



SOCIETY OF PROFESSIONALS, SCIENTISTS, AND ENGINEERS

Affiliated with

**University Professional and Technical Employees (UPTE),
Communications Workers of America Local 9119, AFL-CIO**

SPSE/UPTE ISSUES FACT SHEET

FLEXIBLE TERM EMPLOYEES DUE DUE PROCESS

THE ISSUE

SPSE members working at LLNL have one of two types of appointments with the University of California. Most SPSE members have indefinite term appointments, but a growing number, now approaching 20% of total technical employees, have limited, or flexible term, appointments. With one important exception, a flexible term appointment is similar to the “at will appointments” common in industry. The exception is that UC flexible term appointments cannot exceed six years, whereas they are generally for indefinite terms in industry.

One of UC’s primary objectives in introducing flexible term appointments was to protect indefinite term personnel from layoffs, as occurred recently when only flexible term employees were laid off from NIF. UC has gone beyond that limited objective, though, and excluded flexible term personnel from the formal grievance process. Thus, unlike indefinite term employees, flexible term employees have no formal recourse when management improperly implements any University personnel policy or regulation.

SPSE/UPTE Position

UC should grant grievance rights to all LLNL flexible term employees.

What SPSE/UPTE Has Done

- Documented the increase in flexible term employees (687 to 1047 labwide from 2002 to 2005) led by Computation (26 to 135 from 2002 to 2005) with significant increases in Laboratory Services, Engineering, Chemistry and the CFO Directorate.
- Obtained agreement from Bob Perko, Staff Relations Division Leader to include discussion of extending grievance rights to flexible term employees in upcoming review of Laboratory personnel policies.

What You Can Do

- Become an agent for all employee rights by joining SPSE/UPTE
- Become actively involved in SPSE/UPTE’s Flex Term Committee