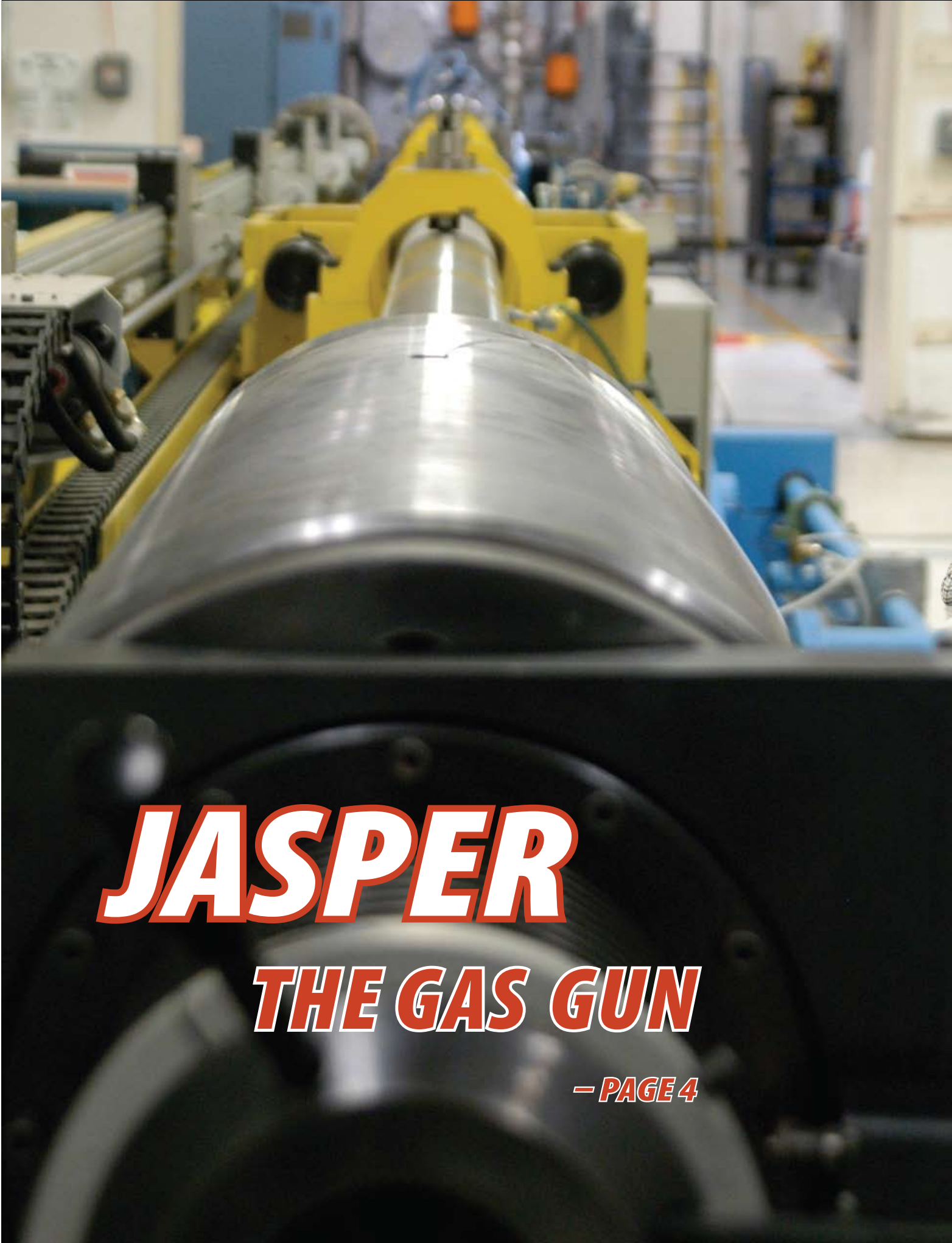


NEWSLINE

Published for the employees of Lawrence Livermore National Laboratory

December 7, 2007

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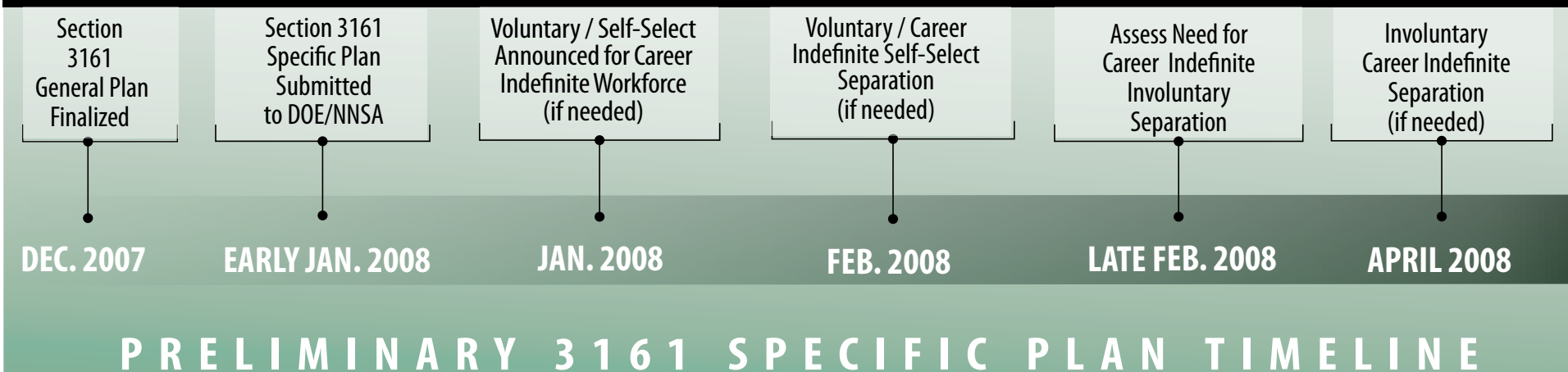
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RETOOLING THE LABORATORY



3161 plan moves ahead into final stage

The Laboratory's 3161 Specific Workforce Restructuring Plan is in the final stages of development and is expected to be submitted to DOE/NNSA in January 2008. A general plan was submitted in October and is on the Web at <http://www.doeal.gov/WRLNLN/docs/DraftWorkforceRestructuringPlan.pdf>

The specific plan, designed to mitigate the effects of workforce restructuring on both employees and the community, will identify the career indefinite job categories that could be subject to both a Voluntary Self Select Option Program (VSSOP) and an involuntary program.

However, Director George Miller still is assessing budget outlooks and employee attrition numbers to decide

"... I will re-evaluate where we are in January 2008 and make a decision regarding our career workforce at that time."

— Director George Miller

make a decision regarding our career workforce at that time."

Should reductions affecting the Lab's career indefi-

See **UPDATE**, page 8

whether a career indefinite employee workforce restructuring program will be needed and if the 3161 will be implemented.

"We need to carefully look at our attrition, our current budget and the federal continuing resolution situation as well as the strides we've made to date on some of our cost-cutting initiatives," Miller said. "We still are planning to submit our plan to LSO for their review, but I will re-evaluate where we are in January 2008 and

Lab turns up the heat on energy conservation

The heat is on for the Laboratory to conserve energy. But in one directorate the heat is off; or at least a part of it. Employees within the Chemistry, Materials, Earth and Life Sciences (CMELS) directorate are turning in their electrical space heaters to help the Lab's overall effort to lower its energy consumption.

The directorate asked its employees to voluntarily turn in space heaters if they are no longer needed or wanted. The next day, Lori Souza, deputy associate director, said the directorate office's walls were lined up with space heaters employees no longer wanted.

"We're trying to find an environmentally friendly way to discard these," Souza said. "I tease people that I will bring them some warm socks."

The space heaters are just part of a bigger grass roots effort by the directorate to lower its energy

Flex-term and supplemental labor restructuring continues

Flex-term and supplemental labor workforce restructuring efforts are continuing in an effort to effectively position the Laboratory and reduce operating expenses.

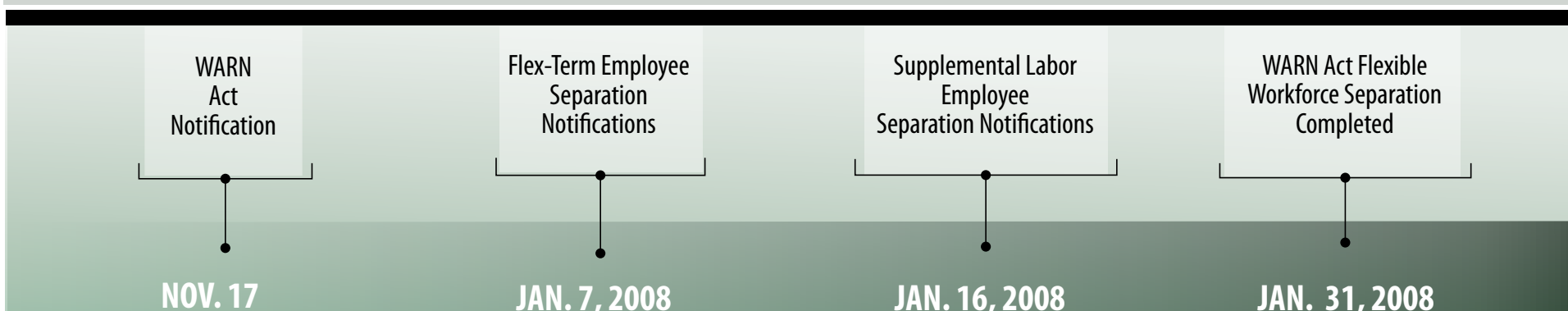
Since Oct. 1, LLNL has reduced its supplemental (SL) and flex term (FX) workforce by 75 positions. It is expected that approximately 425 additional supplemental and flex positions will be eliminated by the end of January. Because these additional reductions exceed the require-

ments of the Federal WARN (Worker Adjustment and Retraining) process, all employees within the flex-term and supplemental job categories received notification letters in late November.

The federal WARN Act and the California Labor Code

See **LABOR**, page 8

See **ENERGY**, page 8



ANTICIPATED FLEX-TERM/SUPPLEMENTAL LABOR EMPLOYEE RESTRUCTURING TIMELINE



UPDATES

Employees subject to pay state SDI

As a result of the contract transition from a public to private entity, employees became subject to paying California State Disability Insurance (CA SDI) as of Oct. 1. Due to CA SDI eligibility rules, most employees will not be entitled to full CA SDI benefits until approximately April 2008.

LLNS recognized this gap and implemented a company-paid "bridge plan" that provides equivalent benefits to CA SDI until employees are fully eligible for the state plan. The plan also will provide a partial benefit to supplement CA SDI payments if an employee is not eligible for full benefits from the state.

For out of state employees, the bridge plan will provide the basic \$800/month benefit to replicate the UC benefit.

In addition, employees will now be eligible for the paid family leave benefit that is part of CA SDI.

For more information on CA SDI, refer to the Website at <http://www.edd.ca.gov/fleclaimdi.htm>.

Post-retirement survivor benefit notice

If you are an employee with a disabled dependent child or dependent parents, you may benefit from additional information regarding differences between TCPI and UCRP with respect to post-retirement survivor continuance benefits. Contact Ralph Howard, 3-6658, for additional information.

Benefits Office has new customer hours

Due to reduced staffing in the LLNL Benefits Office, and available self-service resources, effective Monday, Dec. 3, the Benefits Office telephone and walk-in customer service hours will be changed to 10 a.m. to 3 p.m., Monday-Friday.

Benefits information and forms will continue to be available on the Benefits Office Website at <https://benefits-int.llnl.gov/>

Fidelity representatives available

Fidelity representatives will be available for a limited number of appointments on Dec. 11 and 19 for those employees who are interested in individual counseling on investment options and alternatives in the LLNS 401(k) Plan. To schedule an individual appointment with Fidelity, call 1-800-642-7131. For more information on your benefits, contact the Benefits Office, 2-9955, or on the Web at <https://benefits-int.llnl.gov>.



RUMOR OR FACT?

Editor's note: Following transition to management under Lawrence Livermore National Security, LLC, several rumors have surfaced regarding the Lab's policies and procedures. Newsline will use this space to address these issues regularly.

Rumor: LLNS is using the Laboratory's money to contribute \$1 million to the HOME Campaign.

Fact: LLNS recently announced it would match employee contributions to the HOME Campaign up to \$1 million. This money comes directly from the fee LLNS receives to manage the Lab. It does not come out of the DOE budget to operate the Lab and its programs.

Rumor: LLNS will decide who gets the donations and how much.

Fact: LLNS will match employee contributions dollar for dollar up to \$1 million. For example, an employee's contribution of \$100 to a charity of choice will be matched by LLNS contribution of \$100 to that same charity. Should the HOME Campaign surpass the \$1 million mark, the LLNS contributions will be prorated with employee contributions.

Rumor: All custodians will be released from the Laboratory today (Friday, Dec. 7).

Fact: There are no plans to release all custodians. As previously announced, flex-term and supplemental labor employees could be released in the future by the Lab's workforce restructuring process, which is now under way. Employees who might be affected by this process would be notified by mid-January. As normal procedure, employees who have assignments ending as part of their regular fixed term contract also could be released after this date.

Rumor: Laboratory employees will be forced to take vacation time if they want to be paid for the 2008 holidays.

Fact: Laboratory employees will continue to receive the same paid holidays they received prior to the transition (see the Website at https://portal.llnl.gov/portal/page/portal/MYLLNL/ITEMS/DOCUMENTS/EMPLOYEE_CENTER/holidays.html). This confusion stems from the Nov. 30 *Newsline* listing of 2008 holidays, in which the headline incorrectly labeled the holidays as vacation.

Rumor: LLNS will not be paying employees for jury duty.

Fact: This is not correct. The policy has not changed. Employees who are called for jury duty will receive leave with pay for actual time on jury, per Lab policy.

SCIENCE NEWS

JASPER vital in plutonium equations of state

By David Schwoegler
Newsline staff writer

In fiscal year 2007, the Joint Actinide Shock Physics Experimental Research (JASPER) team accomplished four plutonium (Pu) experiments that determine the final pressure, density and internal energy of Pu when compressed by a shock wave.

In shock physics experiments, a curve known as the Hugoniot is a valuable tool for analyzing a material's equation of state. If a material with a defined initial pressure, density and energy is subjected to a series of compression experiments of varying shock strengths, a set of new compression states can be plotted. The resulting curve is the material's Hugoniot curve.

"Every material has a unique Hugoniot curve. The Hugoniot can be determined absolutely through experiments that need to measure only distance and time — that is, velocity," according to Lab physicist Neil Holmes, who is a JASPER project scientist.

And, the JASPER team achieved four Hugoniot plutonium experiments just this year. Unique features of JASPER work include experiments that are performed on plutonium; that are successfully contained; and are highly accurate, with typical uncertainties less than 0.5 percent. Recent installation of Photonic Doppler Velocimetry diagnostics extended Hugoniot experiment measurements to pressures much lower than those that could be measured before.

JASPER researchers also performed test shots on surrogate materials to successfully validate new gun loading parameters, meeting three divergent goals: velocities down to two km/s with aluminum projectiles; low distortion and tilt of the projectile; and powder loads large enough to ensure post-shot sealing by the piston

at the rear of the gun's tapered section. This information is needed for pending experiments to complete the Hugoniot work.

Operated as a "Radiological Facility" since 2001, midway through FY07, JASPER was re-evaluated by the National Nuclear Security Administration as a "Category 3 Nuclear Facility," Holmes said. While a documented safety analysis is prepared to function within this newly assigned hazard category, Holmes said JASPER will continue to perform experiments through the end of 2008 under a Justification for Continuing Operation. During that calendar year, the team plans to complete up to 18 experiments.

JASPER'S centerpiece is a two-stage light gas-gun, designed and operated by the Laboratory within Area 27 at the Nevada Test Site, 75 miles northwest of Las Vegas.

It's a nearly 100-foot, two-stage gas gun that can fire small projectiles at velocities of up to eight kilometers (five miles) per second — nearly 18,000 miles per hour — or more than 24 times the speed of sound. Since March 2001, JASPER has racked up 60 shots, including 15 in calendar year 2004.

Built for \$20 million inside existing facilities at NTS, the gun annually can fire up to 24 experiments and costs about \$6 million to operate, with an expected 10-year lifetime. In the absence of full-scale nuclear testing, JASPER helps assess the properties of nuclear weapon materials to verify that aging weapons can perform as designed.

The team also performed an experiment that was part of the Nuclear Counter-Terrorism Design Support effort.



The control room for the JASPER gas gun.

Photos by David Schwoegler



On the cover and right: The Joint Actinide Shock Physics Experimental Research (JASPER) gas gun is located at the Nevada Test Site in Area 27.

A conversation with...

FRANK RUSSO



(Editor's note: The transition to management by Lawrence Livermore National Security has brought the Lab a few new faces among its senior leaders. Newslines features "A Conversation with..." a series of profiles on the Laboratory's new leadership. This week, meet Frank Russo.)

Frank Russo is the principal associate director for Operations and Business, which includes four directorates: Strategic Human Capital Management, Business, Facilities and Infrastructure, and Nuclear Operations. Supporting these directorates are the functions of Staff Relations, Functional Operations, Institutional Facilities Planning and Management, Operations and LLNS/LANS Integration.

Prior to joining the Laboratory, Russo served as Bechtel principal vice president. He has 34 years of operations and business experience, beginning his Bechtel career in 1973 in procurement, supporting 10 international and domestic nuclear projects.

During his career, he served as president and general manager of the Advanced Mixed Waste Treatment Plant at Idaho National Laboratory. From 2001 to 2005, he was general manager of the Idaho Completion Project and director of program management for Bechtel BWXT.

Russo is a Certified Project Management Institute instructor and Six Sigma champion. He has trained 2,500 Department of Energy and Nuclear Weapons Complex site personnel on DOE Order 413.3.

He has bachelor's degrees in political science and history from Pace University and attended Stanford University's Executive Management Program.

What did you want to be when you were a kid: I'm still trying to figure that out. Seriously, I never had any aspirations to be something like an astronaut, for instance. But, one thing I always knew was that I wanted to work with people. I am most effective working in teams.

First job: My family was in the construction business, so I spent many summers, from age 13 up, working at New York City construction sites. I started out filling water buckets. It was hard work in the summer. And, I felt like I had to work even harder than other employees since I was related to the guy in charge. The hard work served to motivate me through college: Any doubts I had about the importance of education ended during my sophomore year when my father decided that I didn't need a Christmas break and that I needed to come work with him. He put me on the 85th floor of a building in the bitter cold and wind of winter.

Guiding principle: Integrity. Honesty. Treat people with intelligence because of who they are. And, one very important principle: Never sugar coat the facts. Be truthful.

Work philosophy: Work smart, there is an elegant solution to many things. Work smart, the way a lot of people at this Lab do, and you will be successful.

Best decision: Marrying my wife, Maryann, 35 years ago. We've moved 21 times due to my career. She is the underlying force in our success.

Worst decision: Being a positive person, I can't say I've made any worst decisions. However, there was one bad situation I can think of. One of my transfers took us to Maryland and it was there that my son contracted Lyme disease. I wish we had never gone there.

Career highlight: In Canada, I managed a 12 million man-hour job without any lost-time accidents. That is something I will never forget and always be proud of.

Career low point: I was assigned to a refinery project that was 60 percent complete and 95 percent spent (budget) and the situation was not fixable. I came in too late and the job was not emotionally rewarding. I learned that sometimes you just can't change the way things are.

Word or phrase that best describes you: At Bechtel, there is a leadership program called "Collegial Role Counseling." It involves intensive interactions where you rate yourself and are rated by others. There is an activity called "What kind of vehicle are you?" where, based on your characteristics, you are compared to a type of car by your peers. Being of Italian decent, I naturally thought those critiquing me would say I was an Italian sports car. Much to my surprise, they said I was an ice cream truck because: "they could hear me coming, they were always happy to see me and I had a flavor for everyone."

Interests/hobbies: Snow skiing, hiking and traveling.

Favorite book: "Atlas Shrugged," by Ayn Rand. I read it in college and it really changed my life. The book taught me a lot about people and how motivators are perceived and treated in society.

What actor would play you in a movie: Al Pacino — intense and passionate (but not in the "Godfather").

Favorite food: Anything Italian and anything Asian.

Pet peeves: People who say they can do something and they can't. People who say they understand and you find out they don't. My motto is: be honest up front and don't lead me astray — if you need help, we can find it.

Person you'd most like to meet: I would have liked to have met President Ronald Reagan. He used everything he had plus people and their skills to make tremendous contributions to our country.

Best vacation ever: Any vacation that involved skiing. Also, a cruise my wife and I took on our 30th wedding anniversary. It was the first time in my career that I took a two-week vacation.

Next career goal: I am in it. It is helping us through this (the transition).

How do you deal with stress: Exercise.

Characteristic you most and least admire in people: Most: Honesty, integrity, a concern for people; and communicating face-to-face, not just by e-mail or phone. Least: Hidden agendas of people; duplicity; the "me" generation.

Best piece of advice you've received: As the saying goes: "Keep your friends close and your enemies closer." You can learn more and grow more by understanding the people who don't always agree with you.

Next milestone I plan to complete my career right here in Livermore. That is my goal. This is going to be my last assignment. And, after so many moves, my wife and I are in definite agreement.

PHOTOS BY
BOB HIRSCHFELD/NEWSLINE





Holiday safety tips

Safety is a top priority at the Laboratory, and during this holiday season employees are urged to take safety home with them. Many of our traditional holiday activities pose safety concerns.

- Fire is perhaps the greatest hazard. Make sure your fireplace or wood stove are operating safely. Don't burn wrapping paper because it often contains metallic materials that can be toxic. Don't burn evergreens or wreaths either, since they're likely to flare out of control and send flames and smoke into the room. Never use lighted candles near trees, boughs, curtains or with any potentially flammable item, and never leave candles or a fireplace burning unattended or when you go to sleep. Be sure your smoke detectors are in good working order, and consider installing a carbon monoxide detector as well.
- If your holiday traditions include a Christmas tree, be sure to keep it well watered and remove it from the house when it dries out. Christmas trees account for hundreds of fires each year. The video at http://www.fire.nist.gov/tree_fire.htm shows just how fast a dry tree ignites.
- Use care when hanging lights or decorations, inside and out. The same techniques for power tool and ladder safety that we follow at work should be used at home as well.
- In addition, a number of holiday plants are poisonous, including mistletoe, holly berries, Jerusalem cherry, amaryllis and poinsettia. Keep all of these plants out of children's reach and away from pets.
- Holiday food and parties also are fraught with safety issues. If you're cooking, wash your hands, utensils, sink and anything else that comes in contact with raw poultry, and refrigerate or freeze leftovers within two hours of cooking. If you're entertaining, remember that an increasing number of people are dangerously allergic to peanuts and crustaceans (e.g., shrimp, crab, lobster). Technical note: shellfish and crustaceans are not synonymous — shellfish are clams, mussels, scallops and other sea-beasties in hard shells; people allergic to crustaceans usually have no problem with shellfish.
- Both hosts and partygoers should be sensible about alcohol consumption. More than half of all traffic fatalities are alcohol-related. Don't let people drink and drive. Use designated drivers or taxis to get guests safely home after a holiday party. And watch out for fatigue — you may not have imbibed the eggnog, but your driving may be severely impaired if you are tired from too many late nights or sleepy from too much rich food.

The holidays can be a wonderful time, full of good cheer and delight. Keep safety in mind so that you and your family, friends and guests have a merry, safe and healthy time.

Newsline want ads temporarily unavailable

Due to technical issues, the want ads will not appear in today's edition of *Newsline*. In addition, the want ads Website is temporarily unavailable.

More information and updates on the want ads system upgrade will be provided in future editions of *NewsOnLine* and *Newsline*.

Tips for managing a season of stress and future uncertainty

Laboratory employees are in the midst of a period of major change, uncertainty — and stress. Compounding the stress of the contract transition, employees also are experiencing additional change and uncertainty due to workforce restructuring and realignments of responsibility. And the holiday season adds even more stress.

“Chronic or poorly managed stress can jeopardize our health, our relationships, and our general well-being,” said Kay Gorsuch of Health Services' Employee Assistance Program. “Everybody handles and responds to stress in their own unique ways. Some people become super-organized and driven. Others withdraw or become depressed. Others find themselves short-tempered and rattled by things they previously took in stride. Sometimes they react one way and then another.”

According to Gorsuch, signs that someone is having trouble managing stress include significant changes in eating or sleeping habits, headaches and stomach pain, muscle tension and pain, irritability or temper outbursts, withdrawal and isolation, difficulties concentrating or making decisions, and significant changes in mood or attitudes from what is “typical.”

Unfortunately, stress is to modern life what precipitation is to the rain forest — inevitable. The key to coping, during the holidays and throughout the year, is finding effective ways for managing stress. Among the coping techniques health professionals recommend are the following:

- Choose your reaction. You can't control outside events or the behavior of others, but you can choose how you react to them.
- Choose health. Eat nutritious meals, go easy on the alcohol and get plenty of exercise and sleep.
- Plan ahead. Spread out your holiday activities and allow for the inevitable delays when driving, shopping or running errands.
- Use your support networks. Take advantage of friends, family, church or other social networks to stay connected.
- Say “no.” It's okay to decline invitations, opt out of gift exchanges or cut back on decorating, cooking and entertaining.
- Remember the spiritual. Take time to renew your spirits, whether by attending worship, meditating, reading inspirational literature, talking with upbeat people or simply going for a walk in the woods.
- Reach out. Get involved in helping others through a community soup kitchen, senior center, children's hospital or other worthy cause.

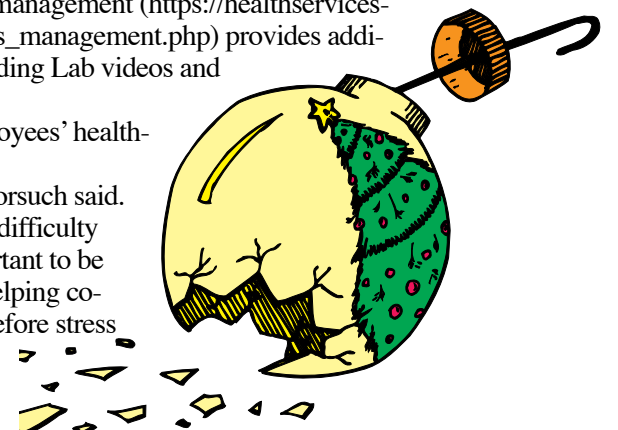
Gorsuch reminds employees that the Laboratory offers a number of resources to help them manage stress:

- The Work-Life Center offers educational and supportive wellness, eldercare, parenting, and diversity programs as well as services in addition to referrals and resources. Contact the Work-Life Center at 2-9543 or wellness@llnl.gov.
- The (internal) Employee Assistance Program (EAP) offers confidential short-term counseling and management consultations. Call 3-6609 for an appointment or for more information.
- Concern EAP (external) has work-life programs, including financial and career counseling, as well as confidential short-term counseling. You can contact them at 1-800-344-4222.
- The Healthy Heart program (https://healthservices-int.llnl.gov/php/healthy_heart.php) offers physical and stress assessments as well as healthy lifestyle coaching.
- The Lab's Ombuds Program (<https://ombuds.llnl.gov/index.html>) is a peer program that provides a forum for discussing work-related issues and concerns in a neutral and confidential manner.
- The Lab's Crisis Action Team (CAT) is available if concerns arise regarding possible workplace violence. The primary CAT contact is Bob Perko of Staff Relations at 2-9501.
- The Livermore Laboratory Employee Services Association (LLESA) is a resource for exercise classes and networking groups. See the Website at <https://llesa.llnl.gov/> or call the LLESA office at 2-9402.
- Last but not least, your supervisor can work with you to develop strategies for prioritizing workplace demands.

The Health Services Web page on stress management (https://healthservices-int.llnl.gov/php/health_resources/articles/stress_management.php) provides additional information about handling stress, including Lab videos and books and articles for further reading.

Assistance also is available through employees' health-care providers.

“Stress is an unavoidable part of life,” Gorsuch said. “However, when it is chronic or someone has difficulty managing the stress, problems arise. It's important to be proactive in making changes for yourself or helping co-workers know about the resources available before stress becomes disruptive at work or home.”



RETIREE'S CORNER

Jan and Harold Pfeifer (EPD, 1993) recently returned from a trip (September 2007) to the Republic of Ireland. Briefly, the weather was sunny, temperatures in the low 70s, scenic country sides and friendly Irish people. They journeyed to Eire in search of a leprechaun with his pot of gold.

They were on a Collette bus tour which started in Limerick. A castle highlight was an evening medieval banquet with food, music and entertainment. They visited a working dairy farm and took a city tour of Galway. They traveled to Blarney Castle and to the city of Waterford, where they toured the Waterford Crystal Factory to see many beautiful objects and how they are made. They stayed at Cabra Castle, which had been renovated with many new furnishings. They truly enjoyed the surroundings, visiting with other travelers and the food. On to Dublin where the action is churches, castles, forts, museums, pubs, shopping and more. Their accommodations, tours, Irish coffee, Guinness ales and sightseeing were superb. They highly recommend a trip to Ireland. (See the retiree's Website for the unedited version).

Ann Parker (Technical Information Department 2007) received the 2007 Colorado Book Award for Popular Fiction for her novel "Iron Ties," the second in her silver

rush historical mystery series. The Colorado Book Awards are presented by the Colorado Center for the Book program of the Colorado Humanities. Ann's series is set in Leadville, Colo., during the silver rush of the late 1870s and early 1880s. For information about her books, Leadville history and more, visit her Website at <http://www.annparker.net>.

Arlene and Stephen Chin will kick off the year for the travel group with a program entitled "Circling Iceland." It will be held Jan. 22 at 2 p.m. in the Livermore Police Department Community Room, 1110 S. Livermore Ave.

Don't forget to send in the retirees association application and ballot, which should have arrived in the mailboxes of existing members and can be looked up online at llnretirees.org. The first 2008 luncheon will be Jan. 16, topic TBD. And mark you calendars for the dinner dance Feb. 9.

Margy O'Dell is looking for people to share their travel experiences with the travel group. Contact her at 925-449-7262 or via e-mail at mardon4308@comcast.net.

Merry Christmas and Happy New Year. Please send input to Gus and Jane Olson. E-Mail: AugustO@aol.com or JaneRubert@aol.com. Snail mail address: 493 Joyce St., Livermore, CA 94550.

PEOPLE NEWS

HELPING OTHERS MORE EFFECTIVELY

HOME contribution deadline is Dec. 14

There is still time to be part of the 2007 HOME Campaign. Employees can contribute through Friday, Dec. 14. In addition, Friday, Dec. 7 is the last day employees can make onetime contributions. To make your online contribution or download a pledge form, go to the HOME Website at <https://home.llnl.gov/>

LLNS donates \$1 million to match contributions

Lawrence Livermore National Security, LLC (LLNS) will donate \$1 million of its annual fee for managing the Lab to match HOME Campaign contributions from Laboratory employees.

The donation will benefit community/nonprofit agencies in the Tri Valley, San Joaquin Valley and Greater Bay Area. The money comes directly from the LLNS fee; it does not come out of the DOE budget to operate the Laboratory.

The LLNS Board of Governors recently approved the matching donation of up to \$1 million. For each dollar an employee donates to his or her charity of choice, LLNS will match that dollar to that particular charity. Should the campaign raise more than \$1 million, LLNS will prorate the matching fee.

All LLNS matching donations will be completed by the end of the year, regardless of whether the employee makes a onetime donation or chooses a bi-weekly deduction.

The HOME Campaign is one of the Tri Valley's most generous annual charity drives, and is a major community support activity for the Laboratory. Through the campaign, Lab employees donate money via payroll deduction or onetime donations to benefit more than 400 local agencies of their choice, including umbrella agencies such as the United Way and Tri Valley Community Fund. Last year, the campaign raised more than \$1.4 million. This year's campaign will close on Dec. 14. To date the campaign has raised approximately \$850,000.

For more information on LLNS matching funds, see the press release. To donate to the HOME Campaign, go to the Web.



IN MEMORIAM

William Clair Mumper

William Clair Mumper, a Lab retiree and security escort, died after a brief illness Nov. 23, at Kaiser Permanente Hospital in Walnut Creek. He was 81.

Born in Turk Creek, Pa., Mumper joined the U.S. Navy at 18 and went on to serve in World War II and the Korean conflict. Before his honorable discharge in 1955, Mumper earned his pilot's license, as well as certificates in business administration and as a radio technician. He worked for 27 years as a senior scientific associate at LLNL, and then remained as a consultant for three more years. Until the time of his death, he remained at the Lab working as a security escort.

Mumper and his wife made their homes in Hayward, Livermore and then concurrently in Modesto and Mesa, Ariz, before finally returning to Livermore in 1996.

A former member of both the Elks and E Clampus Vitus, he was a current member of the Sons In Retirement (SIRS) and served as treasurer of his local homeowner's association. He enjoyed his weekly pinochle games.

Mumper was preceded in death by two sons, Newton Clair and James Alan Mumper. He is survived by his wife of 56 years, Marion, three remaining children, Melanie, William Jr. and Matthew, and eight grandchildren.

William Thomas "Tom" Reece

William Thomas "Tom" Reece died Nov. 30, after a year-long battle with cancer.

He worked at the Lab for 38 years as a senior engineering associate in Materials Management. He was involved in the weapons testing at the Nevada Test Site and laser groups.

Reece was a resident of Clayton and a former resident of Livermore.

He is survived by his wife of 13 years, Bonnie Carpenter-Reece; his children,

Steve Reece, Dave Reece and Mary Ann Holman, Annette Carpenter, Pat Hurst-Alger and Laura Cook; 13 grandchildren; five great-grandchildren and many nieces, nephews, cousins and friends.

A memorial service will be held at 11 a.m. Saturday, Dec. 8, at Cornerstone Fellowship, 348 N. Canyons Parkway, Livermore. Friends and family are invited to attend. In lieu of flowers, donations may be made to the Salvation Army in Reece's memory.

NEWSLINE

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For an extended list of Lab beats and contacts, see <http://www.llnl.gov/pao/contact/>



Joining the ranks

The Security Organization's Protective Force Division Training Group graduated eight new Security Police Officers last Friday.

The candidates' basic security police officer training academy began Sept. 4 and was completed with their swearing-in.

The Protective Force Division Operations also recognized those security police officers who had been promoted in recent months. The group included one lieutenant and five sergeants.

DAVID SCHWOEGLER/NEWSLINE

ENERGY, from page 2

costs. Last week the Laboratory announced it must reduce overall energy consumption by 9 percent.

In coming months various programs will be introduced to meet that goal, but for now the Lab is appealing to all to take some simple steps.

In October the CMELS directorate began its push to remind employees to turn off office lights when leaving, shut down printers and copiers, and when possible, turn off some computers (keeping in mind some computers need to remain on in order to be backed up).

The directorate will lower its office thermostats

a degree or two during the winter.

"Generally people are doing all they can to help out," Souza said. "These are not sacrifices we are making, just common sense things that save energy."

Eliminating space heaters is one of many ways Lab employees can save energy.

While space heaters offer additional heat in otherwise drafty buildings, they consume additional electrical energy, may overload electrical systems and pose a fire hazard when not used properly.

Most space heaters use 750 to 1,500 watts of electricity, reducing electrical capability in many buildings. In some instances usage of space heaters may reach 10 times the electrical load of lighting, or

even office computer systems, said Blair Horst, of Plant Engineering.

If 1,000 people stopped using space heaters, they could save approximately \$30,000 in energy costs. The removal of 14 space heaters is enough to power the average US home for a full year.

However, Horst is quick to add that people are not required to give up their heaters. Those who need the space heaters should try to run them at the lower or middle settings, rather than full blast, to save on energy (for example a 1,500 watt heater set to medium uses only 1,000 watts of electricity; set to low it uses 750 watts). When leaving an office or building, heaters should be turned off.

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nite population be necessary, a self-select option would be offered first. In this process, Laboratory senior managers would evaluate their workforce and determine which populations would be eligible and which would be ineligible or excluded from participating.

"Not all employees and not all work groups will be included in a voluntary or involuntary plan," said Bruce Warner, Associate Director at Large.

"We have a large number of employees with critical skills that must be maintained in order for us to effectively serve the nation and meet critical mission requirements."

The Laboratory last offered a voluntary separation incentive plan to employees in 1996. Approximately 600 career indefinite employees participated in that program, negating the need for an involuntary program. Warner noted that should a decision be made to implement the 3161 plan for the career indefinite workforce that it would not include an

enhanced incentive as in 1996. "We've gotten guidance from NNSA that they will approve the current LLNL separation package that includes one week of pay per year of service up to 26 weeks and phased health coverage," he said.

Should a decision be made to implement a voluntary career-indefinite separation program, the terminations are forecast to be completed by the end of February. If an involuntary program for career indefinite employees is necessary, separations are forecast to be completed by April 2008 (see timeline, page 2).

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require employers to provide 60 days advance notice of an anticipated release of 50 or more individuals within a rolling 30-day period. The WARN notification period began Nov. 17 and concludes Jan. 17.

The Laboratory employs approximately 2,000 flexible workforce employees, 1,150 as flex-term and about 650 as supplemental labor provided by IAP Inc. The balance is in other employment categories that are not subject to these reductions – such as students. The approximately 500 positions that are being eliminated come from the flex-term and supplemental labor population.

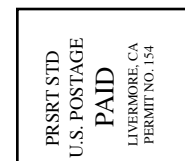
"All employees within these employment groups received formal letters as part of the Lab's workforce notification process," said Tammy Jernigan, associate director for Strategic Human Capital Management. "We currently are identifying the positions affected and the employees who will be ending their assignments. We plan to inform these flex-term employees in early January. This is a difficult process for all of us, but one that is necessary to effectively position the Laboratory strategically for the future."

Flex-term employee notifications will begin Jan. 7. IAP will notify their affected employees by Jan. 16 with an expected Jan 18 departure. (see timeline, page 2).

Strategic Human Capital Management has developed a number of internal and external services that will be available to all employees affected by the restructuring process.

"We want to do as much as we can to help employees with this transition," said Art Wong, head of Strategic Recruiting and Development. "We have developed a special Website with career ideas and links to resources: <https://careerstrategies-dev.llnl.gov/> for employees and we are partnering with IAP and local county and state resources to coordinate a job fair."

IAP also has developed a Web page to assist employees. The "Placement Assistance Site" lists companies and positions available in the Tri-Valley areas as well as throughout the state. A centralized exit process also is being developed. After notification, flex term employees will be able to coordinate with such organizations as HR, payroll, property, ESH&Q, Security and cyber-security. IAP will have a similar centralized process.



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