

**SPSE/UPTE ISSUES
FACT SHEET**

EBA's DUE FAIR TREATMENT

THE ISSUE

Currently, employees who lose their project funding for whatever reason are designated "Employee Between Assignments (EBA)" and often left to fend entirely for themselves in finding another assignment. There have been numerous cases of employees becoming EBA as a punishment for perceived poor performance or for expressing technical dissent. Some EBA's are given a deadline to get another job, and then action is taken to fire them if they fail to meet the deadline.

SPSE/UPTE POSITION

LLNL management should formulate and enforce a clear policy on fair treatment of EBA's. Such a policy should include the following general provisions:

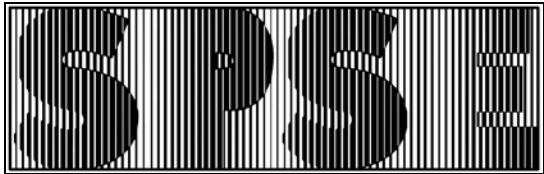
- An employee shall not be put on EBA status because of, or as a result of, poor performance. Conversely, an employee on EBA status shall not be tasked with getting another job or assignment, or be rated as a poor performer because of failure to get another job or assignment.
- All EBA's, regardless of fraction of time charged to an EBA account, shall be included in the lab-wide brokering system. It shall be the responsibility of laboratory management to properly place EBA's in suitable assignments.
- EBA's shall have preference in hiring/assignment.
- Violations of the EBA policy shall be grievable under Laboratory grievance policy (Section H of the LLNL PPPM).

WHAT SPSE/UPTE HAS DONE

- Met with the Director to discuss policy on EBA's
- Met with officials of the UC Office of the President to press for a new policy on treatment of EBA's
- Made available to members at no charge quarterly data on EBA's
- Published articles in our Newsletter on how employees can avoid becoming a victim of EBA abuse

WHAT YOU CAN DO

- Become an agent for change by joining SPSE/UPTE
- Become actively involved in SPSE/UPTE's EBA Committee work



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