



UNIVERSITY
PROFESSIONAL
AND TECHNICAL
EMPLOYEES

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Support Accountability at Los Alamos, Livermore and Berkeley DOE Labs as University of California Facilities

Contact Secretary Abraham and relevant committee to support:

- Maintaining contract with UC at all three DOE labs
- Implementing substantial reforms to address culture of retaliation and intimidation and ensure accountability

Maintain UC Contract

- Union Representation
 - UPTE-CWA 9119 represents union members at all three national laboratories
- Mission Security
 - Programmatic Support to the nation's security; i.e. International Atomic Energy Agency weapons inspectors trained at LANL and LLNL
 - Integration of science and support increases productivity (no separate contracts for scientific work vs. business operations)
 - Vital weapons work focused on mission; not distracted by job security issues
- Academic Freedom & Research Integrity
 - The University of California provides atmosphere conducive to creativity, independence and scholarship
 - UC culture is supportive of basic research
 - Affiliation with internationally respected university aids in recruitment of scientists
 - Irreplaceable exodus of scientific talent at risk with another contractor

Assure Accountability

- Build Accountability
 - The University needs to improve whistleblower protections and create systems to monitor them
 - End the practice of DOE covering all legal costs for fighting employee lawsuits
 - Oversight for DOE labs needs strengthening; improve performance measurements
- Protect Labor rights
 - UC employees have guaranteed rights under California law
- Reform Worker Treatment
 - Pay equity issues must be corrected
 - Increase the diversity of staff in higher-level job categories by 200% by 2005
 - End the so-called merit pay system & replace with transparent cost-of-living increases for all. Merit increases would be in addition to cost-of-living
 - Improve pay for performance measurements
 - End the erosion of benefits in the medical insurance plans
 - End the practice of terminating project as a punishment for dissent (Workforce Mobility at LANL, Employees Between Assignments at LLNL)