

Society of Professionals, Scientists, and Engineers

**Local 11 – University Professional and
Technical Employees (UPTE),
Communications Workers of America (CWA)
Local 9119, AFL–CIO**

SPSE



October 2, 2007

Dr. George Miller
President
Lawrence Livermore National Security, LLC
P.O. Box 808, L-001
Livermore, CA 94551-0808

Dear Dr. Miller:

We are writing in response to your announcement of September 6 regarding the NNSA-wide mandate for a restructuring plan in the light of continuing Congressional budget issues. The timing of this announcement – coming in the midst of our transition from public to private sector employment and the myriad changes in our lives this brings - couldn't have been worse. Most Laboratory employees we have spoken with are concerned about job security, benefits and retirement, and they want a voice in their future. We believe that if we can identify common issues and resolve potential problems facing our employees during this transition and workforce restructuring, we can build a stronger, more effective Laboratory for all.

We propose a partnership between LLNS and SPSE-UPTE to identify effective, cost saving restructuring strategies that can preserve the important historic mission of the Lab and ensure continued financial support.

Specifically we propose to:

1. Engage in joint Legislative lobbying activities to secure the highest possible level of funding for the laboratory.
2. Work to educate the public at large about the importance of the Laboratory's work.
3. Find alternative cost saving strategies to meet budget goals while avoiding layoffs.

Cooperation must be premised on the interests of both partners, however, so we also propose a set of guidelines for treatment of employees in the first year under LLNS:

- At Los Alamos, the additional costs related to the first year transition from Public to Private Sector were estimated at \$200 million – including \$80 million in management fees to LANS. We propose that following the lead of LANL, LLNS should commit to finding means other than workforce reductions to absorb the costs related to the transition of LLNL to private management, i.e., no layoffs as a result of transition costs.
- No sub-contracting of work currently performed by employees.
- If workforce reductions become necessary due to shortfalls not related to the transition, then LLNS should revisit the possibility of a Voluntary Separation Incentive Program that could be offered to everyone, along with educational, retraining, and placement benefits.
- If voluntary separations are not possible or not sufficient, and together we have explored all other alternatives to layoffs, involuntary layoffs should be conducted in order of inverse seniority, based on date of hire with LLNL.
- Those being involuntarily separated should receive ample notice, severance benefits, preferential rehire and transfer rights, as well as job placement assistance.

Now that the general restructuring plan has been submitted to NNSA, we hope that you will see the benefit of implementing our proposals in a site-specific restructuring plan, should one become necessary, as well as any eventual restructuring process.

We welcome your comments on this initiative.

Sincerely,

James Wolford
President
SPSE-UPTE

Sue Byars
President-Elect
SPSE-UPTE

cc: Senator Dianne Feinstein
Senator Barbara Boxer
Congresswoman Ellen Tauscher

Thomas D' Agostino, Administrator - NNSA

1066, LIVERMORE, CA 94551 • VOICE (925) 449-4846 • FAX (925) 449-4851
spse@spse.org • www. P.O. BOX spse.org