



THE UNITED STATES DEPARTMENT OF LABOR

2022 Sustainability Plan



DEPARTMENT OF LABOR 2022 SUSTAINABILITY PLAN

SECTION 1 – AGENCY SUSTAINABILITY PLAN SUMMARY

The Department of Labor (Department or DOL) is committed to achieving the goals of Executive Orders (E.O.) 14008 (“Tackling the Climate Crisis at Home and Abroad,” signed January 27, 2021) and 14057 (“Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability,” signed December 8, 2021) to significantly reduce greenhouse gas (GHG) emissions and improve federal sustainability posture and level of effort. The Department’s actionable opportunities on these efforts are primarily in facility operations, acquisition and procurement, and transportation.

SECTION 2 – PRIORITY ACTIONS

In fiscal year (FY) 2022, the Department continued forward momentum in support of E.O. 14008 goals through the following priority actions:

- Improving acquisition strategies to fully embrace sustainable procurement and leverage Federal purchasing power to support climate-friendly products and services.
- Prioritizing renewable energy procurement and project opportunity across DOL assets.
- Assertively pacing strategic procurement of light-duty electric vehicles to reduce reliance on fossil fuels and to significantly reduce fleet GHG emissions.

The Department continues specific sustainability action and effort in the following areas:

A. 100 Percent Carbon Pollution-Free Electricity

Early in FY 2022, in coordination with GSA’s electricity contract negotiations for the National Capitol Region, the Department prioritized significantly adding to our renewable energy procurement for the Frances Perkins Building (FPB) Headquarters, in Washington D.C. and shifted from a 20 percent to 70 percent renewable electricity mixture. The Department continues to look for opportunities to shift to carbon pollution-free electric energy where practical and environmentally beneficial while operating and modernizing owned and leased assets.

B. 100 Percent Zero-Emission Vehicle Fleet

The Department has made considerable progress in zero-emission fleet vehicle procurement in FY 2022, including:

- Identifying 130 light-duty gasoline powered vehicles for transition to light-duty electric vehicles and placing orders with Government Services Administration (GSA) for delivery in calendar year 2023.
- Continued emphasis on “right-sizing” fleet operations, by:
 - Reducing the number of vehicles in the fleet by more than 800 vehicles in the last decade, from a total fleet of 4,355 vehicles in FY 2012 to a fleet of 3,471 vehicles in FY 2022.
 - Exchanging larger vehicles for more efficient vehicles without degrading mission capability.

Acceleration of electric vehicle (EV) transition will continue as the Department pursues electrification of all light-duty fleet vehicles procurements by 2027.

C. Net-Zero Emissions, Buildings, Campuses, and Installations

In FY 2022, the Department placed significant emphasis on developing performance contracting opportunities to reduce facility generated GHG, conserve energy, modernize facilities, and bolster our sustainability and climate resilience postures. With aging Job Corps Centers (JCCs) in all 50 States and Puerto Rico, there is considerable opportunity for incorporating net-zero emission priorities in modernization efforts. Acquisition, engineering, and architectural teams serving our campuses are actively identifying strategies to support sustainability and E.O. goals.

- **Design and Construction for Net-Zero Emissions**
As the Department engages in new construction from year to year, DOL is focused to ensure that all new construction, modernization, and campus improvements adhere to best practices and E.O. direction for net-zero emissions progress.
- **Increasing Energy Efficiency**
Since FY 2003, facility energy intensity has improved significantly. Facility energy intensity, measured in British Thermal Units (Btu) per gross square footage (GSF), has decreased from 118,769 in FY 2003 to 63,829 in FY 2021, a reduction of 46 percent. The Department remains committed to continuous improvement in energy efficiency.
- **Increasing Water Efficiency**
From the FY 2007 baseline through FY 2021, the Department has reduced facility water intensity by 41.2 percent. Reductions in water intensity also reduce the need for waste-water treatment, which is a secondary but significant achievement in reducing overall environmental impact. DOL will continue to

evaluate and incorporate opportunities for water efficiencies in owned and leased facilities.

D. Reducing Waste and Pollution

From fleet improvements to procurement to campus operations, the Department remains proactive in reducing waste streams, eliminating GHG emissions where possible and modeling environmental stewardship. Nearly all Office of Job Corps (OJC) campuses have “green teams” that review recycling and campus environmental efforts to maximize efficiency and reduce environmental impact. As Job Corps and Conservation Corps Centers emerge from COVID-19 protocols, these programs are receiving renewed emphasis and attention.

E. Sustainable Procurement

The Office of the Senior Procurement Executive (OSPE) continues to improve support of sustainability and environmentally responsible procurement and acquisition level of effort. In FY 2022, this work included:

- Evaluating technical solutions to ensure sustainable and environmentally responsible delivery of goods and services.
- Implementing a robust monitoring process within the Acquisition Management System (AMS) to improve performance and compliance.

F. Climate- and Sustainability-Focused Federal Workforce

In FY 2022, the Department began reviewing existing climate literacy and sustainability training available to employees and to incorporate training with the intent to foster a culture of awareness and responsibility across all roles and agencies within the Department. DOL is also collaborating with other like-sized Federal agencies to develop cohesive and consistent training across Federal sectors.

G. Incorporating Environmental Justice

In FY 2022, environmental justice was emphasized as a critical priority across all mission efforts. It is such a significant priority that, in addition to job quality and equity, the Department is working to embed environmental justice as one of the three stated priority principles for all grants approved by the Department.

H. Accelerating Progress through Partnerships

DOL has focused on strengthening relationships with a variety of government and non-government agencies to synergize efforts in climate resilience and sustainability in FY 2022. Examples include:

- Working with the other Federal agencies to share best practices and lean into collaboration strategies that will improve project outcomes, including:

- Partnering with the Department of Energy (DOE) and the Federal Energy Management Program (FEMP) to implement best practices in financed energy projects.
 - Collaborating with GSA to incorporate best practices in procurement of electric vehicles and charging stations.
 - Participating in the Environmental Collaboration and Conflict Resolution (ECCR) Federal Forum to strengthen skills in resolving contemporary sustainability issues.
- Leveraging partnerships with a wide variety of state and local entities to promote clean energy sector jobs and worker safety that will lead to improvement of our national sustainability posture.

SECTION 3 – PROGRESS EXAMPLES

Maximizing ESPC Potential to Modernize and Reduce Carbon Emissions

The Department is committed to reducing carbon emissions, improving energy efficiency, and maximizing renewable energy procurement across leased and owned facilities. DOL has recently focused on partnering with energy service companies (ESCOs) to maximize the use of financed energy projects, like Energy Savings Performance Contracting (ESPC), to accelerate the work. Prime examples include:

- In October 2021, the Office of the Assistant Secretary for Administration and Management (OASAM) initiated an ESPC effort at the FPB in Washington D.C. The project officially kicked off, after source selection, in March 2022, and will include energy conservation measures in lighting, air handling, water, renewable energy, and a variety of modernization efforts that will reduce GHG and improve energy efficiency.
- Using the FPB ESPC as a model, the Department has begun to pursue additional opportunity at owned and leased facilities across the nation. Not only do these projects have strong potential to reduce GHG emissions and improve energy efficiency, they have exceptional potential to modernize facilities and improve climate resilience.
- The Mine Safety and Health Administration (MSHA) engaged an ESPC opportunity at the Training Academy in Beaver, West Virginia in 2018. In 2022, MSHA continues to actively monitor performance of the ESPC for realized monetary savings in utility and operational costs as well as measurable energy efficiency gains and GHG reductions. Employees at the modernized facilities have also noted significant improvements to the quality of the work environment, including improved lighting, air quality, and temperature consistency.

Best Practices in Procurement and Acquisition to Support Sustainability

OSPE continues to advance acquisition strategies that fully embrace sustainable procurement. These efforts leverage Federal purchasing power to support climate-friendly products and services.

- In FY 2022, OSPE continued a multi-year effort to train procurement and acquisition team members to ensure meaningful sustainability performance clauses are included in all applicable contract actions. OSPE also began leveraging new data validation capability in AMS to monitor and improve compliance with climate related clauses.
- In November 2021, the Department increased renewable energy procurement for the 1.5 million square foot FPB from 20 percent to 70 percent. This was possible through a collaborative effort with GSA to renegotiate electricity procurement rates and source mixtures in the National Capital Region.

Fleet Sustainability

The OASAM Asset Management team continues work to reduce reliance on fossil fuels and ramp up use of EVs across DOL fleet operations.

- In FY 2022, Fleet identified light-duty vehicle transition opportunity and ordered 130 new EVs in FY 2022. This constitutes a dramatic change in light-duty EV procurement, given that DOL's existing EV inventory, prior to FY 2022, was a single EV located at the FPB.
- As we accelerate EV procurement (with vehicles being delivered in 2023), the Department also began strategic consideration for electric vehicle supply equipment (EVSE) across DOL owned and leased facilities. The Department's initial EV/EVSE Strategic Plan, developed in late FY 2022, will be a key component for success.

Conclusion

The Department of Labor remains committed to sustainable best practices. As we engage our mission to support American workers and families, we will continue to better align our work to champion sound environmental stewardship.