% fully vaccinated
- Lineman/Electrician – 29% of 322 reported fully vaccinated



- **5407 Occupational Series – Substation Operators and Dispatchers**
  - 52% of 177 employees state they are fully vaccinated
  - In TF, 64% of the 125 Substation Operators state they are fully vaccinated
  - In TO, 23% of the 52 Dispatchers state they are fully vaccinated
- **Spokane**
  - 49% of the 162 employees state they are fully vaccinated
- **The Dalles**
  - 48% of the 56 employees state they are fully vaccinated
- **Heavy Mobile Equipment Mechanics (HMEMs)**
  - (b)(6)

Pay Plan	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
Hourly	304	43%	18	3%	36	5%	284	40%	71	10%	713	100%
Annual	1768	82%	43	2%	72	3%	212	10%	60	3%	2155	100%

**From:** Fickes, Anne Macron (BPA) - H-1  
**Sent:** Friday, October 8, 2021 1:45 PM  
**To:** Hairston, John L (BPA) - N-7 (jlhairston@bpa.gov) <jlhairston@bpa.gov>; Cook, Joel D (BPA) - K-7 <jdcook@bpa.gov>; Furrer, Robin R (BPA) - N-7 <rrfurrer@bpa.gov>; James, Daniel M (BPA) - D-7 <dmjames@bpa.gov>  
**Cc:** Kuhn, Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>; Nice, Lori (BPA) - N-7 <lnice@bpa.gov>; Alders, Kyna I. (BPA) - K-7 <klalders@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Leady Jr, William J (BPA) - K-7 <wjleady@bpa.gov>; Hall, Lee J (BPA) - PES-6 <ljhall@bpa.gov>; Laylo, Sarah M (BPA) - NN-1 <smlaylo@bpa.gov>  
**Subject:** Summary of BPA Attestation Data

Good Afternoon,

We have received the attestation data and are in the process of reviewing/filtering the information. The attestation reporting system is closing tonight. Next week, DOE will release an updated online mandatory vaccination certification system where employees will be required to provide their vaccination documentation.

I am sending organizational reports to the applicable tier I/II's. We anticipate providing additional

reports next week based on occupational series and location to help identify if there are areas of concern. In the meantime, we will wait for additional guidance from the Department on next steps. Thanks!

	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
A	(b)(6)										19	100%
B											21	100%
C	52	88%		0%		0%	6	10%	1	2%	59	100%
D	(b)(6)										43	100%
E	111	93%	1	1%		0%	5	4%	3	3%	120	100%
F	77	83%	1	1%	2	2%	8	9%	5	5%	93	100%
H	59	81%		0%	4	5%	7	10%	3	4%	73	100%
J	157	82%	5	3%	6	3%	16	8%	7	4%	191	100%
K	52	87%	1	2%	1	2%	6	10%		0%	60	100%
L	47	90%		0%		0%	2	4%	3	6%	52	100%
N	191	74%	7	3%	13	5%	34	13%	13	5%	258	100%
P	258	91%	5	2%	7	2%	11	4%	3	1%	284	100%
T	986	62%	41	3%	75	5%	400	25%	93	6%	1595	100%
Grand Total	2072	72%	61	2%	108	4%	496	17%	131	5%	2868	100%

Note – In merging the Dept’s data with HRMIS information, there are 30 employees that are not showing as active and their information is not included. Just an FYI if you are comparing to the overall dashboard shared earlier.

Anne Fickes  
Acting Director | Human Resources Service Center  
Bonneville Power Administration  
U.S. Department of Energy  
503.230.3240

From: Fickes, Anne Macron (BPA) - H-1  
Sent: Wed Oct 13 16:20:18 2021  
To: Racicot, Lynda S (BPA) - CNH-7  
Cc: Blackwood, Rebecca S (BPA) - HW-1; Larimore, Amy H (CONTR) - HW-1; Capps, Stephan A (BPA) - NW-1; Nice, Lori (BPA) - N-7  
Subject: RE: MEF / ESA list  
Importance: Normal

Hello,

The HR Analysts pulled together the information today. Here you go – the following includes all BPA.

	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
ESA	393	74%	6	1%	24	5%	89	17%	19	4%	531	100%
MEF	98	62%	2	1%	7	4%	44	28%	8	5%	159	100%
Grand Total	491	71%	8	1%	31	4%	133	19%	27	4%	690	100%

All ESA/MEF by Org

Org		Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
		n	%	n	%	n	%	n	%	n	%	n	%
MEF	KSL	(b)(6)										12	100%
	PGSD											20	100%
	PTFR											14	100%
	TOOC											16	100%
	TOOP											16	100%
	TORD											25	100%
	TORM											24	100%
	TORS											8	100%

TTOM	(b)(6)	9	100%
TTSE		15	100%
ESA DK		2	100%
DKP		6	100%
FTO		1	100%
JCO		6	100%
JND		3	100%
JNDI		5	100%
JNDN		12	100%
JNPC		8	100%
KSC		10	100%
KSM		10	100%
NF		4	100%
NFC		6	100%
NFF		8	100%
NFO		6	100%
NN		1	100%
NNC		6	100%
NNP		8	100%
NNT		8	100%
NS		1	100%
NSFP		4	100%

NSL	(b)(6)	3	100%
NSLT		4	100%
NSLW		17	100%
NSTP		7	100%
NSTS		6	100%
NW		2	100%
NWE		6	100%
NWFC		2	100%
NWFR		4	100%
NWM		6	100%
NWP		1	100%
NWPP		3	100%
NWPS		4	100%
PEJB		6	100%
PEJD		14	100%
PES		4	100%
PGPW		9	100%
PGSP		12	100%
PGST		9	100%
PSB		3	100%
PSE		8	100%
PSSE		6	100%

PTF	(b)(6)	2	100%
PTK		2	100%
TEBI		8	100%
TELP		18	100%
TFAW		7	100%
TFB		5	100%
TFBV		14	100%
TFDB		7	100%
TFDC		5	100%
TFDD		3	100%
TFDF		4	100%
TFH		13	100%
TFHQ		20	100%
TFHS		47	100%
TFIG		5	100%
TFL		2	100%
TFN		2	100%
TFRE		5	100%
TFS		1	100%
TFSW		2	100%
TFV		2	100%
TFW		1	100%

TOI	(b)(6)										3	100%
TORO											11	100%
TPCC											5	100%
TPCF											11	100%
TSE											15	100%
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P 503-230-5054 | C (b)(6)

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----- Forwarded message -----

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As for ESA Managers, please see attachment. These were critical / essential support personnel / orgs that came to support MEF (including MEF numbers = about 600 personnel).

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Please forward the MEF / ESA list that we generated early in the COVID planning. I know things may have changed, but the orgs should be the same.

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Thanks

steve

**Stephan Capps**

Director of Facilities and Workplace Services

Bonneville Power Administration

Office 503-230-4498, Mobile (b)(6)

[sacapps@bpa.gov](mailto:sacapps@bpa.gov)

From: Fickes, Anne Macron (BPA) - H-1  
Sent: Wed Oct 13 16:20:18 2021  
To: Racicot, Lynda S (BPA) - CNH-7  
Cc: Blackwood, Rebecca S (BPA) - HW-1; Larimore, Amy H (CONTR) - HW-1; Capps, Stephan A (BPA) - NW-1; Nice, Lori (BPA) - N-7  
Subject: RE: MEF / ESA list  
Importance: Normal

Hello,

The HR Analysts pulled together the information today. Here you go – the following includes all BPA.

	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
ESA	393	74%	6	1%	24	5%	89	17%	19	4%	531	100%
MEF	98	62%	2	1%	7	4%	44	28%	8	5%	159	100%
Grand Total	491	71%	8	1%	31	4%	133	19%	27	4%	690	100%

All ESA/MEF by Org

Org		Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
		n	%	n	%	n	%	n	%	n	%	n	%
MEF	KSL	(b)(6)										12	100%
	PGSD											20	100%
	PTFR											14	100%
	TOOC											16	100%
	TOOP											16	100%
	TORD											25	100%
	TORM											24	100%
	TORS											8	100%

	TTOM	(b)(6)	9	100%
	TTSE		15	100%
ESA	DK		2	100%
	DKP		6	100%
	FTO		1	100%
	JCO		6	100%
	JND		3	100%
	JNDI		5	100%
	JNDN		12	100%
	JNPC		8	100%
	KSC		10	100%
	KSM		10	100%
	NF		4	100%
	NFC		6	100%
	NFF		8	100%
	NFO		6	100%
	NN		1	100%
	NNC		6	100%
	NNP		8	100%
	NNT		8	100%
	NS		1	100%
	NSFP		4	100%

NSL	(b)(6)	3	100%
NSLT		4	100%
NSLW		17	100%
NSTP		7	100%
NSTS		6	100%
NW		2	100%
NWF		6	100%
NWFC		2	100%
NWER		4	100%
NWM		6	100%
NWP		1	100%
NWPP		3	100%
NWPS		4	100%
PEJB		6	100%
PEJD		14	100%
PES		4	100%
PGPW		9	100%
PGSP		12	100%
PGST		9	100%
PSB		3	100%
PSE		8	100%
PSSE		6	100%



PTF	(b)(6)	2	100%
PTK	(b)(6)	2	100%
TEBI	(b)(6)	8	100%
TELP	(b)(6)	18	100%
TFAW	(b)(6)	7	100%
TFB	(b)(6)	5	100%
TFBV	(b)(6)	14	100%
TFDB	(b)(6)	7	100%
TFDC	(b)(6)	5	100%
TFDD	(b)(6)	3	100%
TFDF	(b)(6)	4	100%
TFH	(b)(6)	13	100%
TFHQ	(b)(6)	20	100%
TFHS	(b)(6)	47	100%
TFIG	(b)(6)	5	100%
TFL	(b)(6)	2	100%
TFN	(b)(6)	2	100%
TFRE	(b)(6)	5	100%
TFS	(b)(6)	1	100%
TFSW	(b)(6)	2	100%
TFV	(b)(6)	2	100%
TFW	(b)(6)	1	100%

TOI	(b)(6)										3	100%
TORO	(b)(6)										11	100%
TPCC	(b)(6)										5	100%
TPCF	(b)(6)										11	100%
TSE	(b)(6)										15	100%
TTCO	(b)(6)										12	100%
TTCT	(b)(6)										12	100%
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Director of Facilities and Workplace Services

Bonneville Power Administration

Office 503-230-4498, Mobile (b)(6)

[sacapps@bpa.gov](mailto:sacapps@bpa.gov)



---

**From:** Wright, Colleen C F (BPA) - H-1  
**Sent:** Thursday, October 28, 2021 1:25 PM  
**To:** Hairston, John L (BPA) - A-7; Furrer, Robin R (BPA) - N-7; Cook, Joel D (BPA) - K-7; James, Daniel M (BPA) - D-7; Capps, Stephan A (BPA) - NW-1; Kuhn, Shana L (BPA) - NS-4400-LL; Shaheen, Richard L (BPA) - T-DITT-2; Hall, Lee J (BPA) - PES-6; Harris, Marcus A (BPA) - F-2; Chong Tim, Marcus H (BPA) - L-7; Cooper, Suzanne B (BPA) - P-6; Laylo, Sarah M (BPA) - NN-1; Berry, Benjamin L (BPA) - J-3; Fickes, Anne Macron (BPA) - H-1; Scruggs, Joel L (BPA) - DK-7; Cathcart, Michelle M (BPA) - TO-DITT-2; Lahti, John A (BPA) - TF-DITT-2; Leady Jr, William J (BPA) - K-7  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (OCT 28)  
**Attachments:** Mandatory Vaccination Certification MyEnergy - Daily update (28 OCT 2021).pptx; MEF VSR 2021.10.28.xlsx

Please see the update on where we stand on the Mandatory Vaccination Certification in MyEnergy reporting. Slide 3 has been added to track specific crafts in TF Field.

**Colleen C. F. Wright**

Acting Deputy Director | Human Resources Service Center

**BONNEVILLE POWER ADMINISTRATION**

**U.S. DEPARTMENT OF ENERGY**

[bpa.gov](http://bpa.gov) | P 503-230-7517 | F 503-230-3816



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DOE Energy: <http://energy.gov/jobs/career-opportunities>

USAJOBS: <https://www.usajobs.gov>

**Program Inquiries:**

Disabled Persons (Schedule A): [schedulea@bpa.gov](mailto:schedulea@bpa.gov)

Veterans: [veterans@bpa.gov](mailto:veterans@bpa.gov)

Contract Positions: [Supplaborjobs@bpa.gov](mailto:Supplaborjobs@bpa.gov)

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**Mandatory Vaccination Certification in MyEnergy – Status as of Oct 28<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2,758	2,214	97	15	270	162
	80.3%	3.5%	0.5%	9.8%	5.9%

Note- Once again missing HC personnel, working with myEnergy to resolve

185 on Wednesday

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	129	5	1	24	10
		76.3%	3.0%	0.6%	14.2%	5.9%
ESA	1752	1332	77	10	195	138
		76.0%	4.4%	0.6%	11.1%	7.9%

ESA and MEF Orgs updated based on feedback from NN

**Mandatory Vaccination Certification in MyEnergy – Status as of Oct 27<sup>th</sup>**

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2,868	2,296	99	16	272	185
	80.1%	3.5%	0.6%	9.5%	6.5%

Note- re-includes HCM personnel.

189 on Tuesday

Wednesday's data -  
For comparison

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	158	120	5	1	22	10
		75.9%	3.2%	0.6%	13.9%	6.3%
ESA	1,763	1,334	76	10	196	147
		75.7%	4.3%	0.6%	11.1%	8.3%

ESA Orgs updated which increased number

**Vaccination Certification in MyEnergy – Critical TF Functions Status as of Oct 28<sup>th</sup>**

	n	Fully Vaccinated		Pending 2nd shot or Has Appointment		Not Vaccinated or No Response	
Substation Operators	125	91	72.8%	4	3.2%	30	24.0%
PSC	36	(b)(6)					
SPC	47						
Lineman	98	35	35.7%	10	10.2%	53	54.1%
Sub Maintenance	134	71	53.0%	12	9.0%	51	38.1%

Total	440	255	58.0%	27	6.1%	158	35.9%
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### Reasonable Accommodations

✓ COVID related reasonable Accommodation Requests received (as of Oct 26, 3:00 pm)

- Vaccine Mandate Total: 308
- Religious: 256 (83%)
- Medical: 52 (17%)

*NOTE: We have 308 COVID related reasonable accommodation requests submitted but only 272 (first slide) people reporting in MyEnergy that they are unvaccinated. This means we have a gap of at least 36 (down from 42 on Tuesday) people who have requested an RA but not yet completed the Mandatory Vaccination Certification in MyEnergy.*

✓ COVID related reasonable Accommodation Requests received (as of Oct 25, 3:00 pm)

- Vaccine Mandate Total: 294
- Religious: 244 (83%)
- Medical: 50 (17%)

Monday's data –  
For comparison

**GOING FORWARD THIS DATA WILL BE UPDATED MONDAY, WEDNESDAY AND FRIDAY**

Vaccination Status for Mission Essential Functions and Essential Support Functions												
10/28/21												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	n	%	n	%	n	%	n	%	n	%
Mission Essential		169	129	76%	5	3%	1	1%	24	14%	10	6%
Essential Support		1752	1,332	76%	77	4%	10	1%	195	11%	138	8%
Total		1921	1,461	76%	82	4%	11	1%	219	11%	148	8%
by Org												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	n	%	n	%	n	%	n	%	n	%
MEF	ESL	12	(b)(6)									
	PGSD	20										
	PFT-K	14										
	TOOC	15										
	TOOP	15										
	TORD	25										
	TORM	24										
	TORQ	11										
	TORS	7										
	TTOM	9										
	TTSE	16										
ESA	CBC	5										
	DN	3										
	DKP	6										
	EC	4										
	ECC	12										
	ECF	9										
	ICP	3										
	ECT	6										
	EP	6										
	EPI	7										
	EPR	10										
	FC	8										
	FTL	7										
	FTO	1										
	FTQA	5										
	FTOT	6										
	JCD	20										
	JCO	6										
	JLS	5										
	JLSC	6										
	JLSI	6										
	JLSP	10										
	JLSR	8										
	JLST	14										
	JND	3										
	JNDI	5										
	JNDN	12										

(b)(6)

	JNPC	8	(b)(6)
	JNPS	14	
	JNRA	6	
	JNRD	2	
	JNRF	8	
	JNRS	5	
	KSC	10	
	KSM	10	
	LG	13	
	LN	14	
	LP	10	
	LT	10	
	NF	4	
	NFC	6	
	NFF	8	
	NFO	6	
	NN	1	
	NNC	6	
	NNP	8	
	NNT	8	
	NS	1	
	NSFE	5	
	NSFM	29	
	NSFP	4	
	NSL	3	
	NSLM	4	
	NSLT	4	
	NSLW	17	
	NSP	10	
	NSS	1	
	NSSF	21	
	NSSP	18	
	NSSS	10	
	NSSV	23	
	NST	4	
	NSTP	7	
	NSTS	6	
	NW	2	
	NWF	6	
	NWFC	2	
	NWFR	4	
	NWM	6	
	NWP	1	
	NWPP	3	
	NWPS	4	
	PEJB	7	
	PEJD	14	
	PES	4	
	PGA	6	
	PGAC	4	
	PGAF	7	

	PGL	2	(b)(6)
	PGPO	10	
	PGPW	9	
	PGSP	13	
	PGST	7	
	PSB	2	
	PSE	8	
	PSSE	6	
	PSST	5	
	PTF	2	
	PTR	2	
	PTAC	8	
	PTKS	9	
	PTM	1	
	PTMA	8	
	TAA	13	
	TEB	7	
	TEL	3	
	TELE	14	
	TELD	10	
	TELT	5	
	TEUP	18	
	TER	1	
	TERG	17	
	TEYC	18	
	TEYO	6	
	TEZM	14	
	TEZP	16	
	TF	10	
	TFV	2	
	TFW	7	
	TFB	5	
	TFBV	14	
	TFC	1	
	TFCS	6	
	TFCC	3	
	TFCD	5	
	TFCE	4	
	TFCT	6	
	TFD	2	
	TFDB	7	
	TFDC	5	
	TFDD	3	
	TFDE	7	
	TFDF	4	
	TFDG	9	
	TFDM	8	
	TFE	4	
	TFDI	6	
	TFE	2	
	TFEB	5	



	TFEC	5	(b)(6)									
	TFED	4										
	TFEE	5										
	TFEJ	6										
	TFEL	3										
	TFEM	2										
	TFEO	4										
	TFEP	6										
	TFH	12										
	TFHE	78	46	59%	9	12%	—	—	8	10%	15	19%
	TFHQ	18	(b)(6)									
	TFHS	48										
	TFI	3										
	TFIC	4										
	TFIF	6										
	TFIG	5										
	TFI	4										
	TFIJ	3										
	TFID	3										
	TFI'	3										
	TFIB	5										
	TFIC	4										
	TFID	3										
	TFIE	5										
	TFI'	2										
	TFIC	2										
	TFID	9										
	TFIL	2										
	TFIB	2										
	TFIC	3										
	TFID	5										
	TFIE	6										
	TFIJ	3										
	TFI	2										
	TFN	2										
	TFNB	7										
	TFNC	3										
	TFND	5										
	TFNE	5										
	TFNF	4										
	TFNQ	3										
	TFO	3										
	TFOB	9										
	TFOC	5										
	TFOD	5										
	TFOE	6										
	TFOF	6										
	TFOK	5										
	TFON	4										
	TFDY	3										
	TFP	3										

	TFPA	5	(b)(6)
	TFPB	5	
	TFPC	4	
	TFPD	3	
	TFPE	4	
	TFPF	6	
	TFPG	4	
	TFPH	3	
	TFPI	4	
	TFPJ	6	
	TFPL	2	
	TFPM	3	
	TFPO	4	
	TFR	2	
	TFRB	4	
	TFRC	1	
	TFRD	3	
	TFRE	5	
	TFRF	7	
	TFRG	3	
	TFRH	1	
	TFRI	2	
	TFRJ	3	
	TFS	1	
	TFSB	10	
	TFSC	4	
	TFSD	8	
	TFSE	8	
	TFSF	7	
	TFSL	4	
	TFST	3	
	TFSW	2	
	TFV	2	
	TFVB	5	
	TFVC	1	
	TFVD	4	
	TFVE	5	
	TFVG	6	
	TFVH	5	
	TFVI	4	
	TFVJ	7	
	TFVK	6	
	TFW	1	
	TFWB	6	
	TFWC	4	
	TFWD	7	
	TFWE	7	
	TFWF	7	
	TFWK	6	
	TFWV	1	
	TFZ	49	

	TOH	3	(b)(6)									
	TOOS	4										
	TOOR	4										
	TORE	11										
	TORW	17										
	TOZ	8										
	TPCC	5										
	TPCF	11										
	TPCR	5										
	TPM	2										
	TPPC	9										
	TS	1										
	TSE	13										
	TSE3	12										
	TSR	1										
	TSRF	8										
	TSRG	10										
	TYC	2										
	TYCO	13										
	TYCT	12										
	TYOE	10										
	TYOH	10										
	TYOV	5										
	TYS	2										
	TYSD	11										
	TYST	5										
Total		1921	1,461	76%	82	4%	11	1%	219	11%	148	8%

---

**From:** Cooper,Suzanne B (BPA) - P-6  
**Sent:** Friday, November 5, 2021 5:39 PM  
**To:** Fickes,Anne Macron (BPA) - H-1; Hairston,John L (BPA) - A-7; James,Daniel M (BPA) - D-7; Furrer,Robin R (BPA) - N-7; Cook,Joel D (BPA) - K-7; Kuhn,Shana L (BPA) - NS-4400-LL; Hall,Lee J (BPA) - PES-6; Capps,Stephan A (BPA) - NW-1; Laylo,Sarah M (BPA) - NN-1; Chong Tim,Marcus H (BPA) - L-7; Harris,Marcus A (BPA) - F-2; Shaheen,Richard L (BPA) - T-DITT-2; Berry,Benjamin L (BPA) - J-3; Scruggs,Joel L (BPA) - DK-7; Cathcart,Michelle M (BPA) - TO-DITT-2; Lahti,John A (BPA) - TF-DITT-2; Alders,Kyna L (BPA) - PGL-5; Wright,Colleen C F (BPA) - H-1  
**Subject:** RE: Daily Update - Mandatory Vaccination Certification MyEnergy Status (Nov 5)

Thank you for this update, Anne!

As follow-up from yesterday's Transition Team meeting: (b)(6) is now more confident they will have sufficient staff for EIM work. The manager has the 'not responded' employee's vaccination evidence and is working on getting it appropriately accounted for in the system.

---

**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Friday, November 5, 2021 2:03 PM  
**To:** Hairston,John L (BPA) - A-7 <[jlhairston@bpa.gov](mailto:jlhairston@bpa.gov)>; James,Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Cook,Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>; Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Laylo,Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>; Chong Tim,Marcus H (BPA) - L-7 <[mhchongtim@bpa.gov](mailto:mhchongtim@bpa.gov)>; Harris,Marcus A (BPA) - F-2 <[maharris@bpa.gov](mailto:maharris@bpa.gov)>; Cooper,Suzanne B (BPA) - P-6 <[sbcooper@bpa.gov](mailto:sbcooper@bpa.gov)>; Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Berry,Benjamin L (BPA) - J-3 <[blberry@bpa.gov](mailto:blberry@bpa.gov)>; Scruggs,Joel L (BPA) - DK-7 <[jlsruggs@bpa.gov](mailto:jlsruggs@bpa.gov)>; Cathcart,Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Lahti,John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Alders,Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>; Wright,Colleen C F (BPA) - H-1 <[ccwright@bpa.gov](mailto:ccwright@bpa.gov)>  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (Nov 5)

Good Afternoon,

Attached is today's update as of this morning.

The current number for Tuesday's counseling memos are as follows. However, we expect the number to continue to decrease as managers follow up with employees and I plan to send one last reminder email on Monday.

- Not vaccinated/not responded AND no RA/extended leave: 107
- Appt/pending 2<sup>nd</sup> shot AND no RA: 79
  - Note – Progressive discipline (e.g. 14 day suspension) will not proceed for individuals showing progress. The counseling is not considered discipline and will remind these employees to upload their documentation once fully vaccinated.
- **Total: 186**

Thanks!

*Anne Fickes*

*Acting Director | Human Resources Service Center*

*Bonneville Power Administration*

*U.S. Department of Energy*



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**From:** Wright, Colleen C F (BPA) - H-1  
**Sent:** Tuesday, November 2, 2021 10:32 AM  
**To:** Hairston, John L (BPA) - A-7; Furrer, Robin R (BPA) - N-7; Cook, Joel D (BPA) - K-7; James, Daniel M (BPA) - D-7; Capps, Stephan A (BPA) - NW-1; Kuhn, Shana L (BPA) - NS-4400-LL; Shaheen, Richard L (BPA) - T-DITT-2; Hall, Lee J (BPA) - PES-6; Harris, Marcus A (BPA) - F-2; Chong Tim, Marcus H (BPA) - L-7; Cooper, Suzanne B (BPA) - P-6; Laylo, Sarah M (BPA) - NN-1; Berry, Benjamin L (BPA) - J-3; Fickes, Anne Macron (BPA) - H-1; Scruggs, Joel L (BPA) - DK-7; Cathcart, Michelle M (BPA) - TO-DITT-2; Lahti, John A (BPA) - TF-DITT-2; Leady Jr, William J (BPA) - K-7  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (NOV 2)  
**Attachments:** Mandatory Vaccination Certification MyEnergy - Daily update (02 NOV 2021).pptx; MEF VSR 2021.11.02.xlsx

Please see the update on where we stand on the Mandatory Vaccination Certification in MyEnergy reporting.

**Colleen C. F. Wright**  
Acting Deputy Director | Human Resources Service Center  
**BONNEVILLE POWER ADMINISTRATION**  
**U.S. DEPARTMENT OF ENERGY**  
[bpa.gov](http://bpa.gov) | P 503-230-7517 | F 503-230-3816



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Veterans: [veterans@bpa.gov](mailto:veterans@bpa.gov)  
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**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 2<sup>nd</sup>**

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2867	2,334	94	13	286	140
	81.4%	3.3%	0.5%	10.0%	4.9%

158 on Monday

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	130	4	1	25	9
		76.9%	2.4%	0.6%	14.8%	5.3%
ESA	1749	1347	72	8	205	117
		77.0%	4.1%	0.5%	11.7%	6.7%



**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 1<sup>st</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2867	2,321	95	15	278	158
	81.0%	3.3%	0.5%	9.7%	5.5%

160 on Friday

Friday's data –  
For comparison

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	130	4	1	25	9
		76.9%	2.4%	0.6%	14.8%	5.3%
ESA	1749	1339	72	10	198	130
		76.6%	4.1%	0.6%	11.3%	7.4%

**Vaccination Certification in MyEnergy – Critical TF Functions Status as of Nov 2nd**

	n	Fully Vaccinated		Pending 2nd shot or Has Appointment		Not Vaccinated or No Response	
Substation Operators	125	90	72.0%	5	4.0%	30	24.0%
PSC	36	(b)(6)					
SPC	47						
Lineman	100	37	37.0%	11	11.0%	52	52.0%
Sub Maintenance	134	72	53.7%	12	9.0%	50	37.3%
<b>Total</b>	<b>442</b>	<b>257</b>	<b>58.1%</b>	<b>29</b>	<b>6.6%</b>	<b>156</b>	<b>35.3%</b>

### Reasonable Accommodations

✓ COVID related reasonable Accommodation Requests received (as of Nov 1)

- Vaccine Mandate Total: 310
- Religious: 256 (83%)
- Medical: 54 (17%)

*NOTE: We have 310 COVID related reasonable accommodation requests submitted but only 278 (first slide) people reporting in MyEnergy that they are unvaccinated. This means we have a gap of at least 32 (down from 36 on Tuesday) people who have requested an RA but not yet completed the Mandatory Vaccination Certification in MyEnergy.*

✓ COVID related reasonable Accommodation Requests received (as of Oct 29)

- Vaccine Mandate Total: 310
- Religious: 256 (83%)
- Medical: 54 (17%)

Friday's data –  
For comparison

RA DATA UPDATED MONDAY, WEDNESDAY AND FRIDAY

Vaccination Status for Mission Essential Functions and Essential Support Functions												
11/2/2021												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	%		Pending 2nd Shot	%	n	%	n	%	n	%
Mission Essential		169	130	77%	4	2%	1	1%	25	15%	9	5%
Essential Support		1749	1,347	77%	72	4%	8	0%	305	12%	117	7%
Total		1918	1,477	77%	76	4%	9	0%	330	12%	126	7%
by Exception												
		Extended Leave			RA Request		Other*		Total Exceptions			
		n	%		n	%	n	%	n	%	n	%
Mission Essential		169	—	—	23	14%	—	—	23	14%		
Essential Support		1749	2	0.1%	222	13%	2	0%	226	13%		
Total		1918	2	0.1%	245	13%	2	0%	249	13%		
*Other include: deceased, transfers to another agency at S/O, and new employees												
by Org												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	%		Pending 2nd Shot	%	n	%	n	%	n	%
MEF	PGSD	20	(b)(6)									
	PTFA	14										
	TOOC	18										
	TOOP	15										
	TORD	25										
	TORM	21										
	TORO	11										
	TORS	7										
	TTOM	9										
	TTSE	15										
ESA	CBC	5	(b)(6)									
	DK	3										
	DKP	6										
	EC	4										
	ECC	12										
	ECF	9										
	ECP	3										
	ECT	6										
	EP	6										
	EPI	7										
	EPR	10										
	FC	8										
	FTL	7										
	FTO	1										
	FTOA	4										
	FTOT	6										
	JCD	23										
	JCO	6										
	JLS	5										
	JLSC	6										
	JLSI	6										

	JLSR	19	(b)(6)
	JLSB	8	
	JLST	14	
	JND	3	
	JNDI	5	
	JNDN	12	
	JNPC	8	
	JNPS	14	
	JNBA	4	
	JNBO	2	
	JNBP	9	
	JNBS	5	
	KSC	10	
	KSM	10	
	LG	13	
	LN	14	
	LP	10	
	LT	10	
	MF	3	
	NFC	4	
	NFF	8	
	NFO	6	
	NN	1	
	NNC	4	
	NWP	8	
	NNT	8	
	NS	1	
	NSFE	5	
	NSFM	29	
	NSFP	4	
	NSL	3	
	NSLM	4	
	NSLT	4	
	NSLW	17	
	NSP	10	
	NSS	1	
	NSSF	21	
	NSSP	19	
	NSSS	10	
	NSSV	23	
	NST	3	
	NSTP	7	
	NSTs	6	
	NW	2	
	NWT	6	
	NWFC	2	
	NWFR	4	
	NWMI	6	
	NWP	1	
	NWPP	3	
	NWPS	4	

(b)(6)

	PEBB	6	(b)(6)
	PEJD	14	
	PEV	4	
	PGA	6	
	PGAC	4	
	PGAT	7	
	PGL	5	
	PGPO	10	
	PGPW	9	
	PGSP	11	
	PGST	7	
	PSB	3	
	PSE	8	
	PSE	6	
	PSST	5	
	PTF	2	
	PTK	2	
	PTKC	8	
	PTKS	9	
	PTM	3	
	PTMA	8	
	TAA	13	
	TEHU	7	
	TEL	3	
	TELC	14	
	TELD	10	
	TELP	5	
	TELP	18	
	TER	3	
	TERG	17	
	TETC	18	
	TETD	6	
	TEZM	14	
	TEZP	15	
	TF	10	
	TFA	2	
	TFAW	6	
	TFB	5	
	TFBV	14	
	TFC	3	
	TFCB	6	
	TFCC	3	
	TFCD	5	
	TFCE	4	
	TFCT	6	
	TFD	1	
	TFDM	7	
	TFDC	5	
	TFDD	3	
	TFDE	7	
	TFDF	4	

	TFDG	12	(b)(6)									
	TFDH	4										
	TFDV	4										
	TFDU	6										
	TFE	1										
	TFEB	5										
	TFEC	5										
	TFED	4										
	TFEE	5										
	TFEF	6										
	TFEL	9										
	TFEN	2										
	TFEO	4										
	TFEP	6										
	TFH	12										
	TFHE	77	46	87%	9	11%	—	—	8	10%	14	18%
	TFHQ	18	(b)(6)									
	TFHS	17										
	TFI	3										
	TFIC	4										
	TFIF	6										
	TFIG	5										
	TFIL	4										
	TFIY	3										
	TFIO	3										
	TFK	1										
	TFKB	5										
	TFKC	4										
	TFKD	3										
	TFKE	5										
	TFKF	7										
	TFKI	2										
	TFKI	3										
	TFI	2										
	TFLB	7										
	TFEC	3										
	TFLO	5										
	TFLE	6										
	TFLE	3										
	TFLE	2										
	TFN	2										
	TFNB	7										
	TFNL	3										
	TFND	5										
	TFNE	5										
	TFNE	6										
	TFNG	3										
	TFOD	1										
	TFOD	9										
	TFOD	5										
	TFOD	5										



	TFOE	6	(b)(6)
	TFOF	6	
	TFCK	5	
	TFON	4	
	TCOY	3	
	TFP	1	
	TFPA	5	
	TFPB	5	
	TFPC	4	
	TFPD	3	
	TFPE	4	
	TFPF	6	
	TFPG	5	
	TFPH	3	
	TFPI	4	
	TFPJ	6	
	TFPL	2	
	TFPM	3	
	TFPO	4	
	TFR	2	
	TFRB	4	
	TFRC	1	
	TFRD	3	
	TFRE	5	
	TFRF	7	
	TFRG	3	
	TFRH	1	
	TFRJ	2	
	TFRJ	3	
	IFS	1	
	TFSB	10	
	TFSC	4	
	TFSD	8	
	TFSE	8	
	TFSF	7	
	TFSL	4	
	TFST	3	
	TFSW	2	
	TFV	2	
	TFVB	5	
	TFVC	1	
	TFVD	4	
	TFVE	5	
	TFVG	6	
	TFVI	5	
	TFVI	4	
	TFVI	7	
	TFVK	6	
	TFW	1	
	TFWB	6	
	TFWC	4	

	TEWD	7	(b)(6)									
	TFWE	7										
	TFWF	7										
	TFWK	6										
	TFWV	1										
	TFZ	48										
	TOI	3										
	TOOS	4										
	TOR	4										
	TORE	11										
	TORW	17										
	TOZ	8										
	TPCC	5										
	TPCE	11										
	TPCR	5										
	TPM	2										
	TPPC	9										
	TS	1										
	TSE	15										
	TSES	12										
	TSR	3										
	TSRP	8										
	TSRS	10										
	TRC	2										
	TRCO	13										
	TTCT	12										
	TTDE	10										
	TTGH	10										
	TTGV	5										
	TTIS	2										
	TTSD	11										
	TTST	5										
Total		1994	3,466	77%	75	81%	8	0%	130	12%	124	7%

---

**From:** Wright, Colleen C F (BPA) - H-1  
**Sent:** Monday, November 1, 2021 7:00 PM  
**To:** Hairston, John L (BPA) - A-7; Furrer, Robin R (BPA) - N-7; Cook, Joel D (BPA) - K-7; James, Daniel M (BPA) - D-7; Capps, Stephan A (BPA) - NW-1; Kuhn, Shana L (BPA) - NS-4400-LL; Shaheen, Richard L (BPA) - T-DITT-2; Hall, Lee J (BPA) - PES-6; Harris, Marcus A (BPA) - F-2; Chong Tim, Marcus H (BPA) - L-7; Cooper, Suzanne B (BPA) - P-6; Laylo, Sarah M (BPA) - NN-1; Berry, Benjamin L (BPA) - J-3; Fickes, Anne Macron (BPA) - H-1; Scruggs, Joel L (BPA) - DK-7; Cathcart, Michelle M (BPA) - TO-DITT-2; Lahti, John A (BPA) - TF-DITT-2; Leady Jr, William J (BPA) - K-7  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (NOV 1)  
**Attachments:** Mandatory Vaccination Certification MyEnergy - Daily update (01 NOV 2021).pptx; MEF VSR 2021.11.01.xlsx

Please see the update on where we stand on the Mandatory Vaccination Certification in MyEnergy reporting.

**Colleen C. F. Wright**  
Acting Deputy Director | Human Resources Service Center  
**BONNEVILLE POWER ADMINISTRATION**  
**U.S. DEPARTMENT OF ENERGY**  
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DOE Energy: <http://energy.gov/jobs/career-opportunities>  
USAJOBS: <https://www.usajobs.gov>

**Program Inquiries:**  
Disabled Persons (Schedule A): [schedulea@bpa.gov](mailto:schedulea@bpa.gov)  
Veterans: [veterans@bpa.gov](mailto:veterans@bpa.gov)  
Contract Positions: [Supplaborjobs@bpa.gov](mailto:Supplaborjobs@bpa.gov)

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**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 1<sup>st</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2867	2,321	95	15	278	158
	81.0%	3.3%	0.5%	9.7%	5.5%

160 on Friday

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	130	4	1	25	9
		76.9%	2.4%	0.6%	14.8%	5.3%
ESA	1749	1339	72	10	198	130
		76.6%	4.1%	0.6%	11.3%	7.4%

**Mandatory Vaccination Certification in MyEnergy – Status as of Oct 29<sup>th</sup>**

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2868	2,316	98	16	278	160
	80.8%	3.4%	0.6%	9.7%	5.6%

Note- Corrected to include all employees

162 on Thursday

Friday's data –  
For comparison

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	129	5	1	25	9
		76.3%	3.0%	0.6%	14.8%	5.3%
ESA	1751	1337	74	10	198	132
		76.4%	4.2%	0.6%	11.3%	7.5%

**Vaccination Certification in MyEnergy – Critical TF Functions Status as of Nov 1st**

	n	Fully Vaccinated		Pending 2nd shot or Has Appointment		Not Vaccinated or No Response	
Substation Operators	125	90	72.0%	5	4.0%	30	24.0%
PSC	36	(b)(6)					
SPC	47						
Lineman	100	36	36.0%	11	11.0%	53	53.0%
Sub Maintenance	134	72	53.7%	12	9.0%	50	37.3%
<b>Total</b>	<b>442</b>	<b>256</b>	<b>57.9%</b>	<b>29</b>	<b>6.6%</b>	<b>157</b>	<b>35.5%</b>



### Reasonable Accommodations

✓ COVID related reasonable Accommodation Requests received (as of Nov 1)

- Vaccine Mandate Total: 310
- Religious: 256 (83%)
- Medical: 54 (17%)

*NOTE: We have 310 COVID related reasonable accommodation requests submitted but only 278 (first slide) people reporting in MyEnergy that they are unvaccinated. This means we have a gap of at least 32 (down from 36 on Tuesday) people who have requested an RA but not yet completed the Mandatory Vaccination Certification in MyEnergy.*

✓ COVID related reasonable Accommodation Requests received (as of Oct 29)

- Vaccine Mandate Total: 310
- Religious: 256 (83%)
- Medical: 54 (17%)

Friday's data –  
For comparison

RA DATA UPDATED MONDAY, WEDNESDAY AND FRIDAY



Vaccination Status for Mission Essential Functions and Essential Support Functions												
11/1/2021												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	n	%	Pending 2nd Shot	%	n	%	n	%	n	%
Mission Essential		169	130	77%	4	2%	1	1%	25	15%	9	5%
Essential Support		1749	1,339	77%	72	4%	10	1%	198	11%	133	7%
Total		1918	1,469	77%	76	4%	11	1%	223	12%	139	7%
by Exception												
		Extended Leave			RA Request		Other*		Total Exceptions			
		n	n	%	n	%	n	%	n	%	n	%
Mission Essential		169	—	—	23	14%	4	2%	27	16%		
Essential Support		1749	7	0.4%	222	13%	7	0%	236	13%		
Total		1918	7	0.4%	245	13%	11	1%	263	14%		
*Other include: deceased, transfers to another agency at S/O, and new employees												
by Org												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	n	%	Pending 2nd Shot	%	n	%	n	%	n	%
MEF	PGSD	20	(b)(6)									
	PTFR	14										
	TOOC	18										
	TOOP	15										
	TORD	25										
	TORM	24										
	TORO	11										
	TORS	7										
	TTOM	9										
	TTSE	15										
ESA	CBC	5										
	DK	3										
	OKP	6										
	EC	4										
	ECC	12										
	ECF	9										
	ECP	3										
	ECT	6										
	EP	6										
	EPI	7										
	EPR	10										
	FC	8										
	FTL	7										
	FTO	1										
	FTOA	4										
	FTOT	6										
	JCD	23										
	JCO	6										
	JLS	5										
	JLSC	6										
	JLSI	6										

	JLSP	10	(b)(6)
	JLSR	8	
	JLST	14	
	JND	3	
	JNDI	5	
	JNDN	12	
	JNPC	8	
	JNPS	14	
	JNRA	6	
	JNRD	2	
	JNRF	8	
	JNRS	5	
	KSC	10	
	KSM	10	
	LG	13	
	LN	14	
	LP	10	
	LT	10	
	NF	4	
	NFC	6	
	NFF	8	
	NFO	6	
	NN	1	
	NNC	6	
	NNP	8	
	NNT	8	
	NS	1	
	NSFE	5	
	NSFM	29	
	NSFP	4	
	NSL	3	
	NSLM	4	
	NSLT	4	
	NSLW	17	
	NSP	10	
	NSS	1	
	NSSF	21	
	NSSP	18	
	NSSS	10	
	NSSV	23	
	NST	4	
	NSTP	7	
	NSTS	6	
	NW	2	
	NWF	6	
	NWFC	2	
	NWFR	4	
	NWMI	6	
	NWP	1	
	NWPP	3	
	NWPS	4	

	PEBB	6	(b)(6)
	PEJD	14	
	PEV	4	
	PGA	6	
	PGAC	4	
	PGAT	7	
	PGL	5	
	PGPO	10	
	PGPW	9	
	PGSP	11	
	PGST	7	
	PSB	3	
	PSE	8	
	PSE	6	
	PSST	5	
	PTF	2	
	PTK	2	
	PTKC	8	
	PTKS	9	
	PTM	1	
	PTMA	8	
	TAA	13	
	TEHU	7	
	TEL	2	
	TELC	14	
	TELD	10	
	TELP	5	
	TELP	18	
	TER	1	
	TERG	17	
	TETC	18	
	TETD	6	
	TEZM	14	
	TEZP	15	
	TF	10	
	TFA	2	
	TFAW	6	
	TFB	5	
	TFBV	14	
	TFC	1	
	TFCB	6	
	TFCC	3	
	TFCD	9	
	TFCE	4	
	TFCT	6	
	TFD	1	
	TFDR	7	
	TFDC	5	
	TFDD	3	
	TFDE	7	
	TFDF	4	

	TFDG	12	(b)(6)									
	TFDH	4										
	TFDN	4										
	TFDU	6										
	TFE	1										
	TFEB	5										
	TFEC	5										
	TFED	4										
	TFEE	5										
	TFEF	6										
	TFEL	3										
	TFEN	2										
	TFEO	4										
	TFEP	6										
	TFH	12	(b)(6)									
	TFHE	77										
	TFHQ	18										
	TFHS	47										
	TFI	3										
	TFIC	4										
	TFIF	6										
	TFIG	5										
	TFIL	4										
	TFI	3										
	TFIO	3										
	TFK	1										
	TFKB	5										
	TFKC	4										
	TFKD	3										
	TFKE	5										
	TFKF	7										
	TFKI	2										
	TFKL	3										
	TFI	2										
	TFLB	7										
	TFEC	3										
	TFLO	5										
	TFLE	6										
	TFLF	3										
	TFU	2										
	TFV	2										
	TFNB	7										
	TFNL	3										
	TFND	5										
	TFNE	5										
	TFNF	4										
	TFNJ	3										
	TFO	1										
	TFOB	9										
	TFOC	5										
	TFOD	3										

	TFOE	6	(b)(6)
	TFOF	6	
	TFCK	5	
	TFON	4	
	TCQY	3	
	TFP	1	
	TFPA	5	
	TFPB	5	
	TFPC	4	
	TFPD	3	
	TFPE	4	
	TFPF	6	
	TFPG	5	
	TFPH	3	
	TFPI	4	
	TFPJ	6	
	TFPL	2	
	TFPM	3	
	TFPO	4	
	TFR	2	
	TFRB	4	
	TFRC	1	
	TFRD	3	
	TFRE	5	
	TFRF	7	
	TFRG	3	
	TFRH	1	
	TFRJ	2	
	TFRJ	3	
	IFS	1	
	TFSB	10	
	TFSC	4	
	TFSD	8	
	TFSE	8	
	TFSF	7	
	TFSL	4	
	TFST	3	
	TFSW	2	
	TFV	2	
	TFVB	5	
	TFVC	1	
	TFVD	4	
	TFVE	5	
	TFVG	6	
	TFVI	5	
	TFVI	4	
	TFVI	7	
	TFVK	6	
	TFW	1	
	TFWB	6	
	TFWC	4	

	TEWD	2	(b)(6)											
	TFWE	7												
	TFWF	7												
	TFWK	6												
	TFWV	1												
	TFZ	48												
	TOI	3												
	TOOS	4												
	TOR	4												
	TORF	11												
	TORW	17												
	TOZ	8												
	TPCC	5												
	TPCF	11												
	TPCR	5												
	TPM	2												
	TPPC	9												
	TS	1												
	TSE	15												
	TSES	12												
	TSR	1												
	TSRP	8												
	TSRS	10												
	TRC	2												
	TRCO	13												
	TTCT	12												
	TTDE	10												
	TTGH	10												
	TTOM	5												
	TTS	2												
	TTSO	11												
	TTSF	5												
Total		1905	3,458	77%	75	41%	11	1%	223	12%	138	7%		

---

**From:** Wright, Colleen C F (BPA) - H-1  
**Sent:** Wednesday, November 3, 2021 4:14 PM  
**To:** Hairston, John L (BPA) - A-7; Furrer, Robin R (BPA) - N-7; Cook, Joel D (BPA) - K-7; James, Daniel M (BPA) - D-7; Capps, Stephan A (BPA) - NW-1; Kuhn, Shana L (BPA) - NS-4400-LL; Shaheen, Richard L (BPA) - T-DITT-2; Hall, Lee J (BPA) - PES-6; Harris, Marcus A (BPA) - F-2; Chong Tim, Marcus H (BPA) - L-7; Cooper, Suzanne B (BPA) - P-6; Laylo, Sarah M (BPA) - NN-1; Berry, Benjamin L (BPA) - J-3; Fickes, Anne Macron (BPA) - H-1; Scruggs, Joel L (BPA) - DK-7; Cathcart, Michelle M (BPA) - TO-DITT-2; Lahti, John A (BPA) - TF-DITT-2; Leady Jr, William J (BPA) - K-7  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (NOV 3)  
**Attachments:** Mandatory Vaccination Certification MyEnergy - Daily update (03 NOV 2021).pptx; MEF VSR 2021.11.03.xlsx

Please see the update on where we stand on the Mandatory Vaccination Certification in MyEnergy reporting.

**Colleen C. F. Wright**  
Acting Deputy Director | Human Resources Service Center  
**BONNEVILLE POWER ADMINISTRATION**  
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Disabled Persons (Schedule A): [schedulea@bpa.gov](mailto:schedulea@bpa.gov)  
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**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 3<sup>rd</sup>**

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2866	2,351	87	12	289	127
	82.0%	3.0%	0.4%	10.1%	4.4%

140 on Tuesday

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	130	4	1	26	8
		76.9%	2.4%	0.6%	15.4%	4.7%
ESA	1750	1360	68	7	207	108
		77.7%	3.9%	0.4%	11.8%	6.2%

**Mandatory Vaccination Certification in MyEnergy – Status as of Nov 2<sup>nd</sup>**

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2867	2,334	94	13	286	140
	81.4%	3.3%	0.5%	10.0%	4.9%

158 on Monday

Tuesday's data –  
For comparison

	n	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	No Response
MEF	169	130	4	1	25	9
		76.9%	2.4%	0.6%	14.8%	5.3%
ESA	1749	1347	72	8	205	117
		77.0%	4.1%	0.5%	11.7%	6.7%

**Vaccination Certification in MyEnergy – Critical TF Functions Status as of Nov 3rd**

	n	Fully Vaccinated		Pending 2nd shot or Has Appointment		Not Vaccinated or No Response		Ext Leave/ RA Request
Substation Operators	108	90	83.3%	3	2.8%	15	13.9%	17
PSC	30	(b)(6)						
SPC	37							
Lineman	64	36	56.3%	9	14.1%	19	29.7%	36
Sub Maintenance	101	75	74.3%	8	7.9%	18	17.8%	33
<b>Total</b>	<b>340</b>	<b>260</b>	<b>76.5%</b>	<b>21</b>	<b>6.2%</b>	<b>59</b>	<b>17.4%</b>	<b>102</b>

**Other Critical Functions**

HMEM	23	(b)(6)						
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### Reasonable Accommodations

✓ COVID related reasonable Accommodation Requests received (as of Nov 3)

- Vaccine Mandate Total: 304
- Religious: 249 (82%)
- Medical: 55 (18%)

*NOTE: We have 304 COVID related reasonable accommodation requests submitted but only 289 (first slide) people reporting in MyEnergy that they are unvaccinated. This means we have a gap of at least 15 (down from 32 on Monday) people who have requested an RA but not yet completed the Mandatory Vaccination Certification in MyEnergy.*

✓ COVID related reasonable Accommodation Requests received (as of Nov 1)

- Vaccine Mandate Total: 310
- Religious: 256 (83%)
- Medical: 54 (17%)

Monday's data –  
For comparison

RA DATA UPDATED MONDAY, WEDNESDAY AND FRIDAY

Vaccination Status for Mission Essential Functions and Essential Support Functions												
11/3/2021												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	n	%	n	%	n	%	n	%	n	%
Mission Essential		159	130	77%	4	2%	1	1%	26	15%	8	5%
Essential Support		1750	1,360	78%	68	4%	7	0%	207	12%	108	6%
Total		1919	1,490	78%	72	4%	8	0%	233	12%	116	6%
by Exception												
		Extended Leave			RA Request		Other**		Total Exemptions			
		n	n	%	n	%	n	%	n	%	n	%
Mission Essential		159	1	1%	23	14%	—	—	24	14%		
Essential Support		1750	5	0.3%	223	13%	2	0%	230	13%		
Total		1919	6	0.3%	246	13%	2	0%	254	13%		
*Other include: deceased, transfers to another agency at SFO, and new employees												
by Org												
		Fully Vaccinated			Not Fully Vaccinated		Appointment		Not Vaccinated		Not Responded	
		n	n	%	n	%	n	%	n	%	n	%
MEF	PGSD	20	(b)(6)									
	PTFA	14										
	TOOC	16										
	TOOP	15										
	TORD	25										
	TORM	24										
	TORO	11										
	TORS	7										
	TTOM	9										
	TTSE	16										
ESA	CBC	5	(b)(6)									
	OK	3										
	OKP	5										
	EC	4										
	ECC	12										
	ECF	9										
	ECP	3										
	ECT	5										
	EP	5										
	EPI	7										
	EPR	10										
	FC	8										
	FTL	7										
	FTO	1										
	FTOA	4										
	FTOT	5										
	JCD	20										
	JCO	5										
	JLS	5										
	JLSC	5										
	JLSI	5										

	JLSP	10	(b)(6)
	JLSR	8	
	JLST	14	
	JND	3	
	JNDI	5	
	JNDN	12	
	JNPC	8	
	JNPS	14	
	JNRA	5	
	JNRD	2	
	JNRF	8	
	JNRS	5	
	KSC	10	
	KSM	10	
	LG	13	
	LN	14	
	LP	10	
	LT	10	
	NF	3	
	NFC	5	
	NFF	8	
	NFO	6	
	NN	1	
	NNC	5	
	NNP	8	
	NNT	8	
	NSFE	5	
	NSFM	29	
	NSFP	4	
	NSL	3	
	NSLM	4	
	NSLT	4	
	NSLW	17	
	NSP	10	
	NSS	1	
	NSSF	21	
	NSSP	18	
	NSSS	10	
	NSSV	23	
	NST	5	
	NSTP	7	
	NSTS	6	
	NW	2	
	NWF	5	
	NWFC	2	
	NWFR	4	
	NWM	5	
	NWP	1	
	NWPP	3	
	NWPS	4	
	PEJB	5	

	PEJD	14	(b)(6)
	PES	4	
	PGA	6	
	PGAC	4	
	PGAF	7	
	PGL	5	
	PGPO	10	
	PGPW	9	
	PGSP	11	
	PGST	7	
	PSB	3	
	PSE	8	
	PSSE	6	
	PSST	5	
	PTF	2	
	PTK	4	
	PTKC	8	
	PTKS	9	
	PTM	1	
	PTMA	8	
	TAA	13	
	TEBI	7	
	TEL	3	
	TELC	13	
	TELD	10	
	TELF	5	
	TELP	18	
	TER	1	
	TERG	17	
	TEIC	18	
	TETO	6	
	TEZM	14	
	TEZP	16	
	TF	10	
	TFA	1	
	TFAW	6	
	TFB	5	
	TFBV	14	
	TFC	1	
	TFCB	6	
	TFCC	3	
	TFCD	5	
	TFCE	4	
	TFCF	6	
	TFD	1	
	TFDB	7	
	TFDC	5	
	TFDD	3	
	TFDE	7	
	TFDF	4	
	TFDG	10	



	TFDH	4	(b)(6)
	TFDI	4	
	TFDI	5	
	TFE	2	
	TFEB	3	
	TFEC	3	
	TFED	4	
	TFEE	3	
	TFEF	6	
	TFEL	3	
	TFEM	2	
	TFEO	4	
	TFEP	5	
	TFH	12	
	TFHE	77	
	TFHI	18	
	TFHS	47	
	TFI	3	(b)(6)
	TFIC	4	
	TFIF	5	
	TFIG	5	
	TFH	4	
	TFH	3	
	TFHO	2	
	TFK	1	
	TFKB	3	
	TFRC	4	
	TFKD	3	
	TFKE	5	
	TFK	4	
	TFK	2	
	TFRI	2	
	TFL	2	
	TFIR	7	
	TFIC	3	
	TFID	5	
	TFIE	5	
	TFIF	3	
	TFIJ	2	
	TFM	2	
	TFNB	7	
	TFNC	3	
	TFND	5	
	TFNE	5	
	TFNF	4	
	TFNO	3	
	TFO	1	
	TFGB	9	
	TFOC	5	
	TFOO	5	
	TFOE	5	

	TFOF	6	(b)(6)
	TFOK	5	
	TFON	4	
	TFQY	3	
	TFP	1	
	TFPA	5	
	TFPB	5	
	TFPC	4	
	TFPD	3	
	TFPE	4	
	TFPF	6	
	TFPG	5	
	TFPH	3	
	TFPI	4	
	TFPJ	6	
	TFPL	2	
	TFPM	3	
	TFPO	4	
	TFR	2	
	TFRB	4	
	TFRC	1	
	TFRD	3	
	TFRE	5	
	TFRF	7	
	TFRG	3	
	TFRH	1	
	TFRI	2	
	TFRI	3	
	TFS	1	
	TFSB	10	
	TFS	4	
	TFSD	8	
	TFSE	8	
	TFSF	7	
	TFSL	4	
	TFST	3	
	TFSW	2	
	TFV	2	
	TFVB	5	
	TFVC	1	
	TFVD	4	
	TFVE	5	
	TFVG	6	
	TFVH	5	
	TFVI	4	
	TFVI	7	
	TFVK	6	
	TFW	1	
	TFWB	6	
	TFWC	4	
	TFWD	7	

	TEWE	7	(b)(6)			
	TFWF	7				
	TFWK	5				
	TFWV	3				
	TFZ	88				
	TOI	3				
	TOOS	4				
	TOR	4				
	TORF	11				
	TORW	17				
	TOZ	8				
	TPCC	5				
	TPCF	11				
	TPCR	5				
	TPM	2				
	TPPC	3				
	TS	1				
	TSE	15				
	TSE3	12				
	TSR	1				
	TSRF	8				
	TSRG	10				
	TYC	2				
	TYCO	13				
	TYCT	12				
	TYOE	10				
	TYOH	10				
	TYOV	5				
	TYS	2				
	TYSD	11				
	TYST	5				
Total			#REF!	#REF!	—	—
			#REF!	#REF!	—	—

From: Fickes, Anne Macron (BPA) - H-1  
Sent: Tue Oct 26 13:36:15 2021  
To: Lahti, John A (BPA) - TF-DITT-2  
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Tyson, Ivy L (BPA) - TA-DITT-2  
Subject: Vaccination Certification Results for TF  
Importance: Normal

Hi John,

We are still doing the analysis on areas of concerns but our team provided a deeper dive on the summary data for TF. More to come!

Transmission Field	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
Tier II												
TF	(b)(6)										10	100%
TFA											18	100%
TFB											28	100%
TFH	94	60%	16	10%	2	1%	19	12%	25	16%	156	100%
East Region	65	40%	12	7%		0%	43	27%	41	25%	161	100%
North Region	87	63%	9	6%	2	1%	23	17%	18	13%	139	100%
South Region	143	72%	4	2%		0%	21	11%	30	15%	198	100%
TFZ	(b)(6)										49	100%
Grand Total	458	60%	50	7%	6	1%	123	16%	122	16%	759	100%

Anne Fickes  
Acting Director | Human Resources Service Center  
Bonneville Power Administration  
U.S. Department of Energy  
503.230.3240

(b)(6)



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(b)(6)



(b)(6)



(b)(6)



(b)(6)





(b)(6)



(b)(6)



(b)(6)



(b)(6)



From: Capps,Stephan A (BPA) - NW-1  
Sent: Wed Oct 13 17:27:26 2021  
To: Cooper,Suzanne B (BPA) - P-6; Shaheen,Richard L (BPA) - T-DITT-2  
Cc: Lahti,John A (BPA) - TF-DITT-2; Cathcart,Michelle M (BPA) - TO-DITT-2; Leady Jr,William J (BPA) - K-7; Hall,Lee J (BPA) - PES-6  
Subject: FW: MEF / ESA list  
Importance: Normal

FYI. This data is as of 10/8. We won't show the numbers on a slide tommow.

steve

From: Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>  
Sent: Wednesday, October 13, 2021 4:20 PM  
To: Racicot,I,ynda S (BPA) - CNH-7 <lsracicot@bpa.gov>  
Cc: Blackwood,Rebecca S (BPA) - HW-1 <rsblackwood@bpa.gov>; Larimore,Amy H (CONTR) - HIW-1 <ahlarimore@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Nice,Lori (BPA) - N-7 <lnice@bpa.gov>  
Subject: RE: MEF / ESA list

Hello,

The HR Analysts pulled together the information today. Here you go – the following includes all BPA.

	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
ESA	393	74%	6	1%	24	5%	89	17%	19	4%	531	100%
MEF	98	62%	2	1%	7	4%	44	28%	8	5%	159	100%
Grand Total	491	71%	8	1%	31	4%	133	19%	27	4%	690	100%

All ESA/MEF by Org

Org		Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
		n	%	n	%	n	%	n	%	n	%	n	%
MEF	KSL	(b)(6)										12	100%
	PGSD											20	100%

PTFR	(b)(6)	14	100%
TOOC	(b)(6)	16	100%
TOOP	(b)(6)	16	100%
TORD	(b)(6)	25	100%
TORM	(b)(6)	24	100%
TORS	(b)(6)	8	100%
TTOM	(b)(6)	9	100%
TTSE	(b)(6)	15	100%
ESA DK	(b)(6)	2	100%
DKP	(b)(6)	6	100%
FTO	(b)(6)	1	100%
JCO	(b)(6)	6	100%
JND	(b)(6)	3	100%
JNDI	(b)(6)	5	100%
JNDN	(b)(6)	12	100%
JNPC	(b)(6)	8	100%
KSC	(b)(6)	10	100%
KSM	(b)(6)	10	100%
NF	(b)(6)	4	100%
NFC	(b)(6)	6	100%
NFF	(b)(6)	8	100%
NFO	(b)(6)	6	100%

NN	(b)(6)	1	100%
NNC	(b)(6)	6	100%
NNP	(b)(6)	8	100%
NNT	(b)(6)	8	100%
NS	(b)(6)	1	100%
NSFP	(b)(6)	4	100%
NSL	(b)(6)	3	100%
NSLT	(b)(6)	4	100%
NSLW	(b)(6)	17	100%
NSTP	(b)(6)	7	100%
NSTS	(b)(6)	6	100%
NW	(b)(6)	2	100%
NWF	(b)(6)	6	100%
NWFC	(b)(6)	2	100%
NWFR	(b)(6)	4	100%
NWM	(b)(6)	6	100%
NWP	(b)(6)	1	100%
NWPP	(b)(6)	3	100%
NWPS	(b)(6)	4	100%
PEJB	(b)(6)	6	100%
PEJD	(b)(6)	14	100%
PES	(b)(6)	4	100%



PGPW	(b)(6)	9	100%
PGSP		12	100%
PGST		9	100%
PSB		3	100%
PSE	(b)(6)	8	100%
PSSE		6	100%
PTF		2	100%
PTK		2	100%
TEBI	(b)(6)	8	100%
TELP		18	100%
TFAW		7	100%
TFB		5	100%
TFBV		14	100%
TFDB		7	100%
TFDC		5	100%
TFDD		3	100%
TFDF		4	100%
TFH	(b)(6)	13	100%
TFHQ		20	100%
TFHS		47	100%
TFIG		5	100%
TFL		2	100%

TFN	(b)(6)								2	100%		
TFRE									5	100%		
TFS	(b)(6)								1	100%		
TFSW									2	100%		
TFV									2	100%		
TFW									1	100%		
TOI									3	100%		
TORO									11	100%		
TPCC									5	100%		
TPCF									11	100%		
TSE									15	100%		
TTCO									12	100%		
TTCT									12	100%		
TTOE									10	100%		
TTOH									10	100%		
TTSD									11	100%		
TTST									5	100%		
Grand Total	491	71%	8	1%	31	4%	133	19%	27	4%	690	100%

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**From:** Leady Jr,William J (BPA) - K-7  
**Sent:** Thursday, October 21, 2021 7:40 PM  
**To:** Hairston,John L (BPA) - A-7; Furrer,Robin R (BPA) - N-7; Cook,Joel D (BPA) - K-7; James,Daniel M (BPA) - D-7; Capps,Stephan A (BPA) - NW-1; Kuhn,Shana L (BPA) - NS-4400-LL; Shaheen,Richard L (BPA) - T-DITT-2; Hall,Lee J (BPA) - PES-6; Harris,Marcus A (BPA) - F-2; Chong Tim,Marcus H (BPA) - L-7; Cooper,Suzanne B (BPA) - P-6; Laylo,Sarah M (BPA) - NN-1; Berry,Benjamin L (BPA) - J-3; Fickes,Anne Macron (BPA) - H-1; Scruggs,Joel L (BPA) - DK-7; Cathcart,Michelle M (BPA) - TO-DITT-2; Lahti,John A (BPA) - TF-DITT-2  
**Cc:** Leady Jr,William J (BPA) - K-7  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status  
**Attachments:** Mandatory Vaccination Certification MyEnergy - Daily update (21 OCT 2021).pptx

Sir, Ma'am,

Please see the update on where we stand on the Mandatory Vaccination Certification in MyEnergy reporting. We will send this out today, tomorrow and Monday. By Tuesday we should be able to provide some more meaningful information.

**Bill Leady P.E.**

Asset Manager | K

**BONNEVILLE POWER ADMINISTRATION**

[bpa.gov](http://bpa.gov) | Office 503-230-4270 | Cell (b)(6)

**Mandatory Vaccination Certification in MyEnergy – Status as of 5 pm Oct 21<sup>th</sup>**

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2,898	1,847	69	10	128	844
	63.7%	2.4 %	0.35%	4.4%	29.1%

	Total	Fully vaccinated	Pending 2nd shot	Not vaccinated	Not responded
MEF	186	93	17	19	84
		50.0%	9.1%	10.2%	45.2%
ESA	539	361	17	19	142
		67.0%	3.2%	3.5%	26.3%

**Mandatory Vaccination Certification in MyEnergy – Status as of 4 pm Oct 20<sup>th</sup>**

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2,898	1,672	55	5	85	1081
	57.7%	2.0 %	0.2%	2.9%	37.3%

	Total	Fully vaccinated	Pending 2nd shot	Not vaccinated	RA	Not responded
MEF	177	69	4			104
		39.0%	2.3%	0.0%	0.0%	58.8%
ESA	539	316	11	2	1	209
		58.6%	2.0%	0.4%	0.2%	38.8%

Yesterday's data –  
For comparison

### Reasonable Accommodations

✓ COVID related reasonable Accommodation Requests received (as of Oct 21, 3:00 pm)

- Vaccine Mandate Total: 248
- Religious: 200 (81%)
- Medical: 44 (17%)
- Other: 4 (2%)

*NOTE: We have 244 COVID related reasonable accommodation request submitted but only 128 (first slide) people reporting in MyEnergy that they are unvaccinated. This means we have a gap of at least 166 people who have requested an RA but not yet completed the Mandatory Vaccination Certification in MyEnergy.*

✓ COVID related reasonable Accommodation Requests received (as of Oct 20, 4:00 pm)

- Vaccine Mandate Total: 238
- Religious: 193 (81%)
- Medical: 41 (17%)
- Other: 4 (2%)

Yesterday –  
For comparison



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**From:** Capps,Stephan A (BPA) - NW-1  
**Sent:** Wednesday, October 27, 2021 4:52 PM  
**To:** Lahti,John A (BPA) - TF-DITT-2; Cathcart,Michelle M (BPA) - TO-DITT-2  
**Cc:** Shaheen,Richard L (BPA) - T-DITT-2; Leady Jr,William J (BPA) - K-7; Hall,Lee J (BPA) - PES-6; Fickes,Anne Macron (BPA) - H-1  
**Subject:** FW: 2021.10.22 MEF-ESA Vaccination Status - Draft - Version 2.pptx  
**Attachments:** 2021.10.22 MEF-ESA Vaccination Status - Draft - Version 2.pptx

These are the updated numbers that we have. The data systems are not perfect, so you may have better details.

I think we're good on slide 3 with TO.

John – please give slide 4 a sanity check.

We still haven't linked every submitted RA to specific orgs/job series. That is still a work in progress.

steve

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**From:** Capps,Stephan A (BPA) - NW-1  
**Sent:** Wednesday, October 27, 2021 4:42 PM  
**To:** Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>  
**Subject:** 2021.10.22 MEF-ESA Vaccination Status - Draft - Version 2.pptx



**BPA MEF/ESA Vaccination Status**

✓ BPA Roll up

# BFTEs	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2,898	2,040	75	14	173	596
	70.4%	2.6%	0.5%	6.0%	20.6%

✓ MEF/ESA Roll up

	Total	Fully vaccinated	Pending 2 <sup>nd</sup> shot	Not vaccinated	not vaccinated - appointment	Not responded
<b>MEF</b>	186	106	5	10	1	64
		57.0%	2.7%	5.4%	0.5%	34.4%
<b>ESA</b>	539	389	18	27	1	104
		72.2%	3.3%	5.0%	0.2%	19.3%

✓ MEF/ESA Orgs with no significant mission impacts: C, DK, E, F, J, KS, L, NF, NN, NW, PE, PS, TE, TS, TT

Suzanne / Richard Slide

Impacted MEF Organizations – Control Centers.

	<u>Position</u>	<u>Vaccinated</u>	<u>Not Vaccinated</u>	<u>RAs(est)</u>
Dittmer Dispatch				1
	Senior Gen System PUS(EIM)	(b)(6)		
Munro Dispatch				
	Senior System			
Duty Scheduling				
	Duty Schedulers Power Marketers			

*Note: Vaccinated includes those that need and second shot or have scheduled shots. Unvaccinated includes no response.*

**Critical TF Functions**

<u>Position</u>	<u>Vaccinated</u>	<u>Not Vaccinated</u>	<u>RAs</u>
Sub Operators	95	30	
PSC	(b)(6)		
SPC			
Linemen	48	60	
Sub Maintenance	127	72	

**Other Critical Functions**

<u>Position</u>	<u>Vaccinated</u>	<u>Not Vaccinated</u>	<u>RAs</u>
HMEM	(b)(6)		

*Note: Vaccinated includes those that need and second shot or have scheduled shots. Unvaccinated includes no response.*

**From:** Fickes, Anne Macron (BPA) - H-1  
**Sent:** Thu Oct 28 07:47:29 2021  
**To:** Cathcart, Michelle M (BPA) - TO-DITT-2  
**Cc:** Shaheen, Richard L (BPA) - T-DITT-2; Tyson, Ivy L (BPA) - TA-DITT-2  
**Subject:** FW: Vaccination Certification Summary for T  
**Importance:** Normal

Good Morning Michelle,

This email contains an additional breakdown of the TO data by occupational series, location and pay plan – data is from Tuesday morning. The information should only be shared with those that have a need to know (e.g. in chain of command). Let me know if you have any questions/concerns, thanks!

Conditional formatting allows you to easily focus on potential areas of concerns.

- Red = 15% or higher for either not vaccinated or not responded
- Yellow = 30% or higher for not vaccinated and not responded

The area of potential concerns:

- 34% of 52 Dispatchers not vaccinated (21%) or did not respond (13%)
- 22% of 46 Spokane employees not vaccinated (15%) or did not respond (7%)

TO	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
Occ Series												
0301	(b)(6)										1	100%
0343											1	100%
0802											1	100%
0850											44	100%
1101											10	100%
1130											40	100%
1501											1	100%
1529											1	100%
1601											8	100%

2210	(b)(6)										1	100%
5407	30	58%	3	6%	1	2%	11	21%	7	13%	52	100%
<b>Grand Total</b>	<b>123</b>	<b>77%</b>	<b>3</b>	<b>2%</b>	<b>2</b>	<b>1%</b>	<b>20</b>	<b>13%</b>	<b>12</b>	<b>8%</b>	<b>160</b>	<b>100%</b>

TO	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Location	n	%	n	%	n	%	n	%	n	%	n	%
Auburn	(b)(6)										1	100%
Snohomish	(b)(6)										1	100%
Spokane	(b)(6)										46	100%
Vancouver	89	79%		0%	1	1%	13	12%	9	8%	112	100%
<b>Grand Total</b>	<b>123</b>	<b>77%</b>	<b>3</b>	<b>2%</b>	<b>2</b>	<b>1%</b>	<b>20</b>	<b>13%</b>	<b>12</b>	<b>8%</b>	<b>160</b>	<b>100%</b>

TO	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Pay Plan	n	%	n	%	n	%	n	%	n	%	n	%
Hourly	30	58%	3	6%	1	2%	11	21%	7	13%	52	100%
Annual	92	86%		0%	1	1%	9	8%	5	5%	107	100%
SES	(b)(6)										1	100%
<b>Grand Total</b>	<b>123</b>	<b>77%</b>	<b>3</b>	<b>2%</b>	<b>2</b>	<b>1%</b>	<b>20</b>	<b>13%</b>	<b>12</b>	<b>8%</b>	<b>160</b>	<b>100%</b>

**From:** Fickes, Anne Macron (BPA) - H-1  
**Sent:** Tuesday, October 26, 2021 1:34 PM  
**To:** Shaheen, Richard L (BPA) - T-DITT-2 <rlshaheen@bpa.gov>; Tyson, Ivy L (BPA) - TA-DITT-2

<iltyson@bpa.gov>; Miller, Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Lahti, John A (BPA) - TF-DITT-2 <jalahti@bpa.gov>; Cathcart, Michelle M (BPA) - TO-DITT-2 <mmcathcart@bpa.gov>; Cook, Jeffrey W (BPA) - TP-DITT-2 <jwcook@bpa.gov>; Ko, Tina G (BPA) - TS-DITT-2 <tgko@bpa.gov>; Hunter, Kimberly A (BPA) - TTB-MODD <kahunter@bpa.gov>  
Cc: Alders, Kyna L (BPA) - PGL-5 <klalders@bpa.gov>  
Subject: Vaccination Certification Summary for T

Good Afternoon,

The following is a summary of the vaccination certification results as of 8:00 a.m. as well as the total number of RA requests. We are analyzing the data and will reach out with areas of potential concern. Also MEF/ESA reports will be provided shortly as well. No action needed at this time and we will continue to keep you apprised on next steps. Thanks!

All Transmission	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Tier II	n	%	n	%	n	%	n	%	n	%	n	%
T	(b)(6)										2	100%
TA	(b)(6)										23	100%
TD	(b)(6)										22	100%
TE	261	84%	9	3%	1	0%	24	8%	15	5%	310	100%
TF	458	60%	50	7%	6	1%	123	16%	122	16%	759	100%
TO	123	77%	3	2%	2	1%	20	13%	12	8%	160	100%
TP	99	79%	3	2%	1	1%	13	10%	9	7%	125	100%
TS	63	77%	4	5%	2	2%	8	10%	5	6%	82	100%
TT	95	85%	6	5%		0%	8	7%	3	3%	112	100%
Grand Total	1139	71%	75	5%	12	1%	200	13%	169	11%	1595	100%

Reasonable Accommodation Requests  
TA (b)(6)



TD: [REDACTED]  
TE: [REDACTED]  
TF: [REDACTED]  
TO: [REDACTED]  
TP: [REDACTED]  
TS: [REDACTED]  
TT: [REDACTED]

**Anne Fickes**  
*Acting Director | Human Resources Service Center*  
*Bonneville Power Administration*  
*U.S. Department of Energy*  
*503.230.3240*

From: Fickes, Anne Macron (BPA) - H-1  
Sent: Wed Oct 13 20:01:31 2021  
To: Cathcart, Michelle M (BPA) - TO-DITT-2  
Cc: Shaheen, Richard L (BPA) - T-DITT-2; Tyson, Ivy L (BPA) - TA-DITT-2; Alders, Kyna L (BPA) - K-7  
Subject: FW: Attestation Summary for Transmission  
Importance: Normal

Hi Michelle,

We filtered the attestation information by location and occupational series. We are sharing these additional reports, where applicable, and below is the info for TO.

- We did not provide breakdowns where there are not at least 5 employees to ensure confidentiality.
- This information is for awareness purposes only and guidance is coming very soon on next steps.

I wanted to highlight the 2 following data points for your awareness.

- (b)(6)
- 

As of yesterday, there are 13 RA requests for TF. Again, guidance will be coming soon.

Duty Location	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
Auburn	(b)(6)										1	100%
Snohomish	(b)(6)										1	100%
Spokane	(b)(6)										47	100%
Vancouver	76	67%	3	3%	4	4%	23	20%	7	6%	113	100%
Grand Total	96	59%	4	2%	6	4%	46	28%	10	6%	162	100%

Occ Series	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
0301	(b)(6)										1	100%
0343	(b)(6)										1	100%

0802	(b)(6)								1	100%		
0850	(b)(6)								46	100%		
1101	(b)(6)								10	100%		
1130	(b)(6)								40	100%		
1501	(b)(6)								1	100%		
1529	(b)(6)								1	100%		
1601	(b)(6)								8	100%		
2210	(b)(6)								1	100%		
5407	12	23%	0%	2	4%	32	62%	6	12%	52	100%	
Grand Total	96	59%	4	2%	6	4%	46	28%	10	6%	162	100%

**From:** Fickes, Anne Macron (BPA) - H-1

**Sent:** Friday, October 8, 2021 2:01 PM

**To:** Shaheen, Richard L (BPA) - T-DITT-2 <rlshaheen@bpa.gov>; Tyson, Ivy L (BPA) - TA-DITT-2 <iltyson@bpa.gov>; Miller, Mike P (BPA) - TE-DITT-2 <mpmiller@bpa.gov>; Lahti, John A (BPA) - TF-DITT-2 <jalahti@bpa.gov>; Cathcart, Michelle M (BPA) - TO-DITT-2 <mmcathcart@bpa.gov>; Cook, Jeffrey W (BPA) - TP-DITT-2 <jwcook@bpa.gov>; Ko, Tina G (BPA) - TS-DITT-2 <tgko@bpa.gov>; Hunter, Kimberly A (BPA) - TTB-MODD <kahunter@bpa.gov>

**Subject:** Attestation Summary for Transmission

Good Afternoon,

We have received the attestation data and are in the process of reviewing/filtering the information as quickly as possible. The attestation reporting system is closing tonight. Next week, DOE will release an updated online mandatory vaccination certification system where employees will be required to provide their vaccination documentation.

At this time, the data for your organization is as follows. We anticipate providing additional reports next week based on occupational series and location to help identify if there are areas of concern. If there is an area where you may need additional detailed information, please let me know.

	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
Tier II	n	%	n	%	n	%	n	%	n	%	n	%

T	(b)(6)										2	100%
TA											23	100%
TD											25	100%
TE	245	78%	8	3%	15	5%	40	13%	7	2%	315	100%
TF	367	48%	22	3%	38	5%	264	35%	67	9%	758	100%
TO	96	59%	4	2%	6	4%	46	28%	10	6%	162	100%
TP	94	78%	1	1%	3	3%	18	15%	4	3%	120	100%
TS	58	73%	2	3%	4	5%	13	16%	3	4%	80	100%
TT	87	79%	4	4%	4	4%	15	14%		0%	110	100%
<b>Grand Total</b>	<b>986</b>	<b>62%</b>	<b>41</b>	<b>3%</b>	<b>75</b>	<b>5%</b>	<b>400</b>	<b>25%</b>	<b>93</b>	<b>6%</b>	<b>1595</b>	<b>100%</b>

We will wait for additional guidance from the Department and keep you apprised on next steps.

**Anne Fickes**

*Acting Director | Human Resources Service Center*

*Bonneville Power Administration*

*U.S. Department of Energy*

*503.230.3240*

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**From:** Fickes, Anne Macron (BPA) - H-1  
**Sent:** Monday, November 1, 2021 5:24 PM  
**To:** Shaheen, Richard L (BPA) - T-DITT-2; Tyson, Ivy L (BPA) - TA-DITT-2  
**Subject:** Updated vaccine info for T  
**Attachments:** Transmission.xlsx

**List of employees who are not vaccinated or have not responded in MyEnergy AND have not submitted RA requests or don't appear to be on extended leave**

**Information in this email should only be shared with those that have a need to know and are in the management chain of command**

No action needed; I am following up with the individual T VPs

Hi Richard and Ivy,

We have reviewed the list of employees who stated they are not vaccinated or did not respond in MyEnergy and compared this with the list of employees that have requested reasonable accommodation (RA) and/or are on extended leave.

Attached in tab 1 is a list of employees who have not completed their vaccination certification in MyEnergy and are not on the RA request/extended leave list.

- *Note:* Counseling letters will be issued as early as November 9<sup>th</sup> to employees who have not responded.
- Our RA Coordinator reached out today to employees that have submitted RA requests but have not completed their vaccination certification in MyEnergy; these folks are not listed in the attached.

Attached in tab 2 is a list of employees who have responded they are not vaccinated and do not have pending RA requests.

- No action needed as this list is for awareness purposes only. *Note:* Counseling letters will be issued as early as November 9<sup>th</sup> to employees that are not vaccinated and do not have pending reasonable accommodation requests.

**Anne Fickes**

*Acting Director | Human Resources Service Center  
Bonneville Power Administration  
U.S. Department of Energy  
503.230.3240*

(b)(6)



(b)(6)





(b)(6)



**From:** Capps,Stephan A (BPA) - NW-1  
**Sent:** Wednesday, October 20, 2021 2:03 PM  
**To:** James,Daniel M (BPA) - D-7; Furrer,Robin R (BPA) - N-7; Cook,Joel D (BPA) - K-7  
**Cc:** Shaheen,Richard L (BPA) - T-DITT-2; Cooper,Suzanne B (BPA) - P-6; Kuhn,Shana L (BPA) - NS-4400-LL; Nice,Lori (BPA) - N-7; Alders,Kyna L (BPA) - PGL-5; Leady Jr,William J (BPA) - K-7  
**Subject:** MEF/ESA Vaccination Stats  
**Attachments:** ESA\_MEF by Org 10.20.21.xlsx

Team – FYI – no action required.

I just sent out the latest MEF/ESA vaccination stats to the Tier 2 managers. The goal is to do this once a day. The attached spreadsheet is a rollup of our MEF/ESA organizations.

Over all, our numbers are (not responded = 1147):

Employees for Org.	Fully Vaccinated	Pending 2nd Shot	Has Aged	Not Vaccinated
2,898	1,620	53	3	75

**Stephan Capps**  
Director of Facilities and Workplace Services  
Bonneville Power Administration  
Office 503-230-4498, Mobile (b)(6)  
[sacapps@bpa.gov](mailto:sacapps@bpa.gov)

**From:** Fickes, Anne Macron (BPA) - H-1  
**Sent:** Fri Oct 08 13:52:58 2021  
**To:** Furrer, Robin R (BPA) - N-7; Bea, Brad A (BPA) - NF-MODW; Laylo, Sarah M (BPA) - NN-1; Linson, Trudy W (BPA) - NST-4400-LL; Capps, Stephan A (BPA) - NW-1; Berry, Benjamin L (BPA) - J-3; Nice, Lori (BPA) - N-7  
**Subject:** Attestation Summary for CAO  
**Importance:** Normal

Good Afternoon,

We have received the attestation data and are in the process of reviewing/filtering the information as quickly as possible. The attestation reporting system is closing tonight. Next week, DOE will release an updated online mandatory vaccination certification system where employees will be required to provide their vaccination documentation.

At this time, the data for your organization is as follows. We anticipate providing additional reports next week based on occupational series and location to help identify if there are areas of concern. If there is an area where you may need additional detailed information, please let me know.

Tier II	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
N	(b)(6)										11	100%
J	157	82%	5	3%	6	3%	16	8%	7	4%	191	100%
NF	(b)(6)										24	100%
NN	(b)(6)										23	100%
NS	115	69%	6	4%	9	5%	26	16%	11	7%	167	100%
NW	(b)(6)										33	100%
Grand Total	348	78%	12	3%	19	4%	50	11%	20	4%	449	100%

We will wait for additional guidance from the Department and keep you apprised on next steps.

Anne Fickes  
Acting Director | Human Resources Service Center  
Bonneville Power Administration  
U.S. Department of Energy  
503.230.3240

**From:** Capps,Stephan A (BPA) - NW-1  
**Sent:** Wed Oct 13 17:37:22 2021  
**To:** Berry,Benjamin L (BPA) - J-3; Bea,Brad A (BPA) - NF-MODW; Laylo,Sarah M (BPA) - NN-1; Linson,Trudy W (BPA) - NST-4400-LL; Nice,Lori (BPA) - N-7  
**Cc:** Racicot,Lynda S (BPA) - CNH-7; Furrer,Robin R (BPA) - N-7  
**Subject:** MEF / ESA list - attestations  
**Importance:** Normal

Team – these are more detailed numbers (as of Oct 8).

On retirements, HCM has had ~10 inquiries on retirements that may be related to COVID, and one person has submitted. These are BPA numbers and not CAO specific. Please remember that we routinely expect more retirements in Dec and Jan.

It’s appropriate to share your org specific info with your managers. Please don’t distribute the entire list.

Thanks

steve

**From:** Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>  
**Sent:** Wednesday, October 13, 2021 4:20 PM  
**To:** Racicot,Lynda S (BPA) - CNH-7 <lsracicot@bpa.gov>  
**Cc:** Blackwood,Rebecca S (BPA) - HW-1 <rsblackwood@bpa.gov>; Larimore,Amy H (CONTR) - HW-1 <ahlarimore@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Nice,Lori (BPA) - N-7 <lnice@bpa.gov>  
**Subject:** RE: MEF / ESA list

Hello,

The IHR Analysts pulled together the information today. Here you go – the following includes all BPA.

	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
ESA	393	74%	6	1%	24	5%	89	17%	19	4%	531	100%
MEF	98	62%	2	1%	7	4%	44	28%	8	5%	159	100%
Grand Total	491	71%	8	1%	31	4%	133	19%	27	4%	690	100%

All ESA/MEF by Org

Org		Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
		n	%	n	%	n	%	n	%	n	%	n	%
MEF	KSL	(b)(6)										12	100%
	PGSD	(b)(6)										20	100%
	PTFR	(b)(6)										14	100%
	TOOC	(b)(6)										16	100%
	TOOP	(b)(6)										16	100%
	TORD	(b)(6)										25	100%
	TORM	(b)(6)										24	100%
	TORS	(b)(6)										8	100%
	TTOM	(b)(6)										9	100%
	TTSE	(b)(6)										15	100%
ESA	DK	(b)(6)										2	100%
	DKP	(b)(6)										6	100%
	FTO	(b)(6)										1	100%
	JCO	(b)(6)										6	100%
	JND	(b)(6)										3	100%
	JNDI	(b)(6)										5	100%
	JNDN	(b)(6)										12	100%
	JNPC	(b)(6)										8	100%
	KSC	(b)(6)										10	100%
	KSM	(b)(6)										10	100%

NF	(b)(6)	4	100%
NFC		6	100%
NFF		8	100%
NFO		6	100%
NN		1	100%
NNC		6	100%
NNP		8	100%
NNT		8	100%
NS		1	100%
NSFP		4	100%
NSL		3	100%
NSLT		4	100%
NSLW		17	100%
NSTP		7	100%
NSTS		6	100%
NW		2	100%
NWF		6	100%
NWFC		2	100%
NWFR		4	100%
NWM		6	100%
NWP		1	100%
NWPP		3	100%

NWPS	(b)(6)	4	100%
PEJB		6	100%
PEJD		14	100%
PES		4	100%
PGPW		9	100%
PGSP		12	100%
PGST		9	100%
PSB		3	100%
PSE		8	100%
PSSE		6	100%
PTF		2	100%
PIK		2	100%
TEBI		8	100%
TELP		18	100%
TFAW		7	100%
TFB		5	100%
TFBV		14	100%
TFDB		7	100%
TFDC		5	100%
TFDD		3	100%
TFDF		4	100%
TFH		13	100%



TFHQ	(b)(6)										20	100%
TFHS											47	100%
TFIG											5	100%
TFL											2	100%
TFN											2	100%
TFRE											5	100%
TFS											1	100%
TFSW											2	100%
TFV											2	100%
TFW											1	100%
TOI											3	100%
TORO											11	100%
TPCC											5	100%
TPCF											11	100%
TSE											15	100%
TTCO											12	100%
TTCT											12	100%
TTOE											10	100%
TTOH											10	100%
TTSD											11	100%
TTST											5	100%
Grand Total	491	71%	8	1%	31	4%	133	19%	27	4%	690	100%

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**From:** Capps,Stephan A (BPA) - NW-1  
**Sent:** Wednesday, September 22, 2021 1:08 PM  
**To:** Furrer,Robin R (BPA) - N-7; Leady Jr,William J (BPA) - K-7; Hall,Lee J (BPA) - PES-6; Fickes,Anne Macron (BPA) - NH-1; Wingert,Kevin M (BPA) - DKP-7; Kuhn,Shana L (BPA) - NS-4400-LL  
**Cc:** Laylo,Sarah M (BPA) - NN-1; Hawkins,Sarah T (BPA) - LG-7  
**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations  
**Attachments:** Draft Message for DASH-1s to Send to Incomplete Attestations.docx

We've never switched from voluntary to mandatory reporting. The reporting became mandatory for BFTE on 16 Sept after the new guidance was issued, but we were waiting on additional implementing guidance.

Recommend that we start the communications explaining this change, and then asking them to go into the system.

This communication also bypasses every manager in the leadership chain. Those frontline managers have to enforce compliance. If the department wants John to send a notice out, I think it may be better to have John send a message to all BFTEs (or all managers) and then follow up through the leadership with the list of names. Sending it straight to employees leaves the manager in the dark – they can't follow up with the necessary conversations if they are out of the loop.

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**From:** Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 12:09 PM  
**To:** Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Fickes,Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Wingert,Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>; Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>  
**Subject:** Draft Message for DASH-1s to Send to Incomplete Attestations

John and I have received the list of employees who have not provided attestations in an entrusted email. (Anne and Shana also have it).

There are approx. 600 employees who have not provided an attestation and the email asks John to send the draft message.

I'd like you all (in particular KevinW) to review/edit the draft message provided from DOE.

Perhaps we do a reminder in my weekly message – then follow up with the specific ask from John directly – or any other way you all might recommend best to handle this.

I await your advice.

**BCC:** those who are listed on your report

**Title:** COVID-19 Vaccination Attestation Showing Incomplete

Good afternoon,

The Department released its COVID-19 vaccination attestation system at the end of August. You are receiving this email because as of September 20, at 10 a.m. EST, you are identified as not completing your attestation in DOE's [MyEnergy](#) system. If you've completed the attestation since September 20 at 10 a.m., thank you for completing it. There is no need to respond back to this email; MyEnergy will record your completion electronically.

If you haven't, it is still necessary to go into [MyEnergy](#) to reflect your current vaccination status. Please complete this as soon as possible but no later than Friday, September 24. Also, if you believe you completed your attestation, but it was not recorded, please contact the EITS Service Desk at (301) 903-2500.

As you know, Federal employees [must be fully vaccinated](#) by November 22, 2021, except in limited circumstances in which an employee may be exempt due to a legally required [accommodation](#). Being fully vaccinated by November 22 is required regardless of your telework or onsite status. For additional information on the mandatory vaccination requirement, please see [DOE's Vaccination Flyer](#) as well as [additional information on getting vaccinated](#). You'll be able to update your record in MyEnergy if your vaccination status changes and will need to go into it again to upload proof of vaccination.

Login instructions and FAQs are on the main page. MyEnergy does not support Internet Explorer; please use Chrome or Microsoft Edge. Please contact the EITS Service Desk at (301) 903-2500 for any login issues or if you completed your attestation but it was not recorded.

Thank you for your continued support.

XXX

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**Information specific for Login.gov:**

Please note that in certain instances where a DOE badge is not available to initiate an account, Login.gov must be used. You must use your official work email address when using Login.gov so that DOE can map your response appropriately.

Login.gov will confirm your identify using other means, such as a driver's license or passport, in order to provide an account. If the documentation you provide cannot be verified (e.g., outdated driver's license), Login.gov will not provide you with an account.

If you are experiencing this type of issue ("failed to proof"), you will need to complete a hard copy form. Please send an email to [covid-19inquiries@hq.doe.gov](mailto:covid-19inquiries@hq.doe.gov) who will provide you with the appropriate form. Once complete, please email it back them encrypted. Do not send the form anywhere else. Please note that hard copy forms can only be used for those experiencing Login.gov issues.



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**From:** Cook,Joel D (BPA) - K-7  
**Sent:** Thursday, September 23, 2021 9:14 AM  
**To:** Furrer,Robin R (BPA) - N-7; James,Daniel M (BPA) - D-7; Hairston,John L (BPA) - A-7  
**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

Robin,

Do we have any further guidance yet (or know when we will get it) about being able to share individual vaccination status so that we can better plan for contingencies?

---

**From:** Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 12:10 PM  
**To:** Cook,Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>; James,Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>; Hairston,John L (BPA) - A-7 <[jlhairston@bpa.gov](mailto:jlhairston@bpa.gov)>  
**Subject:** FW: Draft Message for DASH-1s to Send to Incomplete Attestations

FYSA – let's let the experts noodle on this and advise us.

We should get a BPA written message (or a few).

Just wanted to keep you informed of the thread I'm pulling on this.

---

**From:** Furrer,Robin R (BPA) - N-7  
**Sent:** Wednesday, September 22, 2021 12:09 PM  
**To:** Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Fickes,Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Wingert,Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>; Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>  
**Subject:** Draft Message for DASH-1s to Send to Incomplete Attestations

John and I have received the list of employees who have not provided attestations in an entrusted email. (Anne and Shana also have it).

There are approx. 600 employees who have not provided an attestation and the email asks John to send the draft message.

I'd like you all (in particular KevinW) to review/edit the draft message provided from DOE.

Perhaps we do a reminder in my weekly message – then follow up with the specific ask from John directly – or any other way you all might recommend best to handle this.

I await your advice.

**From:** Fickes, Anne Macron (BPA) - H-1  
**Sent:** Fri Oct 08 13:44:39 2021  
**To:** Hairston, John L (BPA) - A-7; Cook, Joel D (BPA) - K-7; Furrer, Robin R (BPA) - N-7; James, Daniel M (BPA) - D-7  
**Cc:** Kuhn, Shana L (BPA) - NS-4400-LL; Nice, Lori (BPA) - N-7; Alders, Kyna L (BPA) - K-7; Capps, Stephan A (BPA) - NW-1; Leady Jr, William J (BPA) - K-7; Hall, Lee J (BPA) - PES-6; Laylo, Sarah M (BPA) - NN-1  
**Subject:** Summary of BPA Attestation Data  
**Importance:** Normal

Good Afternoon,

We have received the attestation data and are in the process of reviewing/filtering the information. The attestation reporting system is closing tonight. Next week, DOE will release an updated online mandatory vaccination certification system where employees will be required to provide their vaccination documentation.

I am sending organizational reports to the applicable tier I/II's. We anticipate providing additional reports next week based on occupational series and location to help identify if there are areas of concern. In the meantime, we will wait for additional guidance from the Department on next steps. Thanks!

	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
A	(b)(6)										19	100%
B											21	100%
C	52	88%		0%		0%	6	10%	1	2%	59	100%
D	(b)(6)										43	100%
E	111	93%	1	1%		0%	5	4%	3	3%	120	100%
F	77	83%	1	1%	2	2%	8	9%	5	5%	93	100%
H	59	81%		0%	4	5%	7	10%	3	4%	73	100%
J	157	82%	5	3%	6	3%	16	8%	7	4%	191	100%
K	52	87%	1	2%	1	2%	6	10%		0%	60	100%
L	47	90%		0%		0%	2	4%	3	6%	52	100%
N	191	74%	7	3%	13	5%	34	13%	13	5%	258	100%

P	258	91%	5	2%	7	2%	11	4%	3	1%	284	100%
T	986	62%	41	3%	75	5%	400	25%	93	6%	1595	100%
<b>Grand Total</b>	<b>2072</b>	<b>72%</b>	<b>61</b>	<b>2%</b>	<b>108</b>	<b>4%</b>	<b>496</b>	<b>17%</b>	<b>131</b>	<b>5%</b>	<b>2868</b>	<b>100%</b>

*Note – In merging the Dept's data with HRMIS information, there are 30 employees that are not showing as active and their information is not included. Just an FYI if you are comparing to the overall dashboard shared earlier.*

**Anne Fickes**

Acting Director | Human Resources Service Center

Bonneville Power Administration

U.S. Department of Energy

503.230.3240



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**From:** Capps,Stephan A (BPA) - NW-1  
**Sent:** Friday, October 8, 2021 11:09 AM  
**To:** Furrer,Robin R (BPA) - N-7  
**Subject:** RE: Dashboard  
**Attachments:** RE: Data Access; Substation Ops Vaccinations.xlsx

It's clunky slicing up this data – but here goes.....

The spreadsheet lists staff in the substation ops orgs. Out of 102, 70 are fully/partially vaccinated, 26 declined to respond, 4 no response, and 1 not vaccinated.

TO numbers are in the attached email.

Stupid question.....linemen are all in TLM orgs?

---

**From:** Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Sent:** Friday, October 8, 2021 10:12 AM  
**To:** Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>  
**Subject:** RE: Dashboard

What can you see about the Field Crafts?

In particular Linemen and Operators?

(Operators could maybe be an emergency assist to Dispatching worst case scenario as their role is an extension of the control centers)

---

**From:** Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>  
**Sent:** Friday, October 8, 2021 8:27 AM  
**To:** Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Subject:** FW: Dashboard

FYI. For some of the key orgs –

Duty schedulers (b)(6)

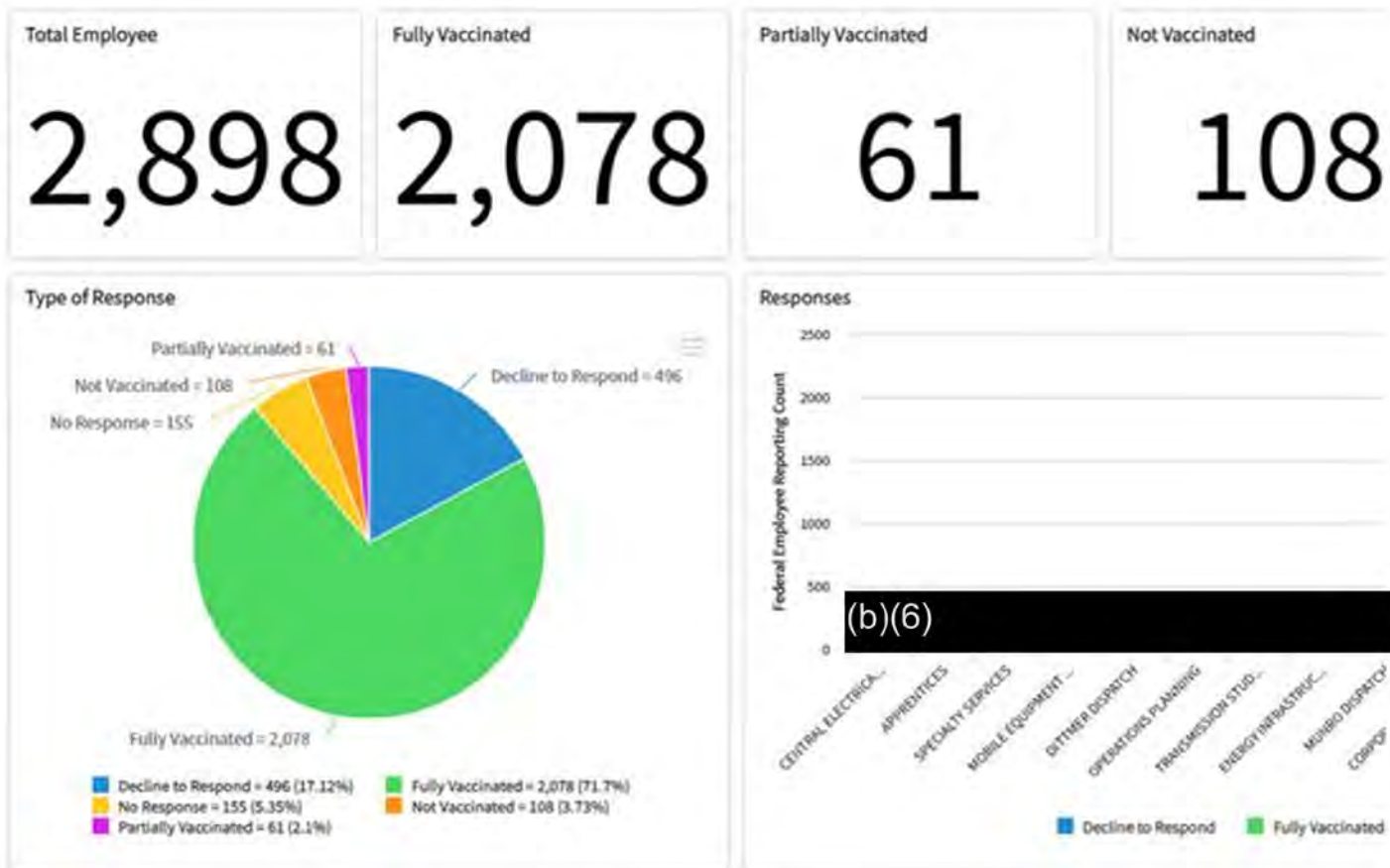
Dittmer dispatch: (b)(6)  
Munro dispatch: (b)(6)

I gave Michelle a heads up. I think she's out today.

---

**From:** Capps,Stephan A (BPA) - NW-1  
**Sent:** Friday, October 8, 2021 8:23 AM  
**To:** Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Subject:** Dashboard

I have access. Here are our numbers:



**Stephan Capps**

Director of Facilities and Workplace Services

Bonneville Power Administration

Office 503-230-4498, Mobile (b)(6)

[sacapps@bpa.gov](mailto:sacapps@bpa.gov)

**From:** [Capps,Stephan A \(BPA\) - NW-1](#)  
**To:** [Cathcart, Michelle M \(BPA\) - TO-DITT-2 <mmcathcart@bpa.gov>](#)  
**Cc:** [Kuhn, Shana L \(BPA\) - NS-4400-LL <slkuhn@bpa.gov>](#)  
**Subject:** RE: Data Access  
**Date:** Friday, October 8, 2021 10:07:00 AM  
**Attachments:** [image001.jpg](#)  
[image002.jpg](#)  
[TO Vaccination V2.xlsx](#)

Michelle – the data structure based on the org titles and not TO/TOR.....etc, so give me a heads up if I've missed something. For TOR, I included TORD, TORE, TORM, TORO, TORS, and TORW.

Shana will try to get the updated data to the MEF orgs today, so you may see this again in a different format.

Please use discretion when sharing this with your leadership team. I think it's good to have your key leaders take a collective look at this for contingency planning purposes, but don't share the entire list with everyone. Guidance Shana put out last time was:

I have prepared a data set for you that includes staff in the TE organizations who had not yet responded to the Vaccine attestation. The intent is to give you awareness and feel free to share with supervisors in your organizations as you think it is important. Our privacy officer asked that we only share the details of the names with those who have a "need to know" and are in the leadership chain of the individual on the list. This means you will need to share subsets of this data as appropriate at the TIII level if you want to distribute further.

steve

---

**From:** Cathcart,Michelle M (BPA) - TO-DITT-2 <mmcathcart@bpa.gov>  
**Sent:** Friday, October 8, 2021 8:57 AM  
**To:** Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>  
**Subject:** Data Access

should have said, i would like the data for all of TOR, TOOP and TOOC.

thank you,  
m

Sent from Workspace ONE Boxer

On Oct 8, 2021 8:08 AM, "Capps,Stephan A (BPA) - NW-1" <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)> wrote:  
I have access to the data (including names). I can get lists if you want them today.

Numbers for control centers are:

Dittmer Dispatch:

Total Employee	Fully vaccinated	Partially Vaccinated	Not Vaccinated	Optins to Respond	Not Responding
27	(b)(6)				

Munro Dispatch:

Total Employees

Fully Vaccinated

Partially Vaccinated

Not Vaccinated

Control or Susceptible

No Response

22

(b)(6)

**Stephan Capps**

Director of Facilities and Workplace Services

Bonneville Power Administration

Office 503-230-4498, Mobile (b)(6)

[sacapps@bpa.gov](mailto:sacapps@bpa.gov)

(b)(6)



(b)(6)



(b)(6)





(b)(6)



(b)(6)



(b)(6)

(b)(6)

**From:** Fickes, Anne Macron (BPA) - H-1  
**Sent:** Thu Oct 28 07:57:57 2021  
**To:** Linson, Trudy W (BPA) - NST-4400-LL  
**Cc:** Furrer, Robin R (BPA) - N-7; Nice, Lori (BPA) - N-7; Racicot, Lynda S (BPA) - N-7  
**Subject:** Add'l Vaccination Certification Results for NS  
**Importance:** Normal

Good Morning Trudy,

This email contains an additional breakdown of the NS data by occupational series, location and pay plan – data is from Tuesday morning. The information should only be shared with those that have a need to know (e.g. in chain of command). Let me know if you have any questions/concerns, thanks!

Conditional formatting in the attached report allows you to focus on potential areas of concern

- Red – 25% or higher for not vaccinated **or** not responded
- Yellow – 50% or higher for not vaccinated **and** not responded

**Potential area of concern**

- (b)(6)
- There are several locations with very few people where a high percentage are not vaccinated/did not respond
  - Goshen, Grande Coulee, Kalispell, Keizer, Kent, North Bend, Redmond, Spokane, The Dalles

NS	Fully Vaccinated		Not Fully Vaccinated -		Not Been Vaccinated -		Not Vaccinated		Not Responded		Total	
			Pending 2nd Shot		Appointment							
Duty Location	n	%	n	%	n	%	n	%	n	%	n	%
Ellensburg	(b)(6)										1	100%
Goshen	(b)(6)										1	100%
Grand Coulee	(b)(6)										1	100%
Idaho Falls	(b)(6)										1	100%
Kalispell	(b)(6)										3	100%
Keizer	(b)(6)										1	100%
Kent	(b)(6)										2	100%
North Bend	(b)(6)										1	100%

Olympia	(b)(6)										1	100%
Pasco											3	100%
Portland											28	100%
Redmond											2	100%
Snohomish											1	100%
Spokane											6	100%
The Dalles											2	100%
Umatilla											1	100%
Vancouver	96	85%	5	4%	1	1%	11	10%		0%	113	100%
<b>Grand Total</b>	<b>133</b>	<b>79%</b>	<b>8</b>	<b>5%</b>	<b>2</b>	<b>1%</b>	<b>17</b>	<b>10%</b>	<b>8</b>	<b>5%</b>	<b>168</b>	<b>100%</b>

NS	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Occ Series	n	%	n	%	n	%	n	%	n	%	n	%
0340	(b)(6)										1	100%
0343											8	100%
1101											3	100%
1102	61	91%	2	3%		0%	2	3%	2	3%	67	100%
1104	(b)(6)										2	100%
1199											4	100%
1601											3	100%
1670											6	100%
2001											6	100%

2003	(b)(6)										16	100%
2010											1	100%
2130											3	100%
2810											2	100%
5803											28	100%
6907											18	100%
<b>Grand Total</b>	<b>133</b>	<b>79%</b>	<b>8</b>	<b>5%</b>	<b>2</b>	<b>1%</b>	<b>17</b>	<b>10%</b>	<b>8</b>	<b>5%</b>	<b>168</b>	<b>100%</b>
<b>NS</b>	<b>Fully Vaccinated</b>		<b>Not Fully Vaccinated - Pending 2nd Shot</b>		<b>Not Been Vaccinated - Appointment</b>		<b>Not Vaccinated</b>		<b>Not Responded</b>		<b>Total</b>	
<b>Pay Plan</b>	(b)(6)										<b>n</b>	<b>%</b>
Hourly											48	100%
Annual	106	88%	4	3%		0%	8	7%	2	2%	120	100%
<b>Grand Total</b>	<b>133</b>	<b>79%</b>	<b>8</b>	<b>5%</b>	<b>2</b>	<b>1%</b>	<b>17</b>	<b>10%</b>	<b>8</b>	<b>5%</b>	<b>168</b>	<b>100%</b>

**From:** Fickes, Anne Macron (BPA) - H-1  
**Sent:** Tuesday, October 26, 2021 12:01 PM  
**To:** Furrer, Robin R (BPA) - N-7 <rrfurrer@bpa.gov>; Nice, Lori (BPA) - N-7 <lnice@bpa.gov>; Racicot, Lynda S (BPA) - N-7 <lsracicot@bpa.gov>; Bea, Brad A (BPA) - NF-MODW <babea@bpa.gov>; Laylo, Sarah M (BPA) - NN-1 <smlaylo@bpa.gov>; Linson, Trudy W (BPA) - NST-4400-LL <twlinson@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>  
**Subject:** Vaccination Certification Results for CAO

Good Afternoon,

The following is a summary of the vaccination certification results as of 8:00 a.m. as well as the total number of RA requests. We are analyzing the data and will reach out if we identify any areas of potential concern. No action needed at this time and we will continue to keep you apprised on next

steps. Thanks!

CAO	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
Tier II												
J	170	89%	2	1%	1	1%	14	7%	5	3%	192	100%
N	(b)(6)										11	100%
NF											24	100%
NN											23	100%
NS	133	79%	8	5%	2	1%	17	10%	8	5%	168	100%
NW	(b)(6)										33	100%
Grand Total	382	85%	13	3%	3	1%	38	8%	15	3%	451	100%

Reasonable Accommodation Requests

(b)(6)

Anne Fickes  
Acting Director | Human Resources Service Center  
Bonneville Power Administration  
U.S. Department of Energy  
503.230.3240



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**From:** Chong Tim, Marcus H (BPA) - L-7  
**Sent:** Thursday, September 23, 2021 8:46 AM  
**To:** Furrer, Robin R (BPA) - N-7; Hawkins, Sarah T (BPA) - LG-7  
**Subject:** RE: FW: Policy Group Awareness - Mandatory Attestations

Hi Robin, yes the department will be coming out with guidance on discipline and we do not want to get ahead of them. DOE GC's office clarified this morning that if an employee does not submit the attestation now, they will not be disciplined; but that this will quickly change when we get to the critical mandatory dates in November. More to come.

DOE stated that the attestation form is now due by COB tomorrow (something just has to be submitted). OMB is now requiring each federal agency on weekly basis to provide vaccination data of federal workforce. DOE is using the attestation forms as the current way of obtaining and reporting this info.

It was also noted that there are bugs in the system and some people submitted the attestation and received an email confirmation but still show up as having not submitted.  
DOE is aware of these bugs and they are working on it.

Thanks,

**Marcus H. Chong Tim**

Acting Executive V.P. and General Counsel  
BPA Office of General Counsel  
503-230-4083

---

**From:** Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 8:28 PM  
**To:** Hawkins, Sarah T (BPA) - LG-7 <[sthawkins@bpa.gov](mailto:sthawkins@bpa.gov)>; Chong Tim, Marcus H (BPA) - L-7 <[mhchongtim@bpa.gov](mailto:mhchongtim@bpa.gov)>  
**Subject:** Fwd: FW: Policy Group Awareness - Mandatory Attestations

Forwarding you this info from Sonya and asking for advice on this please.  
I'm pretty uncomfortable getting out ahead of the Dept on this.

Sent from Workspace ONE Boxer

----- Forwarded message -----

From: "Baskerville, Sonya L (BPA) - DIN-WASH" <[slbaskerville@bpa.gov](mailto:slbaskerville@bpa.gov)>  
Date: Sep 22, 2021 5:56 PM  
Subject: FW: Policy Group Awareness - Mandatory Attestations  
To: "Furrer, Robin R (BPA) - N-7" <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
Cc:

Yep. Apparently agencies are supposed to be engaging their internal counsel on the appropriate disciplinary actions and stages, while guidance will be coming.

Sonya Baskerville  
BPA National Relations

(b)(6) m

On Sep 22, 2021 8:32 PM, "Furrer,Robin R (BPA) - N-7" <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)> wrote:  
I received a list of employee names/occupations for the 632 missing attestations.  
Erin Moore's folks are working to get us more information for the 332 who declined to respond, and the 98 not vaccinated.  
Worst case (and not at all likely), all 632 and the 332 and the 98 all refuse to vax by Nov 22. Or approx. 1/3 of the workforce.

According the Executive Order (but still pending specific information on disciplinary processes and other specifics like i&l with unions) I would expect BPA to begin taking actions consistent with DOE policy to meet the executive order. Yes, it will take time to process but that's what we are ordered to do.

**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 4:49 PM  
**Subject:** Policy Group Awareness - Mandatory Attestations

Team,

This is a heads up on a message that will be sent from the front office tomorrow (Thursday).

Previously, we've communicated that the DOE attestation system was voluntary. With the new executive orders, this is now a mandatory requirement for BFTEs. Today, we received the roll up (below) and names (this is controlled information – only 4 senior leaders have the list of names). The target to have BFTE staff to complete a mandatory attestation in the system is Friday 9/24.

Tomorrow, the front office will send an email to employees who have not completed attestation, to notify them that the form is now mandatory and directing them to go into the MyEnergy system. Expect questions from your teams on this. For now, the message is that it is mandatory. We're working on the process to share the names with you. We are still waiting on additional guidance on reasonable accommodations, disciplinary actions, and other issues.

Declined to respond	Fully Vaccinated	Not vaccinated	Partially Vaccinated	Missing	Total
332	1966	98	56	632	3084

Thanks -- Lee, Steve and Bill



---

**From:** Baskerville, Sonya L (BPA) - DIN-WASH  
**Sent:** Wednesday, September 22, 2021 5:57 PM  
**To:** Furrer, Robin R (BPA) - N-7  
**Subject:** FW: Policy Group Awareness - Mandatory Attestations

Yep. Apparently agencies are supposed to be engaging their internal counsel on the appropriate disciplinary actions and stages, while guidance will be coming.

Sonya Baskerville  
BPA National Relations

(b)(6) m

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According to the Executive Order (but still pending specific information on disciplinary processes and other specifics like i&l with unions) I would expect BPA to begin taking actions consistent with DOE policy to meet the executive order. Yes, it will take time to process but that's what we are ordered to do.

---

**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 4:49 PM  
**Subject:** Policy Group Awareness - Mandatory Attestations

Team,

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Tomorrow, the front office will send an email to employees who have not completed attestation, to notify them that the form is now mandatory and directing them to go into the MyEnergy system. Expect questions from your teams on this. For now, the message is that it is mandatory. We're working on the process to share the names with you. We are still waiting on additional guidance on reasonable accommodations, disciplinary actions, and other issues.

Declined to respond	Fully Vaccinated	Not vaccinated	Partially Vaccinated	Missing	Total
332	1966	98	56	632	3084

Thanks -- Lee, Steve and Bill

**From:** Furrer,Robin R (BPA) - N-7  
**Sent:** Thu Oct 14 08:41:48 2021  
**To:** Capps,Stephan A (BPA) - NW-1  
**Subject:** RE: Summary of BPA Attestation Data  
**Importance:** Normal

Never mind....I see in Anne's message that she's already working on that info.

**From:** Furrer,Robin R (BPA) - N-7  
**Sent:** Thursday, October 14, 2021 8:35 AM  
**To:** Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>  
**Subject:** RE: Summary of BPA Attestation Data

Can you get HR to also break down by job function (that's where the real value is)  
I pointed out the error – Dispatchers were listed as Substation Operators in the first list.

**From:** Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>  
**Sent:** Thursday, October 14, 2021 7:24 AM  
**To:** Furrer,Robin R (BPA) - N-7 <rrfurrer@bpa.gov>  
**Subject:** FW: Summary of BPA Attestation Data

**From:** Leady Jr,William J (BPA) - K-7 <wjleady@bpa.gov>  
**Sent:** Wednesday, October 13, 2021 10:03 PM  
**To:** Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>  
**Subject:** FW: Summary of BPA Attestation Data

Robin and Joel NTK this

**Bill Leady P.E.**  
Asset Manager | K  
[Bonneville Power Administration](#)  
[bpa.gov](#) | Office 503-230-4270 | Cell (b)(6)

**From:** Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>  
**Sent:** Wednesday, October 13, 2021 7:50 PM  
**To:** Leady Jr,William J (BPA) - K-7 <wjleady@bpa.gov>; Hall,Lee J (BPA) - PES-6 <ljhall@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>  
**Cc:** Kuhn,Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>  
**Subject:** FW: Summary of BPA Attestation Data

I noticed an error in one of the %s – I recalled/replaced the message. Please use this version.

Hello,

I wanted to ensure you had the latest on the additional reporting we did looking at occupational series and locations. Also, attached is the MEF/ESA orgs info.

Note: I provided add'l reporting (occupational series and location) to the CAO and P. I am also sending add'l reporting to TF and TO.

#### Summary

- 72% of BPA employees stated they are fully vaccinated
  - 82% for annual employees vs 43% for hourly employees
- 62% of MEF org employees stated they are fully vaccinated vs 74% for ESA orgs
- Based on the data, there are a few areas that could be concerning
  - **Transmission Field Services**
    - 48% of the 758 employees state they are fully vaccinated
    - East Region reported 35% fully vaccinated
    - Lineman/Electrician – 29% of 322 reported fully vaccinated
  - **5407 Occupational Series – Substation Operators and Dispatchers**
    - 52% of 177 employees state they are fully vaccinated
    - In TF, 64% of the 125 Substation Operators state they are fully vaccinated
    - In TO, 23% of the 52 Dispatchers state they are fully vaccinated
  - **Spokane**
    - 49% of the 162 employees state they are fully vaccinated
  - **The Dalles**
    - 48% of the 56 employees state they are fully vaccinated
  - **Heavy Mobile Equipment Mechanics (HMEMs)**
    - (b)(6)

Pay Plan	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
Hourly	304	43%	18	3%	36	5%	284	40%	71	10%	713	100%
Annual	1768	82%	43	2%	72	3%	212	10%	60	3%	2155	100%

**From:** Fickes, Anne Macron (BPA) - H-1

**Sent:** Friday, October 8, 2021 1:45 PM

**To:** Hairston,John L (BPA) - N-7 ( jlhairston@bpa.gov) <jlhairston@bpa.gov>; Cook,Joel D (BPA) - K-7 <jdcook@bpa.gov>; Furrer,Robin R (BPA) - N-7 <rrfurrer@bpa.gov>; James,Daniel M (BPA) - D-7 <dmjames@bpa.gov>  
**Cc:** Kuhn,Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>; Nice,Lori (BPA) - N-7 <lnice@bpa.gov>; Alders,Kyna I. (BPA) - K-7 <klalders@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Leady Jr,William J (BPA) - K-7 <wjleady@bpa.gov>; Hall,Lee J (BPA) - PES-6 <ljhall@bpa.gov>; Laylo,Sarah M (BPA) - NN-1 <smlaylo@bpa.gov>  
**Subject:** Summary of BPA Attestation Data

Good Afternoon,

We have received the attestation data and are in the process of reviewing/filtering the information. The attestation reporting system is closing tonight. Next week, DOE will release an updated online mandatory vaccination certification system where employees will be required to provide their vaccination documentation.

I am sending organizational reports to the applicable tier I/II's. We anticipate providing additional reports next week based on occupational series and location to help identify if there are areas of concern. In the meantime, we will wait for additional guidance from the Department on next steps. Thanks!

	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
A	(b)(6)										19	100%
B											21	100%
C	52	88%		0%		0%	6	10%	1	2%	59	100%
D	(b)(6)										43	100%
E	111	93%	1	1%		0%	5	4%	3	3%	120	100%
F	77	83%	1	1%	2	2%	8	9%	5	5%	93	100%
H	59	81%		0%	4	5%	7	10%	3	4%	73	100%
J	157	82%	5	3%	6	3%	16	8%	7	4%	191	100%
K	52	87%	1	2%	1	2%	6	10%		0%	60	100%
L	47	90%		0%		0%	2	4%	3	6%	52	100%



N	191	74%	7	3%	13	5%	34	13%	13	5%	258	100%
P	258	91%	5	2%	7	2%	11	4%	3	1%	284	100%
T	986	62%	41	3%	75	5%	400	25%	93	6%	1595	100%
<b>Grand Total</b>	<b>2072</b>	<b>72%</b>	<b>61</b>	<b>2%</b>	<b>108</b>	<b>4%</b>	<b>496</b>	<b>17%</b>	<b>131</b>	<b>5%</b>	<b>2868</b>	<b>100%</b>

*Note - In merging the Dept's data with HRMIS information, there are 36 employees that are not showing as active and their information is not included. Just an FYI if you are comparing to the overall dashboard shared earlier.*

**Anne Fickes**

Acting Director | Human Resources Service Center

Bonneville Power Administration

U.S. Department of Energy

503.230.3240



---

**From:** Furrer,Robin R (BPA) - N-7  
**Sent:** Friday, November 5, 2021 4:40 PM  
**To:** Fickes,Anne Macron (BPA) - H-1  
**Subject:** RE: Daily Update - Mandatory Vaccination Certification MyEnergy Status (Nov 5)

Thank you!

---

**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Friday, November 5, 2021 3:02 PM  
**To:** Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Subject:** RE: Daily Update - Mandatory Vaccination Certification MyEnergy Status (Nov 5)

Hi Robin,

As far as extended leave, we are looking at employees that have not had an opportunity to go into the system b/c they have not been here. One week of AL does not make the cut 😞

We have less than 10 people we are tracking that are on extended leave and are not fully vaccinated.

Thanks!

---

**From:** Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Sent:** Friday, November 5, 2021 2:46 PM  
**To:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Subject:** Daily Update - Mandatory Vaccination Certification MyEnergy Status (Nov 5)

I was alerted to some games being played related to extended leave and wanted to ask if there is a definition of extended leave?

For example, is someone using a week of AL considered extended leave?

thx Anne - you and your team are doing great work!! take care of you- we need you!

Sent from Workspace ONE Boxer

On Nov 5, 2021 2:03 PM, "Fickes,Anne Macron (BPA) - H-1" <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)> wrote:  
Good Afternoon,

Attached is today's update as of this morning.

The current number for Tuesday's counseling memos are as follows. However, we expect the number to continue to decrease as managers follow up with employees and I plan to send one last reminder email on Monday.

Not vaccinated/not responded AND no RA/extended leave: 107

Appt/pending 2<sup>nd</sup> shot AND no RA: 79

Note – Progressive discipline (e.g. 14 day suspension) will not proceed for individuals showing progress. The counseling is not considered discipline and will remind these employees to upload their documentation once fully vaccinated.

**Total: 186**

Thanks!

***Anne Fickes***

*Acting Director | Human Resources Service Center*

*Bonneville Power Administration*

*U.S. Department of Energy*

*503.230.3240*

**From:** [Furrer, Robin R \(BPA\) - N-7](#)  
**To:** [Capps, Stephan A \(BPA\) - NW-1](#) <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>  
**Subject:** RE: Dashboard  
**Date:** Friday, October 8, 2021 12:59:00 PM  
**Attachments:** [image001.jpg](#)

Thanks!

---

**From:** Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>  
**Sent:** Friday, October 8, 2021 12:59 PM  
**To:** Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Subject:** RE: Dashboard

My quick scan...

(b)(6) SES declined to respond (b)(6) everyone else is vaccinated (b)(6)

I'll touch base with Michelle on MEF planning approaches. At a minimum, we need to see the perceived holes at the Thursday PG next week.

---

**From:** Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Sent:** Friday, October 8, 2021 12:07 PM  
**To:** Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>  
**Subject:** RE: Dashboard

Yep, they should all say TLM. And 92 sounds about right. Fully staffed, they're about 100.  
I just got off the phone with the WAPA CAO who is also slicing their data. I recommended we might consider having a confab of our mission essential functions that have large gaps to kick around 'in the art of the possible' what contingency plans might we develop for control centers, line work, etc.  
She indicated that MANY senior managers at WAPA were not vaxed.  
That might be another slice we see at some point..  
It's going to be a difficult winter.

---

**From:** Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>  
**Sent:** Friday, October 8, 2021 11:53 AM  
**To:** Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Subject:** FW: Dashboard

For the TLM orgs – Out of 92 staff, 13 vaccinated, 57 declined to respond, 18 no response, and 4 not vaccinated.

---

**From:** Capps, Stephan A (BPA) - NW-1  
**Sent:** Friday, October 8, 2021 11:09 AM  
**To:** Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Subject:** RE: Dashboard

It's clunky slicing up this data – but here goes.....

The spreadsheet lists staff in the substation ops orgs. Out of 102, 70 are fully/partially vaccinated, 26 declined to respond, 4 no response, and 1 not vaccinated.

TQ numbers are in the attached email.

Stupid question.....linemen are all in TLM orgs?

---

**From:** Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Sent:** Friday, October 8, 2021 10:12 AM  
**To:** Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>  
**Subject:** RE: Dashboard

What can you see about the Field Crafts?  
In particular Linemen and Operators?  
(Operators could maybe be an emergency assist to Dispatching worst case scenario as their role is an extension of the control centers)

---

**From:** Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>  
**Sent:** Friday, October 8, 2021 8:27 AM  
**To:** Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Subject:** FW: Dashboard

FYI. For some of the key orgs –

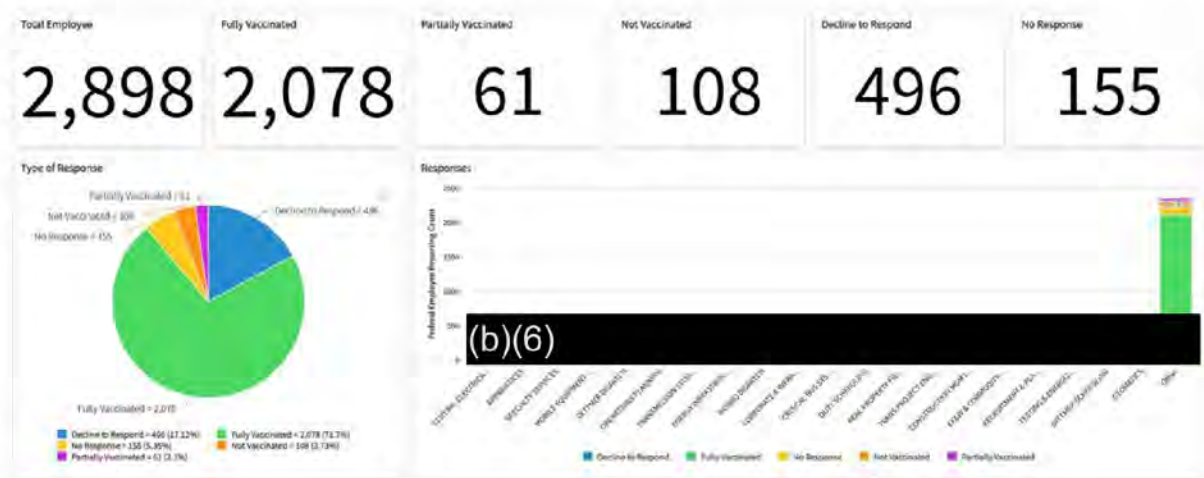
Duty scheduler (b)(6) of 20 are vaccinated.

Dittmer dispatch (b)(6) of 27 are vaccinated, (b)(6) declined to respond, and (b)(6) are no response  
Munro dispatch (b)(6) of 22 are vaccinated, (b)(6) declined to respond, and (b)(6) no response.

I gave Michelle a heads up. I think she's out today.

From: Capps, Stephan A (BPA) - NW-1  
 Sent: Friday, October 8, 2021 8:23 AM  
 To: Leady Jr, William J (BPA) - K-7 <[wleady@bpa.gov](mailto:wleady@bpa.gov)>; Hall, Lee J (BPA) - FES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
 Subject: Dashboard

I have access. Here are our numbers:



**Stephan Capps**  
 Director of Facilities and Workplace Services  
 Bonneville Power Administration  
 Office 503-230-4498, Mobile (b)(6)  
[sacapps@bpa.gov](mailto:sacapps@bpa.gov)

**From:** Furrer,Robin R (BPA) - N-7  
**Sent:** Thu Oct 14 08:37:42 2021  
**To:** Cook,Joel D (BPA) - K-7; Hairston,John L (BPA) - A-7; James,Daniel M (BPA) - D-7; Chong Tim,Marcus H (BPA) - L-7  
**Subject:** FW: Summary of BPA Attestation Data  
**Importance:** Normal  
**Attachments:** RE: MEF / ESA list

FYSA – The attachment breaks down numbers by MEF (mission essential) and ESA(Essential Support).

I also just asked for a more granular breakdown by job function (i.e. lineman, operator, craftsman, engineer, cyber specialist, SPC, PSC, etc etc). That's where the real business gaps can be assessed.

**From:** Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>  
**Sent:** Thursday, October 14, 2021 7:24 AM  
**To:** Furrer,Robin R (BPA) - N-7 <rrfurrer@bpa.gov>  
**Subject:** FW: Summary of BPA Attestation Data

**From:** Leady Jr,William J (BPA) - K-7 <wjleady@bpa.gov>  
**Sent:** Wednesday, October 13, 2021 10:03 PM  
**To:** Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>  
**Subject:** FW: Summary of BPA Attestation Data

Robin and Joel NTK this

**Bill Leady P.E.**  
Asset Manager | K  
[Bonneville Power Administration](#)  
[bpa.gov](#) | Office 503-230-4270 | Cell (b)(6)

**From:** Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>  
**Sent:** Wednesday, October 13, 2021 7:50 PM  
**To:** Leady Jr,William J (BPA) - K-7 <wjleady@bpa.gov>; Hall,Lee J (BPA) - PES-6 <ljhall@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>  
**Cc:** Kuhn,Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>  
**Subject:** FW: Summary of BPA Attestation Data

I noticed an error in one of the %s – I recalled/replaced the message. Please use this version.

Hello,

I wanted to ensure you had the latest on the additional reporting we did looking at occupational series



and locations. Also, attached is the MEF/ESA orgs info.

Note: I provided add'l reporting (occupational series and location) to the CAO and P. I am also sending add'l reporting to TF and TO.

#### Summary

- 72% of BPA employees stated they are fully vaccinated
  - 82% for annual employees vs 43% for hourly employees
- 62% of MEF org employees stated they are fully vaccinated vs 74% for ESA orgs
- Based on the data, there are a few areas that could be concerning
  - **Transmission Field Services**
    - 48% of the 758 employees state they are fully vaccinated
    - East Region reported 35% fully vaccinated
    - Lineman/Electrician – 29% of 322 reported fully vaccinated
  - **5407 Occupational Series – Substation Operators and Dispatchers**
    - 52% of 177 employees state they are fully vaccinated
    - In TF, 64% of the 125 Substation Operators state they are fully vaccinated
    - In TO, 23% of the 52 Dispatchers state they are fully vaccinated
  - **Spokane**
    - 49% of the 162 employees state they are fully vaccinated
  - **The Dalles**
    - 48% of the 56 employees state they are fully vaccinated
  - **Heavy Mobile Equipment Mechanics (HMEMs)**
    - (b)(6)

Pay Plan	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
Hourly	304	43%	18	3%	36	5%	284	40%	71	10%	713	100%
Annual	1768	82%	43	2%	72	3%	212	10%	60	3%	2155	100%

**From:** Fickes, Anne Macron (BPA) - H-1

**Sent:** Friday, October 8, 2021 1:45 PM

**To:** Hairston, John L (BPA) - N-7 (jlhairston@bpa.gov) <jlhairston@bpa.gov>; Cook, Joel D (BPA) - K-7 <jdcook@bpa.gov>; Furrer, Robin R (BPA) - N-7 <rrfurrer@bpa.gov>; James, Daniel M (BPA) - D-7 <dmjames@bpa.gov>

**Cc:** Kuhn, Shana L (BPA) - NS-4400-LL <slkuhn@bpa.gov>; Nice, Lori (BPA) - N-7 <

llnice@bpa.gov>; Alders,Kyna L (BPA) - K-7 <klalders@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>; Leady Jr,William J (BPA) - K-7 <wjleady@bpa.gov>; Hall,Lee J (BPA) - PES-6 <ljhall@bpa.gov>; Laylo,Sarah M (BPA) - NN-1 <smlaylo@bpa.gov>  
**Subject:** Summary of BPA Attestation Data

Good Afternoon,

We have received the attestation data and are in the process of reviewing/filtering the information. The attestation reporting system is closing tonight. Next week, DOE will release an updated online mandatory vaccination certification system where employees will be required to provide their vaccination documentation.

I am sending organizational reports to the applicable tier I/II's. We anticipate providing additional reports next week based on occupational series and location to help identify if there are areas of concern. In the meantime, we will wait for additional guidance from the Department on next steps. Thanks!

	Fully Vaccinated		Partially Vaccinated		Not Vaccinated		Decline to Respond		No Response		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
A	(b)(6)										19	100%
B											21	100%
C	52	88%		0%		0%	6	10%	1	2%	59	100%
D	(b)(6)										43	100%
E	111	93%	1	1%		0%	5	4%	3	3%	120	100%
F	77	83%	1	1%	2	2%	8	9%	5	5%	93	100%
H	59	81%		0%	4	5%	7	10%	3	4%	73	100%
J	157	82%	5	3%	6	3%	16	8%	7	4%	191	100%
K	52	87%	1	2%	1	2%	6	10%		0%	60	100%
L	47	90%		0%		0%	2	4%	3	6%	52	100%
N	191	74%	7	3%	13	5%	34	13%	13	5%	258	100%
P	258	91%	5	2%	7	2%	11	4%	3	1%	284	100%



T	986	62%	41	3%	75	5%	400	25%	93	6%	1595	100%
<b>Grand Total</b>	<b>2072</b>	<b>72%</b>	<b>61</b>	<b>2%</b>	<b>108</b>	<b>4%</b>	<b>496</b>	<b>17%</b>	<b>131</b>	<b>5%</b>	<b>2868</b>	<b>100%</b>

*Note - In merging the Dept's data with HRMIS information, there are 30 employees that are not showing as active and their information is not included. Just an FYI if you are comparing to the overall dashboard shared earlier.*

**Anne Fickes**  
Acting Director | Human Resources Service Center  
Bonneville Power Administration  
U.S. Department of Energy  
503.230.3240

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**From:** Furrer,Robin R (BPA) - N-7  
**Sent:** Wednesday, September 22, 2021 2:52 PM  
**To:** Hawkins,Sarah T (BPA) - LG-7  
**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

Thank you!

---

**From:** Hawkins,Sarah T (BPA) - LG-7 <[sthawkins@bpa.gov](mailto:sthawkins@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 2:50 PM  
**To:** Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Subject:** FW: Draft Message for DASH-1s to Send to Incomplete Attestations

My advice to the group.

---

**From:** Hawkins,Sarah T (BPA) - LG-7  
**Sent:** Wednesday, September 22, 2021 2:46 PM  
**To:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Wingert, Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>; Mosley, James G (BPA) - NHE-1 <[jgmosley@bpa.gov](mailto:jgmosley@bpa.gov)>; Bargaen, Tim J (BPA) - NHE-AMPN-1 <[tjbargaen@bpa.gov](mailto:tjbargaen@bpa.gov)>  
**Cc:** Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Kuhn, Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Fickes, Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Laylo, Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>  
**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

All- No legal concerns. It's a respectful and informative message. Going forward, however, I suspect they will need to be more pointed for the employees who continue to not comply. It would not be practical for John/Robin/Anne/Shana to deal with them individually. When OGC administers the financial disclosures every year, we often resort to a paralegal calling individuals when email fails. My experience is that a lot of field employees do not check their email regularly. After that we call/email the employee's manager- because they have a need to know at that point. Often we can get compliance with managerial intervention. When that fails, we take it to the VP of the organization. The group may want to enlist the assistance of a trusted admin to work on tracking at this point, especially if BPA needs to take administrative action in the future. Thanks.

Sarah

---

**From:** Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 2:09 PM  
**To:** Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Wingert, Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>; Mosley, James G (BPA) - NHE-1 <[jgmosley@bpa.gov](mailto:jgmosley@bpa.gov)>; Hawkins, Sarah T (BPA) - LG-7 <[sthawkins@bpa.gov](mailto:sthawkins@bpa.gov)>; Bargaen, Tim J (BPA) - NHE-AMPN-1 <[tjbargaen@bpa.gov](mailto:tjbargaen@bpa.gov)>  
**Cc:** Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Kuhn, Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Fickes, Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Laylo, Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>  
**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

A summary – where we stand:



- Robin has asked for a message (Kevin's attached) for John to send to BPA Feds who have not completed attestation. This required by DOE. We advise not sending until tomorrow morning, after we review a bit more - ensuring consistency and the right message. Only 4 people have the list of Feds needing the message – John, Robin, Anne and Shana.
- We have notified Labor Relations – if they want to give the unions a heads up that the message is coming (i.e. the attestation has gone from voluntary to mandatory)
- If there are any legal concerns – Sarah, please let us know.
- Some considerations: Should we alert the Policy Group of this development? Or perhaps, send a message to all managers? Other?

If there is anything we need to manage in the next few hours – please let us know. If I have missed anything – please let us know.

Thanks -- Lee

---

**From:** Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 1:41 PM  
**To:** Wingert,Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>  
**Cc:** Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

Tomorrow early is my recommendation. We just got this hours ago. Rushing leads to error. Most people are 'done' by 1600 so tomorrow 0900 is just as good and gives us time pause, proof, check etc.

### Bill Leady P.E.

Asset Manager | K

**BONNEVILLE POWER ADMINISTRATION**

[bpa.gov](http://bpa.gov) | Office 503-230-4270 | Cell (b)(6)

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**From:** Wingert,Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 1:28 PM  
**To:** Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>  
**Cc:** Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

Thank you, sir. Are you three in agreement that John should send this today once we're done editing it?

Very Respectfully,

### Kevin Wingert

Communications | Media Relations | Policy

**BONNEVILLE POWER ADMINISTRATION**

[bpa.gov](http://bpa.gov) | P 503-230-4140 | C (b)(6)




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**From:** Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 1:26 PM  
**To:** Wingert,Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>  
**Cc:** Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>  
**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

This is the key change – good work Kevin

If you haven't completed your attestation, please be aware that the attestation process is no longer voluntary in nature but a requirement.

**Bill Leady P.E.**

Asset Manager | K

**BONNEVILLE POWER ADMINISTRATION**

[bpa.gov](http://bpa.gov) | Office 503-230-4270 | Cell (b)(6)

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**From:** Wingert, Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>

**Sent:** Wednesday, September 22, 2021 1:09 PM

**To:** Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Kuhn, Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Fickes, Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Laylo, Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>

**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

**Importance:** High

Here are my recommended edits and a few comments for consideration. Please continue to use Track Changes to capture edits. If you'll send back your suggestions, I will compile those and produce a clean version.

Very Respectfully,

**Kevin Wingert**

Communications | Media Relations | Policy

**BONNEVILLE POWER ADMINISTRATION**

[bpa.gov](http://bpa.gov) | P 503-230-4140 | C (b)(6)



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**From:** Wingert, Kevin M (BPA) - DKP-7

**Sent:** Wednesday, September 22, 2021 12:56 PM

**To:** Furrer, Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Kuhn, Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Fickes, Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Laylo, Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>

**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

I'll have edits ready for consideration in about 10 minutes on the initial email.

Very Respectfully,

**Kevin Wingert**

Communications | Media Relations | Policy

**BONNEVILLE POWER ADMINISTRATION**

[bpa.gov](http://bpa.gov) | P 503-230-4140 | C (b)(6)





**From:** Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 12:52 PM  
**To:** Wingert,Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>; Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Fickes,Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Laylo,Sarah M (BPA) - NN-1 <[smlaylo@bpa.gov](mailto:smlaylo@bpa.gov)>  
**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

Meant to have Sarah on here too with it's close relation to continuity, MEF, etc.

**From:** Furrer,Robin R (BPA) - N-7  
**Sent:** Wednesday, September 22, 2021 12:51 PM  
**To:** Wingert,Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>; Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Fickes,Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

I'd also like you all to start thinking about how to identify the areas of concern (as in could have mass exists in key areas i.e. linemen, mechanics, dispatchers, etc) that we will need managers to be planning for contingency plans. Likely these numbers will decrease when job/vax choice becomes real, but I'm putting this out there because I'm a worry wart and wanting to assure we have this on our screens in the next month or so. Seeking your wisdom.

**From:** Furrer,Robin R (BPA) - N-7  
**Sent:** Wednesday, September 22, 2021 12:33 PM  
**To:** Wingert,Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>; Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Fickes,Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

Erin just sent this to me in response to me pleading for more details; also encrypted but giving us a bit more illumination. They're working to get more details to us too...

Declined to respond	Fully Vaccinated	Not vaccinated	Partially Vaccinated	Missing	Total
332	1966	98	56	632	3084

**From:** Wingert,Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>  
**Sent:** Wednesday, September 22, 2021 12:21 PM  
**To:** Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>; Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Fickes,Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

One other note is that the draft from DOE states a new deadline of this Friday, Sept. 24. If so, that may change how we approach this task. A light touch (tone/voice) in order to get this pushed out so people can respond in the next 48 hours may be advisable.

Very Respectfully,

Kevin Wingert



---

**From:** Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>

**Sent:** Wednesday, September 22, 2021 12:19 PM

**To:** Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Fickes,Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Wingert,Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>

**Subject:** RE: Draft Message for DASH-1s to Send to Incomplete Attestations

One initial thought is that we had communicated this process as optional per initial guidance from DOE. If this is now "required", we might want to address that in this message. Previously, if someone chose not to complete the attestation, they were to be treated as unvaccinated, although this was before the presidential mandate.

I recommend the specific employees that the follow up/reminder is sent to are bcc'd so they cannot see each other's names in the email when it goes out.

---

**From:** Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>

**Sent:** Wednesday, September 22, 2021 12:09 PM

**To:** Leady Jr,William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Capps,Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall,Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Fickes,Anne Macron (BPA) - NH-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>; Wingert,Kevin M (BPA) - DKP-7 <[kwingert@bpa.gov](mailto:kwingert@bpa.gov)>; Kuhn,Shana L (BPA) - NS-4400-LL <[slkuhn@bpa.gov](mailto:slkuhn@bpa.gov)>

**Subject:** Draft Message for DASH-1s to Send to Incomplete Attestations

John and I have received the list of employees who have not provided attestations in an entrusted email. (Anne and Shana also have it).

There are approx. 600 employees who have not provided an attestation and the email asks John to send the draft message.

I'd like you all (in particular KevinW) to review/edit the draft message provided from DOE.

Perhaps we do a reminder in my weekly message – then follow up with the specific ask from John directly – or any other way you all might recommend best to handle this.

I await your advice.



**From:** Furrer,Robin R (BPA) - N-7  
**Sent:** Monday, November 1, 2021 5:10 PM  
**To:** Fickes,Anne Macron (BPA) - H-1; Nice,Lori (BPA) - N-7; Racicot,Lynda S (BPA) - N-7  
**Subject:** RE: Updated vaccine info for N

Thank you Anne.

**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Monday, November 1, 2021 4:47 PM  
**To:** Furrer,Robin R (BPA) - N-7 <[rrfurrer@bpa.gov](mailto:rrfurrer@bpa.gov)>; Nice,Lori (BPA) - N-7 <[lnice@bpa.gov](mailto:lnice@bpa.gov)>; Racicot,Lynda S (BPA) - N-7 <[lsracicot@bpa.gov](mailto:lsracicot@bpa.gov)>  
**Subject:** Updated vaccine info for N

**Employees who are not vaccinated or have not responded in MyEnergy AND have not submitted RA requests or don't appear to be on extended leave**  
**Information in this email should only be shared with those that have a need to know and are in the management chain of command**  
No action needed – awareness only

We have reviewed the list of employees who stated they are not vaccinated or did not respond in MyEnergy and compared this with the list of employees that have requested reasonable accommodation (RA) and/or are on extended leave.

The following is a list of employees who have not completed their vaccination certification in MyEnergy and are not on the RA request/extended leave list.

- **I am following up with Brad and Trudy.** *Note:* Counseling letters will be issued next week to employees who have not responded.

Org Code	Empl Id	Employee Name	Vaccination Status
(b)(6)			Not Responded
			Not Responded
			Not Responded
			Not Responded
			Not Responded
			Not Responded

The following is a list of employees who have responded they are not vaccinated and do not have pending RA requests.

- **I am following up with Trudy and Steve.** *Note:* Counseling letters will be issued next week to employees that are not vaccinated and do not have pending reasonable accommodation requests.

Org Code	Empl Id	Employee Name	Vaccination Status
(b)(6)			Not Vaccinated
			Not Vaccinated
			Not Vaccinated



***Anne Fickes***

*Acting Director | Human Resources Service Center*

*Bonneville Power Administration*

*U.S. Department of Energy*

*503.230.3240*

**From:** Furrer,Robin R (BPA) - N-7  
**Sent:** Tue Oct 26 12:28:58 2021  
**To:** Nice,Lori (BPA) - N-7; Racicot,Lynda S (BPA) - N-7; Bea,Brad A (BPA) - NF-MODW; Laylo,Sarah M (BPA) - NN-1; Linson,Trudy W (BPA) - NST-4400-LL; Capps,Stephan A (BPA) - NW-1  
**Subject:** RE: Vaccination Certification Results for CAO  
**Importance:** Normal

All things considered, our numbers are looking better than expected. A couple of areas at risk and I'd like to hear from each of you about your 'plan for the worst case' and the impact on your deliverables and operations. I like to plan for the worst, expect the best and we can only be pleasantly surprised but not caught unawares.

Steve reminded me this morning, and Lori a bit later, that we need to be present with our people. Even those fully vaxed or with RA's are going through some trauma and thinking about how to best support them and each other over the next few months. I'm interested in what I can do for each of you, and for your teams. Who is on site and could use some physical presence, by whom and when.

I leave you to noodle this over and spend some time with your teams. I'd like us to talk at upcoming 1:1's and then as a CAOLT we can discuss ideas, notions and what we need to do to best manage and lead our way to the new year. Maybe mid November as rubber meets the road that month.

Stay strong, stay tight. We will be looking back on this together.

**From:** Fickes,Anne Macron (BPA) - H-1 <acmacron@bpa.gov>  
**Sent:** Tuesday, October 26, 2021 12:01 PM  
**To:** Furrer,Robin R (BPA) - N-7 <rrfurrer@bpa.gov>; Nice,Lori (BPA) - N-7 <lnice@bpa.gov>; Racicot,Lynda S (BPA) - N-7 <lsracicot@bpa.gov>; Bea,Brad A (BPA) - NF-MODW <babea@bpa.gov>; Laylo,Sarah M (BPA) - NN-1 <smlaylo@bpa.gov>; Linson,Trudy W (BPA) - NST-4400-LL <twlinson@bpa.gov>; Capps,Stephan A (BPA) - NW-1 <sacapps@bpa.gov>  
**Subject:** Vaccination Certification Results for CAO

Good Afternoon,

The following is a summary of the vaccination certification results as of 8:00 a.m. as well as the total number of RA requests. We are analyzing the data and will reach out if we identify any areas of potential concern. No action needed at this time and we will continue to keep you apprised on next steps. Thanks!

CAO	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
Tier II												
J	170	89%	2	1%	1	1%	14	7%	5	3%	192	100%
N	(b)(6)										11	100%

NF	(b)(6)										24	100%
NN											23	100%
NS	133	79%	8	5%	2	1%	17	10%	8	5%	168	100%
NW	(b)(6)										33	100%
<b>Grand Total</b>	<b>382</b>	<b>85%</b>	<b>13</b>	<b>3%</b>	<b>3</b>	<b>1%</b>	<b>38</b>	<b>8%</b>	<b>15</b>	<b>3%</b>	<b>451</b>	<b>100%</b>

**Reasonable Accommodation Requests**

J	(b)(6)
N	
NF	
NN	
NS	
NW	

*Anne Fickes*  
Acting Director | Human Resources Service Center  
Bonneville Power Administration  
U.S. Department of Energy  
503.230.3240

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**From:** Furrer,Robin R (BPA) - N-7  
**Sent:** Monday, November 15, 2021 11:35 AM  
**To:** Cook,Joel D (BPA) - K-7  
**Subject:** FW: COVID-19 vaccination attestation goes from voluntary to mandatory, submit by Friday, Sept. 24

**From:** Furrer,Robin R (BPA) - N-7  
**Sent:** Thursday, September 23, 2021 12:50 PM  
**Subject:** COVID-19 vaccination attestation goes from voluntary to mandatory, submit by Friday, Sept. 24

Hello BPA federal employees,

The COVID-19 vaccination attestation form is now mandatory. DOE has given us an agency deadline to complete the forms by tomorrow, Friday, Sept. 24.

Thank you to all who have already completed the form. If you have not yet filled out the form on [MyEnergy](#), please do so by Friday, Sept. 24. Individuals who have not filled out the form will receive a reminder from me to do so.

Read more about the attestation process and job aids in the updated [Need to Know: COVID-19 vaccination attestation now required, submit form by Friday, Sept. 24](#).

One more note: Although the DOE [MyEnergy](#) website might still have text that says it is a voluntary process, I assure you it is not. The attestation form is required by BPA and DOE.

The mandatory attestation requirement applies to all federal employees. We are anticipating additional guidance on how this applies to contract workers soon.

Federal employees [must be fully vaccinated](#) by Nov. 22, 2021. There are limited circumstances in which an employee may be exempt due to a legally required [accommodation](#). Being fully vaccinated by Nov. 22 is required regardless of your telework or onsite status. For additional information on the mandatory vaccination requirement, please see [DOE's Vaccination Flyer](#) as well as [additional information on getting vaccinated](#). You will be able to update your record in MyEnergy if your vaccination status changes.

Orig Code	MEF/ESA	First Name	Last Name	Vaincation Status
(b)(6)				



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**From:** James, Daniel M (BPA) - D-7  
**Sent:** Wednesday, October 27, 2021 12:44 PM  
**To:** Wright, Colleen C F (BPA) - H-1  
**Cc:** Capps, Stephan A (BPA) - NW-1; Hall, Lee J (BPA) - PES-6; Leady Jr, William J (BPA) - K-7; Fickes, Anne Macron (BPA) - H-1  
**Subject:** RE: MEF/ESA Attestations as of 10/27/2021

Thank you.

---

**From:** Wright, Colleen C F (BPA) - H-1 <[ccwright@bpa.gov](mailto:ccwright@bpa.gov)>  
**Sent:** Wednesday, October 27, 2021 12:10 PM  
**To:** James, Daniel M (BPA) - D-7 <[dmjames@bpa.gov](mailto:dmjames@bpa.gov)>  
**Cc:** Capps, Stephan A (BPA) - NW-1 <[sacapps@bpa.gov](mailto:sacapps@bpa.gov)>; Hall, Lee J (BPA) - PES-6 <[ljhall@bpa.gov](mailto:ljhall@bpa.gov)>; Leady Jr, William J (BPA) - K-7 <[wjleady@bpa.gov](mailto:wjleady@bpa.gov)>; Fickes, Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Subject:** MEF/ESA Attestations as of 10/27/2021

Attached is an update of attestation status for your MEF/ESA orgs as of this morning. You can use this to remind your employees to complete their attestation. As a reminder, employees who are requesting reasonable accommodation (RA) must still complete the attestation and select the appropriate status (e.g., not vaccinated). The information attached is confidential and should only be shared with those in the chain of command and a need to know.

Important information:

- If an employee is on extended leave (e.g., annual leave, LWOP, paid parental leave, OWCP, etc.) and will not be able to complete the attestation prior to November 22, 2021, please let me know. Employees returning after this date must complete the attestation and provide proof of vaccination or request reasonable accommodation prior to returning to duty.
- Employees requesting reasonable accommodation must still complete the attestation and select the appropriate status (e.g., not vaccinated).
- MyEnergy is still experiencing issues with employees who have used login.gov to complete their certifications. If you know of employees who received an email certification from MyEnergy but are still showing up as not completed, please send me an email with their names and employee IDs so we can have their records corrected.
- If you have individuals who are still having difficulty getting access to the MyEnergy application using the <https://my.energy.gov/myenergy> URL, please have them try <https://myenergy.servicenowservices.com/myenergy>. Some people have more success gaining access to the system with the second URL.
- If your employees are still having issues and the second link is not working, please have them complete the attached fillable form and send it back to the MyEnergy Support team ([MyEnergySupport@hq.doe.gov](mailto:MyEnergySupport@hq.doe.gov)) along with their proof of vaccine documentation. Once their information has been uploaded, they will receive an email letting them know they have successfully submitted their information. A second email will be sent once their information and documentation has been verified.

**Colleen C. F. Wright**  
Acting Deputy Director | Human Resources Service Center  
**BONNEVILLE POWER ADMINISTRATION**  
**U.S. DEPARTMENT OF ENERGY**  
[bpa.gov](http://bpa.gov) | P 503-230-7517 | F 503-230-3816



[HR Customer Experience Survey](#) – Let us know how we're doing!

**Career Opportunities:**

BPA Opportunities: [careers.bpa.gov](https://careers.bpa.gov)

DOE Energy: <http://energy.gov/jobs/career-opportunities>

USAJOBS: <https://www.usajobs.gov>

**Program Inquiries:**

Disabled Persons (Schedule A): [schedulea@bpa.gov](mailto:schedulea@bpa.gov)

Veterans: [veterans@bpa.gov](mailto:veterans@bpa.gov)

Contract Positions: [Supplaborjobs@bpa.gov](mailto:Supplaborjobs@bpa.gov)

*Warning: This transmission may contain confidential information intended only for the person(s) named above. It may contain information that is protected from disclosure or that is exempt from disclosure under applicable laws, including, but not limited to, FOIA or Privacy Act. Any use, distribution, copying or other disclosure by any other person is strictly prohibited. If you have received this e-mail in error, please notify the sender.*



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**From:** Leady Jr,William J (BPA) - K-7  
**Sent:** Wednesday, October 27, 2021 7:31 AM  
**To:** Cook,Joel D (BPA) - K-7  
**Subject:** Update slides  
**Attachments:** Transition Team Update (27 Oct 2021) (V3).pptx

**Bill Leady P.E.**

Asset Manager | K

**BONNEVILLE POWER ADMINISTRATION**

[bpa.gov](http://bpa.gov) | Office 503-230-4270 | Cell (b)(6)

## Transition Team Update

Dan James, Chief Workforce and Strategy Officer  
Robin Furrer, Chief Administrative Officer  
Joel Cook, Chief Operating Officer

October 27, 2021

*Planning Team*

- Lee Hall
- Steve Capps
- Bill Leady
- Sarah Laylo
- Shana Kuhn

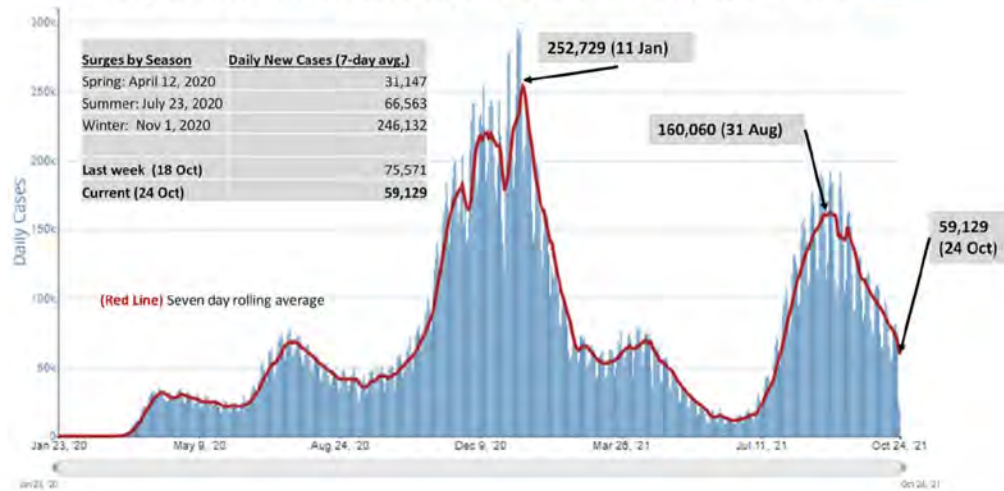
*85<sup>th</sup> week of telework*

*Transition Team Update**Topics*

- ✓ COVID Situation
- ✓ Mandatory Vaccination Certification in MyEnergy & MEF data (current status)
- ✓ Reasonable accommodations
- ✓ Contractors / Contract actions
- ✓ Safer Federal Workforce TF update
- ✓ Calendar
- ✓ Key Points

## COVID Status – National Trend

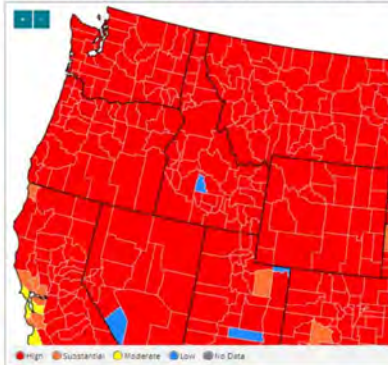
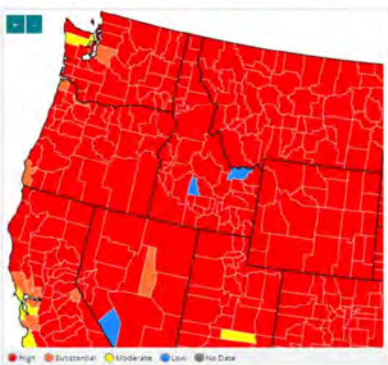
Daily Trend in Number of COVID -19 Cases in the United States Reported to the [CDC](#)



## COVID Status – Regional Transmission Rates

Time Period: Wed. Oct 13 2021 – Tues. 19 Oct 2021

Time Period: Mon. Oct 18 2021 – Sun. 24 Oct 2021



Indicator - If the two indicators suggest different transmission levels, the higher level is selected.

	Low Transmission Blue	Moderate Transmission Yellow	Substantial Transmission Orange	High Transmission Red
Total new cases per 100,000 persons in the past 7 days	0-9.99	10-49.99	50-99.99	≥100
Percentage of NAATs <sup>1</sup> that are positive during the past 7 days	0-4.99%	5-7.99%	8-9.99%	≥10.0%

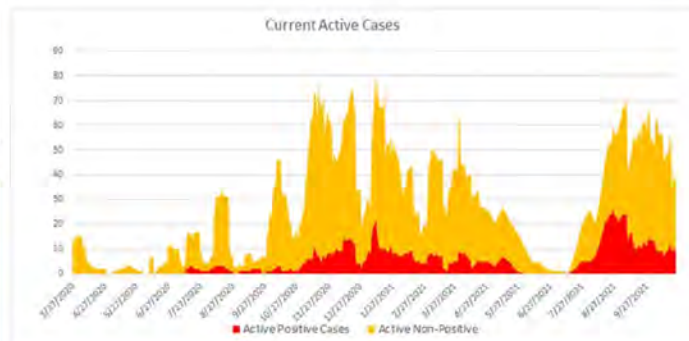
### COVID Status – BPA Self-quarantine

#### 19 Oct 2021 (last week)

- Tracking **54** Active COVID Reports
- **1.3%** of BPA Population (**54** of 4,168)
- Cautionary: **20**
- Symptomatic: **21**
- Tested Positive: **13**

#### 26 Oct 2021 (Tuesday)

- Tracking **42** Active COVID Reports
- **1.0%** of BPA Population (**42** of 4,168)
- Cautionary: **20**
- Symptomatic: **11**
- Tested Positive: **11**



**Mandatory Vaccination Certification in MyEnergy – Status as of 3:40 pm Oct 26<sup>th</sup>**

# BFTes	Fully Vaccinated	Pending 2 <sup>nd</sup> shot	Has Appointment	Not Vaccinated	Not Responded
2,765	2,197	98	15	266	189
	79.5%	3.5%	0.5%	9.6%	6.8%

Data was pulled at 3:40 pm on Tuesday

303 on Monday

Note- Anne Fickes' report is slightly different it includes HCM personnel.

	Total	Fully vaccinated	Pending 2nd shot	Not vaccinated	vaccinated - appointme	Not responded
MEF	186	143	6	23	1	13
		76.9%	3.2%	12.4%	0.5%	7.0%
ESA	540	436	23	47	4	30
		80.7%	4.3%	8.7%	0.7%	5.6%

Data was pulled at 10:30 on Tuesday



### Reasonable Accommodations

- ✓ COVID related reasonable Accommodation Requests received (as of Oct 26, 3:00 pm)
  - Vaccine Mandate Total: **308**
  - Religious: 256 (83%)
  - Medical: 52 (17%)
- ✓ Anne Fickes is recommending individuals for two PMA-wide teams
  - *Designated Management Officials* (DMOs) (8 people from BPA)
  - *Reconsideration DMOs* (4 people from BPA) \
  - Local Reasonable Accommodation Coordinators (LRACs) and OGC will advise the teams
  - First line supervisors will inform the process by articulating the essential functions of the position and how requested accommodations might impact work.
  - HCM nor DOE have received guidance on how to assess reasonable accommodations
  - Discipline process does not start while RAs are being reviewed.

#### Similarly for Progressive Discipline

- *Proposing Officials*
- *Deciding Officials*
- All cadre names to DOE by Friday, October 29.

**Executive Order on Ensuring Adequate COVID Safety Protocols for Federal Contractors Sept 9, 2021**

The EO requires all new contracts to include vaccine requirements for all "covered contractors". It also requires the vaccine requirements be added whenever an existing contract is renewed, or modified. It allows but does not require existing contracts be modified.

Issue: What does BPA want to do with existing contracts that are not up for renewal?

Recommendation:

1. Initially: Identify the highest risk contracts (i.e. the most in-person contact with BFTes and others) for modifications to include the mandatory vaccination clause. Still consider costs and risks. Examples – all SLMO contracts, janitorial services contracts, construction contracts where there is significant BPA - contractor interaction.
2. As contracting office resources become available address the lower priority existing contracts that may pose a risk to BPA employees. Consider costs and risk and make a determination if a modification is prudent.
3. As contracting office resources become available consider the balance of contracts and considering costs and risks make a determination if a modification is prudent.

**Balance**

- ✓ COVID risk
- ✓ The impact on our Contracting Office's ability to execute the current workload given the work required to modify existing contracts
- ✓ Potential costs of contract modifications
- ✓ Concerns about perception of different standards/timelines for CFTE vs. BFTE

### Contractor – SLMO update

Known RA from Suppliers

Suppliers	Medical	Religious	Unknown
ACS	(b)(6)		
Actalent			
APR			
Asad			
CorSource			
CRGT			
Everset			
FirstTel			
Flux			
Mokus			
Panderhou			
weri			
Traco			
Total			

- ✓ Two Supplemental Labor suppliers have mandated vaccines to their employees on their own timelines – without BPA prompting (they have other Federal contracts)
  - Actalent (formerly AeroTek) has 146 CFTE.
  - CRGT has 54 CFTE.
- ✓ The remaining Supplemental Labor suppliers appear to be waiting on BPA to update their contracts with the vaccine mandate clauses, to wait for clarity and subsequent guidance.
- ✓ Some of these Suppliers have expressed the need for adequate time ~6-8 weeks, so they can successfully structure an implementation to be 100% compliant.
- ✓ SLMO is waiting on DOE guidance how these RAs will be adjudicated. *"joint employment"*

## Safer Federal Workforce Task Force

**SAFER  
FEDERALWORKFORCE**

### What's New?

October 21, 2021

- New FAQs for [Vaccinations](#) and [Contractors](#)

- ✓ Updates are technical in nature for example:

**NEW Q:** If a covered contractor employee requests an accommodation, and that accommodation is denied by the covered contractor, how long should the contractor employee be afforded to be fully vaccinated?

A: Covered contractors should establish a timeline for a covered contractor employee whose request for an accommodation is denied to promptly become fully vaccinated.

- ✓ None of the new information is significantly important to BPA

**Calendar**

A. Last day to get final shot

B. FED employees must be vaccinated

**2021 NOVEMBER**

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8 A	9 1	10	11	12	13
14	15 2	16	17	18	19	20
21	22 B 3	23 4	24 5	25 Thanksgiving	26	27
28 5	29	30				

**2021 DECEMBER**

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 5	2	3	4
5 5	6	7	8 6	9	10	11
12	13	14	15 7	16 2	17	18
19	20	21	22	23	24	25 Christmas
26	27	28	29	30	31	

1. Counseling Memo

4. 14-Day Suspension (Deciding Official)

7. Employee Response\*

2. 14-day Suspension notification (7 days to respond)

5. 14-Day Suspension period

8. Removal – Deciding Official

3. Employee response to suspension

6. Removal –Proposing Official

Does not include bargain unit obligations  
which will extend timelines slightly

*Key points / Working Issues*

- ✓ Numbers in MyEnergy continue to show increased compliance and reduced risk to BPA's mission – more detail on Thursday
- ✓ 9 working days until Nov. 9<sup>th</sup>, 18 working days until Nov. 22<sup>nd</sup>
- ✓ Communications is moving away from all employee / all manager messaging. Issues with non-compliance will be worked at the individual level.
- ✓ Planning for re-entry will need to begin soon.



# Questions



From: Fickes, Anne Macron (BPA) - H-1  
To: Furrer, Robin R (BPA) - N-7; Nice, Lori (BPA) - N-7; Racicot, Lynda S (BPA) - N-7  
Subject: Add'l Data for CAO - Vaccination Certifications  
Date: Wednesday, October 27, 2021 5:08:18 PM  
Attachments: Modified Data 10-26-2021 - Final Reports - CAO.xlsx

Hello,

Attached is the CAO data broken out by org code, location, occupational series and play plan. Note – This information should only be shared with those that have a need to know (e.g. chain of command) as it is easy to identify individuals where there are very few employees in a location/occupation. I plan to share the (b)(6) on Thursday morning.

Conditional formatting in the attached report allows you to focus on potential areas of concern

- Red – 25% or higher for not vaccinated or not responded
- Yellow – 50% or higher for not vaccinated and not responded

#### High Level Summary

- There are locations with 4 people or less where 50% or more are not vaccinated/did not respond
  - (b)(6)
- (b)(6) employees are not vaccinated or did not respond

Let me know if you have any questions or concerns, thanks!

From: Fickes, Anne Macron (BPA) - H-1  
Sent: Tuesday, October 26, 2021 12:01 PM  
To: Furrer, Robin R (BPA) - N-7 <rrfurrer@bpa.gov>; Nice, Lori (BPA) - N-7 <lnice@bpa.gov>; Racicot, Lynda S (BPA) - N-7 <lracicot@bpa.gov>; Bea, Brad A (BPA) - NF-MODW <babea@bpa.gov>; Laylo, Sarah M (BPA) - NN-1 <smlaylo@bpa.gov>; Linson, Trudy W (BPA) - NST-4400-LL <twlinson@bpa.gov>; Capps, Stephan A (BPA) - NW-1 <sacapps@bpa.gov>  
Subject: Vaccination Certification Results for CAO

Good Afternoon,

The following is a summary of the vaccination certification results as of 8:00 a.m. as well as the total number of RA requests. We are analyzing the data and will reach out if we identify any areas of potential concern. No action needed at this time and we will continue to keep you apprised on next steps. Thanks!

CAO	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Tier II	n	%	n	%	n	%	n	%	n	%	n	%
J	170	89%	2	1%	1	1%	14	7%	5	3%	192	100%
N	(b)(6)										11	100%
NF	(b)(6)										24	100%
NN	(b)(6)										23	100%
NS	133	79%	8	5%	2	1%	17	10%	8	5%	168	100%
NW	(b)(6)										33	100%
Grand Total	382	85%	13	3%	3	1%	38	8%	15	3%	451	100%

#### Reasonable Accommodation Requests

J  
N  
NF  
NN  
NS  
NW

(b)(6)

Anne Fickes  
Acting Director | Human Resources Service Center  
Bonneville Power Administration  
U.S. Department of Energy  
503.230.3240

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**From:** Cook,Joel D (BPA) - K-7  
**Sent:** Tuesday, October 26, 2021 2:50 PM  
**To:** Alders,Kyna L (BPA) - PGL-5  
**Subject:** RE: Vaccination Certification Summary for T

Thanks

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**From:** Alders,Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Sent:** Tuesday, October 26, 2021 2:08 PM  
**To:** Cook,Joel D (BPA) - K-7 <[jdcook@bpa.gov](mailto:jdcook@bpa.gov)>  
**Subject:** FW: Vaccination Certification Summary for T

I didn't see you on this distribution list.

Kyna

**Kyna Alders** (she/her)  
Deputy Chief Operating Officer (acting)  
Bonneville Power Administration  
Phone: 503-230-5971 / Cell: (b)(6)

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**From:** Fickes,Anne Macron (BPA) - H-1 <[acmacron@bpa.gov](mailto:acmacron@bpa.gov)>  
**Sent:** Tuesday, October 26, 2021 1:34 PM  
**To:** Shaheen,Richard L (BPA) - T-DITT-2 <[rlshaheen@bpa.gov](mailto:rlshaheen@bpa.gov)>; Tyson,Ivy L (BPA) - TA-DITT-2 <[iltyson@bpa.gov](mailto:iltyson@bpa.gov)>; Miller,Mike P (BPA) - TE-DITT-2 <[mpmiller@bpa.gov](mailto:mpmiller@bpa.gov)>; Lahti,John A (BPA) - TF-DITT-2 <[jalahti@bpa.gov](mailto:jalahti@bpa.gov)>; Cathcart,Michelle M (BPA) - TO-DITT-2 <[mmcathcart@bpa.gov](mailto:mmcathcart@bpa.gov)>; Cook,Jeffrey W (BPA) - TP-DITT-2 <[jwcook@bpa.gov](mailto:jwcook@bpa.gov)>; Ko,Tina G (BPA) - TS-DITT-2 <[tgko@bpa.gov](mailto:tgko@bpa.gov)>; Hunter,Kimberly A (BPA) - TTB-MODD <[kahunter@bpa.gov](mailto:kahunter@bpa.gov)>  
**Cc:** Alders,Kyna L (BPA) - PGL-5 <[klalders@bpa.gov](mailto:klalders@bpa.gov)>  
**Subject:** Vaccination Certification Summary for T

Good Afternoon,

The following is a summary of the vaccination certification results as of 8:00 a.m. as well as the total number of RA requests. We are analyzing the data and will reach out with areas of potential concern. Also MEF/ESA reports will be provided shortly as well. No action needed at this time and we will continue to keep you apprised on next steps. Thanks!

All Transmission	Fully Vaccinated		Not Fully Vaccinated - Pending 2nd Shot		Not Been Vaccinated - Appointment		Not Vaccinated		Not Responded		Total	
Tier II	n	%	n	%	n	%	n	%	n	%	n	%
T	(b)(6)										2	100%
TA	(b)(6)										23	100%
TD	(b)(6)										22	100%
TE	261	84%	9	3%	1	0%	24	8%	15	5%	310	100%
TF	458	60%	50	7%	6	1%	123	16%	122	16%	759	100%
TO	123	77%	3	2%	2	1%	20	13%	12	8%	160	100%
TP	99	79%	3	2%	1	1%	13	10%	9	7%	125	100%
TS	63	77%	4	5%	2	2%	8	10%	5	6%	82	100%
TT	95	85%	6	5%		0%	8	7%	3	3%	112	100%
Grand Total	1139	71%	75	5%	12	1%	200	13%	169	11%	1595	100%

#### Reasonable Accommodation Requests

TA (b)(6)  
 TD  
 TE  
 TF  
 TO  
 TP  
 TS  
 TT

Anne Fickes  
 Acting Director | Human Resources Service Center  
 Bonneville Power Administration  
 U.S. Department of Energy  
 503.230.3240