

SENTINEL

News For LLNL Scientists and Engineers

Society of Professional Scientists and Engineers, Affiliated with University Professional and Technical Employees (UPTE), Communications Workers of America Local 9119, AFL-CIO
Sue Byars, President ♦ Kim Yates, President-elect

Page 1

SPSE Celebrates 30 Years of Activism

By Sue Byars

"The difficult part about becoming aware of truth is in recognizing our responsibilities in the face of it." Manuel Garcia

Thirty years ago, a group of Lab employees recognized their responsibilities in the face of truth and founded SPSE. Our society became organized and gained its own voice. Today, this voice continues to be heard locally, at the state, and at the federal levels. SPSE has continued growing as new members have joined in solidarity in recognizing our responsibilities to truth as Scientists and Engineers at a national laboratory.

At our picnic in June, special recognition and thanks went to members Richard White, Bruce Kelly, and Bill Quirk. SPSE updated and published the SPSE timeline http://www.spse.org/Timeline_map.html. The timeline gives a brief outline of the key issues that have been the core of SPSE activism. ■



SPSE President Sue Byars thanks Richard White and Bruce Kelly for their long time dedication to SPSE and their work with Grievances.



Cal Andre, Founding Member and First President of SPSE speaking at picnic.

2003 SPSE Executive Board

Officers:

President - Sue Byars
President-elect - Kim Yates
Secretary - Doug Clarke
Treasurer - Jane Dignon
UPTE Representative - Jeff Colvin

Board Members:

Dave Aldis	Lynn Lewis
Kurt Glaesemann	Anne Lipska-Quinn
Wayne Krause	Bill Quirk
Jayne Tonowski	

SPSE Meets With UC Associate VP

SPSE recently met with officials from the UC office of the president in order to discuss the troubling topic of employees between assignments (EBA). Below is a letter to Ms. Boyette that summarizes the meeting and our expected outcome.

Ms. Judith W. Boyette,
Associate Vice President
University of California
Office of the President

Dear Ms. Boyette:

On behalf of our SPSE/UPTE colleagues we would again like to thank you, Gayle Cieszkiewicz, and Michele French for meeting with us on July 9, 2003 to discuss our objections to LLNL employees being mistreated by LLNL management. Some of our fellow employees are being harmed, and we want management to stop harming them. This letter summarizes the main points, as we understand them, from our meeting.

1. Management Harassment and Retaliation

We believe that what LLNL management is achieving in its abuse of employees through the EBA category, the ranking process, and arbitrary enforcement of the rules on telephone calls and computer use are the following:

- To silence scientific dissent
- To silence employees who would otherwise report fraud, abuse and safety problems
- To cut budgets by firing employees – essentially turn budget problems (which are a management responsibility) into performance problems for employees (i.e., not finding another job becomes poor performance)

a) Harassment of EBA's. We had a long discussion about the continuing and widespread management practice of misusing the "Employee Between Assignments (EBA)" category. In addition to the three specific cases outlined in our letter of last March to several members of Congress and their staff, we presented you with another letter outlining two current cases. The three employees named in the letters who are currently having problems are: <Deleted for privacy. Sentinel Editors>. We asked for immediate relief for these employees. You said that, at a minimum, you would let Lab management know that you are looking into these particular cases.

b) Ranking. We described how the so-called merit pay or ranking system is inherently flawed and has resulted in numerous complaints, as well as two class action lawsuits. Ranking is also commonly used as a tool of intimidation. Our position is that we want an end to the ranking system at LLNL.

c) Arbitrary Enforcement of Use Policy on Telephones, Computers. We told you that there has been a sharp increase recently in the number of employees who have been fired for abuse of the incidental use policy for Lab telephones and/or computers. We told you about our suspicions that managers are arbitrarily using this policy selectively to get rid of EBA's or other employees out of favor. While we feel that the current Use Policy is appropriate, it is the arbitrary use of the policy as a means to intimidate and fire employees without due process that we are protesting.

d) Management Accountability. We also asked that the University put in place some mechanism to hold accountable those managers who abuse or harass EBA's and other employees, by removing them from their positions and/or cutting their salaries.

2. Policies and Procedures --- divergence between LLNL and UC policies. You informed us that you now have "marching orders" to conform LLNL personnel policies and procedures to those of the

University. This is a big change from the University's previous position, which was that the Laboratories' mission is sufficiently different than that of the University that Lab management would be left alone to operate as they see fit. We understood you to say that now the burden of proof is on Lab management to show why Lab policies and procedures must be different. We strongly support the University's new position, and understand the difficulties you will face in affecting change at the Labs. We indicated that we stand ready to help you in whatever way we can, and asked that SPSE and UPTE be allowed to participate as active members in the process.

3. Access to Management - obstacles presented by our past "meet and discuss" meetings with Bob Perko of Staff Relations. We told you that Staff Relations has been an obstacle to us gaining more specific information on employee rights issues at LLNL. We also have been unsuccessful in discussing our issues directly with senior Lab management. We have been requesting a meeting since June 24, 2002 with our Director, Mike Anastasio. HEERA allows us access to management with someone who speaks for the lab. We asked that the University establish some mechanism that allows us to meet with someone who speaks for the laboratory and has authority.

We ended the meeting by agreeing to on-going quarterly meetings. We invited you to meet with us in Livermore sometime in October. We appreciate this opportunity to discuss the harm lab management is causing its employees, particularly with <private>. We look forward to establishing a working relationship that benefits both the laboratory and the University of California.

Sincerely,

Jeff Colvin, SPSE and UPTE Executive Boards ■

SPSE/UPTE Attends CESO Meeting In Washington, DC

By Jayne Tonowski

I attended the Council of Engineers and Scientist Organizations (CESO) fall meeting in Washington, D.C. on September 22 and 23. Through our affiliation with UPTE, SPSE is providing the delegate representing UPTE at LLNL, LANL, and LBNL for the CESO meetings. The CESO meetings are held twice a year in Washington D.C.

The main topics of the fall meeting were:

- Unit reports- each member unit presented the top issues that are being worked on behalf of their employees, offering suggestions and requesting support.
- Legislative updates- an informative discussion of bills before congress that affect scientists and engineers, for example the Fair Labor Standards Act (FLSA) rules change which is a threat to overtime pay; a bill that will affect pension reform; defense authorization bill that has a "Buy America" provision in an attempt to prevent outsourcing of American white collar jobs (Boeing defense planes vs. French Airbus).



CESO is a national organization of member unions that represent professional, technical and administrative employees in the public and private sectors. CESO has the following goals:

1. Act as advocate in Washington, DC for issues affecting engineering, scientific, technical, administrative and other professional employees.
2. Exchange data and other information among the member unions.
3. Recruit additional member unions.
4. Encourage unionization of professional and technical employees.
5. Build coalitions with other groups and advocate for common issues.

<http://www.cesounions.org>

- Guest speakers- Mike Gildea (Department for Professional Employees, AFL-CIO) spoke on H-1B and L1 visa issues; Mark Holding (national organizer for Connect, a UK union for professionals in communications) spoke on the issues involved in organizing professionals; Mike Balzano (National Industrial Base Workforce Coalition) spoke on the Armed Services Committee and the Buy America- Airbus-Civil Service Reform issues.

I presented the following UPTE unit report: The main issues are the UC contract and DOE's polygraph testing rule. SPSE neither supports nor opposes competitive contract bidding, but UC must make substantive management reforms at the Labs and SPSE supports a process in which employees rights under UC are preserved. As of yet, LLNL management has resisted meeting with SPSE or cooperating with reform efforts, but SPSE has established a relationship with the UC President's Office to work together on management reform at LLNL. I stated that we need CESO support in making sure that the DOE contract bid process at LANL (and other National Labs, as appropriate) has built in provisions for local employee involvement. Pressure should be applied to UC with regard to required management reform-including a public hearing process that includes employee testimony. 700-1000 LLNL employees undergo routine polygraph tests under the 2000 DOE Rule, the NAS study concluded that polygraph testing is inaccurate, ineffective in finding spies, and worse than useless. The SPSE/UPTE position is that DOE should abandon the use of the polygraph screening test entirely or at least limit its use only to counterintelligence professionals. I also asked for help with keeping abreast of whistleblower legislation.

The immediate response I received from the Council was very encouraging. The Executive Director, Charles Bofferding, was interested in working with SPSE on our issues of recruitment and current legislation that affects LLNL scientists and engineers.

I would say that CESO was very successful in attaining its five goals at the fall meeting and that SPSE members will definitely benefit from membership in CESO.



Jayne and other CESO Scientists

The CESO General Council, Kristin Farr, also joined me in a trip to meet with Simon Limage, a Legislative Assistant to Congresswoman Ellen Tauscher. I shared with him the SPSE/UPTE positions regarding the UC contract and the DOE proposed polygraph-screening test. I suggested that he and Congresswoman Tauscher consult with LLNL scientist and engineers on issues. Mr. Limage was genuinely interested in our willingness to provide employee testimony on UC contract and polygraph issues. Kristin discussed CESO's position on the Boeing 767-Airbus tanker issue. The meeting was a great opportunity to build a coalition and advocate for common scientist and engineering issues. ■



Jayne Tonowski, Simon Limage, and Kristin Farr

The Job You Save May Be Your Own—Part I, Overview

By the Grievance Committee

This is the first in a series of articles on current trends in management practice at LLNL and practical advice on how to avoid becoming a victim of them. They will cover three topics:

- Your responsibilities
- Your rights
- Ways to protect yourself and resolve conflict

In this first article, I will give an overview of these topics, and sources for information that may be helpful in forming your own strategy for a happy career at LLNL.

The legal foundation of your relationship with the lab is codified in the LLNL Policies and Procedures Manual (PPM), as well as state and federal laws such as the Higher Education Employer Employee Relations Act (HEERA), which established the rights of UC workers to form and join unions such as UPTE.

Once distributed as hardcopy, the PPM is now online at (link only available from Lab computers) http://www-r.llnl.gov/human_resources/RED/pppm/Introduction.htm. Among other things, the PPM describes the process the lab must go through in bringing disciplinary action against you. It also spells out the rules employees have to follow in pursuing administrative reviews and grievances. In particular, it sets a time frame for when you, the grievant, must act. Sadly, it also stipulates that Flex Term employees are *not* entitled to these forms of internal conflict resolution, and furthermore may be dismissed at any time without cause. SPSE believes that Flex Terms *should* enjoy the same rights to due process as career employees, and continues to work to make this belief a reality.

In addition to the basic rights afforded all citizens under the constitution, and under HEERA, we have additional rights as University of California employees, which have been recognized by the legislature and the courts. In 1975, the U.S Supreme Court ruled in *NLRB v. J. Weingarten* that private sector employers must permit employees to be represented at any hearing or meeting where the employee has reason to believe that disciplinary action may result. The Public Employment Relations Board (PERB) subsequently ruled that these rights extend to the public sector, and cover us as UC employees at LLNL. Then in *Skelly v. State Personnel Board*, the California Supreme Court found that a public employee's job is a form of property and cannot be taken away without due process. It further specified the minimum set of actions an employer like LLNL must take before disciplining someone. A future article will treat these rights in detail, but if you are curious now, you should read UPTE's explanation at <http://www.upte.org/know.your.rights.html>.

Employees may bring grievances against the laboratory if they believe they have been treated in a way that violates either their state or federal legal rights or the LLNL Policies and Procedures Manual. Members of SPSE who have had actions taken against them by management or believe their rights have been violated should contact the SPSE office immediately to receive representation by an SPSE steward. This is a valuable benefit of being part of this organization.

The next article in this series will further explore employee rights, responsibilities, and the grievance process. ■

Whistleblower Lawsuit

The University of California has paid almost \$1 million to Michelle Doggett one week prior to the start of her whistleblower trial. Ms. Doggett reported she was alienated from her job after revealing fraud and theft at LLNL. In the

Tri-Valley Herald, September 16, 2003, she was quoted as saying: “I don't know that anything out there has changed,” Doggett said. “I think that waste, fraud and abuse continue, as well as other inappropriate activity, and I think it will continue as long as there's retaliation against those who speak out.” ■

Pollution In The Academic Atmosphere?

By D. B. Clarke



SPSE has continued to emphasize the importance of employee rights, including the freedom of employees to state and publish their views on scientific issues. I think we all agree that it is essential for the health of the laboratory that intellectual and scientific freedom be maintained if a new contractor takes over the management of LLNL. What can be found regarding intellectual and scientific freedom in the University's contract to manage the laboratory?

The first clause of the contract (“Contract 48”) is C.001, a specific statement of work. A few pages further is another clause (G.001) with “additional contract administration information.” Included in G.001 is a section on the history of Contract 48, which has continued, with modifications, since January 1943! The last section of this clause is a general statement of responsibilities of the University.

(d) The University is responsible for performing agreed-upon scientific and technical programs with the highest possible quality; fostering an environment at the Laboratory conducive to scientific inquiry, the pursuit of new knowledge, and the development of creative ideas related to important national interests; and managing the Laboratory in accordance with world-class standards.

We see that “fostering an environment ... conducive to scientific inquiry” is central to the University's management responsibilities. More on the same subject is found in one of the implementation clauses, H.005, on “Intellectual and Scientific Freedom.” After reiterating the importance of fostering the proper atmosphere, this clause continues

(b) The Parties further recognize that the free exchange of ideas among scientists and engineers at the Laboratory and colleagues at universities, colleges, and other laboratories or scientific facilities is vital to the success of the scientific, engineering, and technical work performed by Laboratory personnel.

*(c) In order to further the goals of the Laboratory and the national interest, it is agreed by the Parties that the scientific and engineering personnel at the Laboratory shall be accorded the rights of publication or other dissemination of research, and participation in open debate and in scientific, educational, or professional meetings or conferences, * * **

What do the guarantees expressed in the Contract mean for SPSE members? Suppose a scientist obtains experimental data or a calculational result that is not in alignment with the technical views or programmatic directions of his or her management. We know of several specific cases where this has happened. According to reports, the dissenting scientists were made EBAs as a result, and forbidden to do additional work on the subject of the dissent. Despite retaliation by laboratory managers, Contract 48 clearly says that we have a right to “free exchange of ideas” and the rights to publish our work and to participate “in open debate” at scientific meetings, at LLNL and/or elsewhere. (Restrictions by reason of classification remain.) If the University truly believes in the “intellectual and scientific freedom” specified in its contract to operate LLNL, then we would expect that an appeal to University officials at the top level might be effective in obtaining assistance with such cases. SPSE has lobbied the UC President's Office to urge them to step up to their contractual responsibilities and protect laboratory scientists and engineers who express technical dissent (see article entitled “SPSE meets with UC Associate VP” in this issue). ■

SPSE Issues Formal Response To Lump Sum Merit Program

LLNL is considering a lump sum merit program (LSMP) to pay “top employees” money above and beyond base salaries. SPSE has sent a letter to LLNL human resources department in response to a request for comments (which members received a copy of in a members-only e-bulletin). SPSE has not received an answer from Jan Tulk, and intends to obtain lump sum payment information under the California Public Records Act. SPSE believes in a fair and equitable salary system with equal pay for equal work and if LLNL’s goal is to pay employees according to their target salary, then we feel that a better use of any extra money

would be to bring those employees who are under target up to target. SPSE objects to giving any lump sum payments to employees who are already overpaid according to the LLNL’s salary system determinations. Once all employees are paid fairly and equitably according to guidelines, only then should these types of lump sum payments be considered. According to the employee survey, the existing ranking and rewards system at LLNL lacks both credibility and fairness. We prefer that the existing ranking and rewards system be scrapped immediately, and a new, transparent and trustworthy one take its place. Only after a modern and fair rewards system has operated for a period, can we begin to reasonably discuss the addition of bonus reward features. ■

“New” Polygraph Rules

The DOE pulled a “surprise” at a hearing before the Senate Energy Committee on September 4 in announcing that they were responding to the NAS study of the efficacy of polygraph testing by significantly scaling back the number of employees to be subject to these tests. However, DOE’s action is not as wonderful as it at first appears. Deputy Sec. McSarrow’s testimony at the hearing had conflicting and confusing statements. He said the number complex-wide subject to screening polygraphs will be 4600. This number is reduced from the 20000 who are subject to the testing under the current rule, but in practice, DOE was only testing a much smaller subset, so the numbers are not really changing. This number of 4600 presumably EXCLUDES employees in PAP and PSAP who currently get the polygraph tests, but INCLUDES the SAP people. This is certainly good news for the techs and admin people in PSAP and PAP, and since SPSE had told DOE last June that we thought it made the least sense to polygraph people in PAP and PSAP, we would like to think that our input was decisive. The bad news, though, is that included in the 4600 are, as Deputy Sec. McSarrow said, people with access to TS (Top Secret). All Q cleared people, though, have such access on a need-to-know basis. It sounds like he

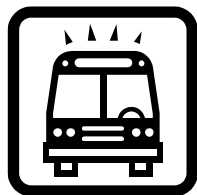
wants to define the TS category as equivalent to certain sigma categories; at one point in his testimony he mentioned sigmas 14 and 15, and at another point he included sigmas 1 and 2. If DOE’s intention is to upgrade all sigma 1 and 2 information to TS then the new rule may be no change at all, and may be worse. The other alarming proposal is that IN ADDITION to the routine screening polygraphs for these 4600 folks, DOE also wants an additional 6000 folks to be subject to random tests. McSarrow as much as admitted that DOE’s intention is to frighten and intimidate the scientists. SPSE’s position has been consistent and clear: DOE should abandon the use of the polygraph-screening test entirely (or limit its use only to counterintelligence professionals). SPSE continues to press DOE and Congress on this issue. ■

Quotes from Congressional testimony:

“[DOE] cannot continue to hinge the careers of scientists on voodoo science, no matter how few or great the number.” Representative Ellen Tauscher (D-CA)

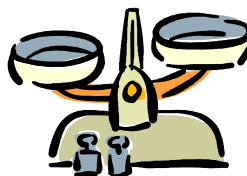
“It is sort of a homeopathic approach to security policy in which the mere specter of a polygraph test...is believed to have a deterrent effect.” Steven Aftergood of the Federation of American Scientists.

BUS RIDERS WANTED



SPSE is concerned about the undue hardship placed upon bus riders with the closure of East Avenue. In particular, the difficulties with getting to the busses at the end of the workday. Another concern is the difficulties associated with storing personal cellular telephones for people who work in classified areas. If you ride the bus and would like to share your opinions/solutions with our bus action team, e-mail spse@spse.org. ■

Work/Life Balance



If you have trouble balancing your work and your personal life, here are some quotes from lab management that might help you restore balance.

NEWSLINE, Vol. 28, Num. 14,

11 April 2003 “Working on these...programs...is never easy. It is not easy on the individual or his or her family; it requires sacrifice because of commitment to a higher goal.”

“Often, one’s personal career goals may be ‘put on hold’ or diverted because of a commitment to a broader purpose.”

“When we succeed at important tasks, we will be given the opportunity to contribute even more” ■



New UPTE Contract Achieves Landmark Changes

SPSE is a part of UPTE, (University Professional and Technical Employees) which represents technical and research employees at Berkeley Lab and all the UC campuses. UPTE has negotiated a two-year agreement for 9000 researchers and technical employees that shows the advantages of being in a Union with bargaining rights. The contract resulted in larger wage increases and better severance than management allocated to unrepresented employees. In addition, UPTE brought all so-called “merit-based” employees back on to a step-based raise system, making wage increases more dependable and fair. Efforts by UPTE and other unions to contain health-care costs will also benefit all LLNL employees.

What is so good about steps?

Employees in the open-range “merit-based” system at the University have stagnated in their pay scales. Many are still below the mid-point in their pay ranges after 15 years of excellent evaluations, a situation familiar to many at this laboratory. The low increases meant that after 10 years a step-based employee was still \$50,000 ahead in earnings over “merit-based” and if both had a reclassification the step-based was still \$50,000 ahead after 20 years. Just as at the lab, most of the so-called “merit-based” raises go to a few employees. “Merit-based” systems pretend that there is an objective bases for making raises. Those of us who have been at the laboratory for a long time know this is not true. We have seen highly ranked people become low ranked when management has changed and lowly ranked people become high ranked.

Benefits

Health care costs went up dramatically last year and UC anticipates pushing large scale increases in premiums on employees next year. UPTE now has four members on a joint committee with other unions to get information about health care increases and provide input to the University. UPTE will make proposals to UC about containing the cost of premium increases. ■



Summary Of Responses To SPSE Survey On Ranking

In the March issue of the Sentinel, we asked for a response to a survey on ranking. There were 23 responses to the SPSE survey. Not everyone answered each question, so none of the total responses added to 23. Even though six responders felt that they were paid fairly and had been treated fairly by the ranking system, even most of these responders felt that ranking should be replaced. The only person who completely supported continuing the current system also felt that each manager selects their bottom 5% of employees, based on performance criteria, places them on probation, and gives them a shape-up-or-ship-out message.

Typical of our respondents' comments on ranking was the following.

"My boss left right before my first year's evaluation, without someone to strongly defend for me I got a miserable raise."

"I have suggested a compromise: three peer groups, the top for super-stars, the bottom for problem cases, with everyone else in the middle, paid for the job they do, rather than how well they do on the annual personality test."

"Alternatives should always be examined. We do want to do the best that we can."

"Right before my evaluation, I moved to another supervisor. My previous boss had to represent me since I worked for him most of that year. Whatever reasons, he did not attempt to fight for me, and I was left far behind my peers."

"The ranking system is feudal in nature. It has no value other than to allow favoritism. In many cases, those influencing the ranking have no real idea of what the individual really does or how well, they are there to fight for their people. All supervisors will fight to have their people placed higher. Far too many resources of time and money are wasted on this non-productive system."

Questions and Responses

1. Do you think you are paid fairly relative to employees of similar experience and skills?

No 11

Yes 6

2. Do you think the ranking system has treated you fairly?

No 10

Yes 6

3. Would you be in favor of a separate career ladder to allow for advancement without becoming a manager?

No (one exists already) 4

Yes 11

Yes if viable alternative 1

4. Would you like to have the Laboratory look at alternatives to a ranking system?

No 1

Yes 19

Yes if viable alternative 1 ■

Join SPSE Today!

By joining SPSE you join an organization that has been working for 30 years to protect employee rights and improve working conditions at LLNL. Management needs to hear from us. They can't hear us one at a time, they need to hear from a strong employee organization that wants to make the Lab a better place: SPSE. Membership in SPSE is open to all professional scientists, engineers, and those doing equivalent professional work that are classified in the 200 or 300 series.

We want some of your time and your ideas. We also need some of your money to inform employees of news they need (news they won't get from management), defend employees in grievance actions, challenge unfair management practices at the state level, etc. You can pay your dues annually, quarterly, or by automatic monthly payroll deduction. Indicate your preference below. Use the algorithm in the box to calculate your monthly dues.

Monthly Dues
Dues = $.0115M$ (regular rate)
but Dues Max = \$22
M = monthly salary

Visit our website at www.spse.org

-
- Annually (you will be billed)
 - Quarterly (you will be billed)
 - Monthly payroll deduction (complete the form on the back for this option)

Name (please print) Employee Number

Jobcode/Title L-Code Extension E-mail

Home Address

Signature Date

To pay dues via automatic monthly payroll deduction:

Complete and return this form (fill in boxes with numbered asterisks, and sign number 6). It authorizes dues to be paid to SPSE, and is required by the University of California.



**EMPLOYEE ORGANIZATION MEMBERSHIP
PAYROLL DEDUCTION AUTHORIZATION**
UPAY 669 (10/80)

**PLEASE
PRINT
OR
TYPE**

CAMPUS LLNL	LOC	EMPLOYEE I.D. *1 Must be entered	DATE *2
ACTION ON THIS FORM TO BECOME EFFECTIVE ON THE PAY PERIOD BEGINNING:			DATE ASAP
MONTHLY DEDUCTION			
LAST NAME, FIRST, MIDDLE INITIAL *3		ENROLL	AMOUNT
DEPARTMENT EMPLOYED AT U.C. *4	REGULAR DUES RATE: (0.0115 x monthly salary)		X
TITLE AT U.C. *5	MAXIMUM DUES: \$22.00 per month		
ORGANIZATION NAME (INCLUDING LOCAL NAME AND NUMBER) Society of Professional Scientists and Engineers			
TOTAL			

I authorize The Regents of the University of California to withhold monthly or cease withholding from my earnings as an employee, membership dues, initiation fees and general assessments as indicated above.

I understand and agree to the arrangement whereby one total monthly deduction will be made by the University based upon the current rate of dues, initiation fees, and general assessments. I ALSO UNDERSTAND THAT CHANGES IN THE RATE OF DUES, INITIATION FEES AND GENERAL ASSESSMENTS MAY BE MADE AFTER NOTICE TO THAT EFFECT IS GIVEN TO THE UNIVERSITY BY THE ORGANIZATION TO WHICH SUCH AUTHORIZED DEDUCTIONS ARE ASSIGNED AND I HEREBY EXPRESSLY AGREE THAT PURSUANT TO SUCH NOTICE THE UNIVERSITY MAY WITHHOLD FROM MY EARNINGS AMOUNTS EITHER GREATER THAN OR LESS THAN THOSE SHOWN ABOVE WITHOUT OBLIGATION TO INFORM ME BEFORE DOING SO OR TO SEEK ADDITIONAL AUTHORIZATION FROM ME FOR SUCH WITHHOLDINGS.

The University will remit the amount deducted to the official designated by the organization.

This authorization shall remain in effect until revoked by me - allowing up to 30 days time to change the payroll records in order to make effective this assignment or revocation thereof - or until another employee organization becomes my exclusive representative.

It is understood that this authorization shall become void in the event the employee organization's eligibility for payroll deduction terminates for any reason. Upon termination of my employment with the University, this authorization will no longer be in effect.

This authorization does not include dues, initiation fees and general assessments to cover any time prior to the payroll period in which the initial deduction is made.

Payroll deductions, including those legally required and those authorized by an employee are assigned priorities. In the event there are insufficient earnings to cover all required and authorized deductions it is understood that deductions will be taken in the order assigned by the University and no adjustment will be made in a subsequent pay period for membership dues, initiation fees and general assessments.

EMPLOYEE SIGNATURE *6	DATE
--------------------------	------

FOR UNIVERSITY USE ONLY

--

TRAN COD E	EMPLOYEE ID NO.	DATE	ELEME NT NO.	BA L C	AMOUNT
1 2 4	12	13 18	19 22	23 24	30
X1		MO DY YR	6	G
X1			6	G
X1			6	G

RETENTION: 1 YEAR AFTER INACTIVE - ACCOUNTING OFFICE