

**SOCIETY OF
PROFESSIONAL
SCIENTISTS AND
ENGINEERS**

**P.O. Box 1066, Livermore, CA 94551
(925) 449-4846 • www.spse.org**

What Is SPSE?

SPSE is the Society of Professional Scientists and Engineers. We are an association of current and retired scientists, engineers, and professionals doing equivalent work at LLNL. Our membership comes from a broad spectrum of Lab employees.

Our long-term goal is to gain recognition as a union in a representation election. Such recognition would greatly increase our effectiveness and allow for improvements in working conditions and pay through collective bargaining.

Protecting employee rights requires constant effort by SPSE. We have successfully influenced Lab and UC policies. We are willing to stand up to Lab and UC management and the DOE to ensure that scientists, engineers and all employees are treated with respect and fairness. SPSE represents members in grievances with the Lab and offers support and advice with job-related problems. When necessary, SPSE takes legal action through the state Public Employment Relations Board or in the courts. In our newsletter, and on our website, we provide important information that management does not provide. This information can protect employees from erosion and abuse of their rights.

SPSE is working for a better laboratory. We know that the quality of our working lives depends on the quality of the Laboratory as an institution. We are committed to building a Laboratory that is well managed and accountable; one that will provide safe and secure jobs with decent wages along with high quality research.

SPSE is a democratic, member-run association. Our decisions are made by our members and members elected to the Board. We set our own agenda. We believe that we have an important contribution to make to the Lab.

We invite you to join us. For more information contact us at SPSE, P.O. Box 1066, Livermore, (925) 449-4846, at www.spse.org or by email at spse@spse.org.

Past Successes

SPSE, its members and affiliates, were prime movers in getting these policy changes:

- Access to an employee's own performance appraisal.
- Expanded medical and dental plans.
- Expanded retirement benefits.
- Compensatory days off for holidays falling on weekends.
- Due process, the right to binding arbitration.
- Due process, the representation of employees in grievances and lawsuits. Issues resolved included wrongful discharge, discrimination, and improper or unjustified disciplinary actions.
- Lab-wide posting of job opportunities.
- Employee access to ranking data.
- Employee access to maturity curves and salaries.
- Employee access to voluntary retirement incentive data.

Since SPSE's founding during the last layoff in 1973, there have been no new layoffs at the Lab. We have secured a "tolling agreement" (a legal procedure to suspend a lawsuit) with the Lab which preserves SPSE's right to sue if the unfair 1995 personnel policies are used to harm employees' interests in a future layoff.

Join SPSE Today!

Would you expect to buy insurance on your house while it is on fire? Of course not. Yet SPSE frequently hears from employees who want to join because they have problems. As much as we'd like to help, we simply can't afford to spend thousands of dollars for a grievance action for non-members. The time to join is NOW—before the unexpected happens.

Current SPSE Efforts

- SPSE is seeking the re-establishment of UC-wide personnel policies at the Lab.
- SPSE supports the objective of the class action lawsuit by LLNL women employees—equal pay for equal work.
- SPSE is monitoring the use of “flexible status” (temp) employees as a threat to career employment.
- SPSE continues to provide assistance to grievance actions by employee members.
- SPSE continues to educate employees about their legal rights and responsibilities.

I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and also, generally speaking, to secure their influence in the political field.

Albert Einstein, from a letter dated May 1944 when he joined the American Federation of Teachers

What would you do if...

...you are concerned about mandatory lie detector tests?

...you are concerned about how a new contract might affect your UC pension?

As one person, it's hard to even get more information on such important questions. Think about how hard it would be for one person to try to influence policy decisions. That's why you should join your fellow employees in SPSE. Together we can continue to make a difference.

Future SPSE Efforts

- Depend on *you* getting involved.

You are welcome at SPSE meetings

Visit our website (www.spse.org), or call for information about future noontime meetings at the Lab.

SPSE Dues

Have never been increased! They are...

Monthly Dues
($\$22.00$ or less)

Dues = $\$4.50 + .006M$ (Regular Rate)

Dues = $\$2.20 (Y + 1)$ (New employee rate,
10 years or less at LLNL)

But Dues_{max} = $\$22.00$

M = monthly salary, Y = years of service

I would like to learn more about SPSE.

Name _____ (H) _____ (W)

I want to join. Please send me an application form.

Address _____ Job Title _____ Job Code _____

I would like more informaton. Please have someone contact me.

City/State/Zip _____ Email _____

Send to SPSE, P.O. Box 1066, Livermore, CA 94551.