

Society of Professionals, Scientists, and Engineers, Affiliated with University Professional & Technical Employees (UPTE), Communications Workers of America (CWA) Local 9119, AFL-CIO  
Kurt Glaesemann, President ♦ Jayne Tonowski, President-elect

# SENTINEL

News For LLNL  
Professionals, Scientists, and Engineers

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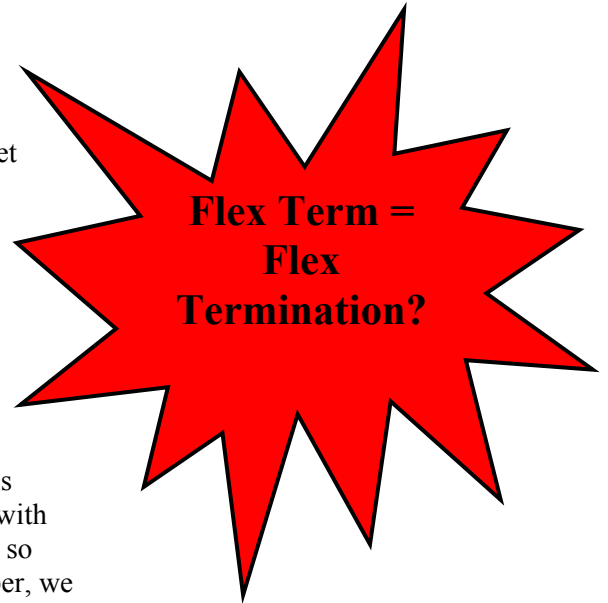
## The View From The Top

By Kurt Glaesemann, SPSE President

With the Lawrence Livermore National Laboratory (LLNL) budget currently tight, SPSE is hearing many unconfirmed and many confirmed rumors of flex-terms being let go due to lack of funding (even group leaders are not immune). Many months ago, SPSE requested LLNL substantively reduce hiring in order to help alleviate the then current EBA situation. Unfortunately, things could get even worse over the next few months. If the Lab budget is finalized to a low level, even the coveted career status may not be enough to save your job.

Given that Social Security's Cost of Living Adjustment (COLA) is scheduled to be over 4%, and that is only supposed to keep pace with inflation, those of us left behind might see a decent raise package, so the dark mushroom cloud might have a silver lining. But remember, we do not get COLA's, so the future is uncertain. Also, health insurance premiums are increasing, so you might get an effective pay cut. September 9 Newline has a list of salary allocations.

For a look at little farther into the future, the Los Alamos National Security LLC (LANS) (the Bechtel and UC team) has a web site, <http://www.lansllc.com>. The long-term safety of your job and benefits might depend more heavily on the outcome of proposition 75 than upon who wins the contract, which is the subject of the next article. ■



## Proposition 75 and SPSE

By The Legislative Action Committee

In past issues of the Sentinel you have read about the bidding process that Department of Energy (DOE) is conducting now to select a new contractor to manage the Los Alamos National Laboratory (LANL). You have read details about the Request for Proposals (RFP) that was issued a few months ago, and how it requires that the new management contractor must provide "substantially equivalent" benefits and retirement plan for transitioning employees, maintain a work environment that respects scientific and academic freedom, protect employee organizing rights, and provide whistleblower protections. You can be assured that none of these things would have made it into the RFP without a sustained and vigorous lobbying effort mounted by SPSE and our UPTE colleagues at the other labs and at the other campuses

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of UC, backed by the full weight and resources of our parent union, the Communications Workers of America. Indeed, union lobbyists were able to do things in Washington on behalf of employees that Lab managers or DOE officials could not.

SPSE and UPTE are working for YOU.

Now, all of that can possibly change. If Proposition 75 --- the deceptively named "Payroll Protection Act" --- passes on November 8, public employee unions like SPSE/UPTE will be essentially barred from using any of our members' dues money for lobbying or political activities to protect our members' interests. Do not be fooled by this innocent-sounding Proposition, pushed vigorously

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by Governor Schwarzenegger and his corporate backers. This is all about money. This is all about corporate attempts to kill off public employee defined-benefit plans (pensions), like University of California Retirement Plan (UCRP). The Governor tried a direct assault on public-employee pensions last year, and effective union opposition stopped him then. Now, he wants to disarm the unions so he can then come back and take our pensions when we cannot fight back.

We urge a "NO" vote on Proposition 75 for more than just self-serving reasons (although there is nothing wrong with voting our own interests). As we indicated above, this is all about money and power. If Proposition 75 passes it will simply have the effect of shifting wealth and power to a few at

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the expense of the many. The investment of public employee pension money not only accounts for some 2% of the entire Gross Domestic Product (GDP) of the State of California --- and hence a not-insignificant component of the economic health of the state --- but is a principal driver of corporate reform efforts aimed at preventing another Enron or World Com. All California citizens will suffer if this Proposition passes.

Proposition 75 is one of several Propositions on this November's ballot that are of great concern to us, because we believe that their passage can have an adverse impact on our work life even here at LLNL. We thus devote a large section of this edition of the Sentinel to calling attention to the Propositions, and explaining our position on all of them. ■

# What Do You Want?

By Sue Byars

***Do you like working at LLNL? Are you and your co-workers being treated fairly? Do you want to have a greater influence on your workplace? How do you think this would be best accomplished? What are the barriers to having a greater influence in your workplace?***

Employees can have a say on workplace decisions as individuals or as part of a group. As an individual, an employee can speak directly with the supervisor, go to upper management, or use the grievance procedure when appropriate. Or you can wait for the next opinion survey to come out.

Collectively, employees can affect decisions by meeting as a group with management, or by electing representatives to meet with management. Independent of management, workers form unions to represent their collective interests. The union then serves as the elected representatives to meet with managers on the workers behalf.

***Are you concerned about the potential erosion of your benefits and your pension? About the rising costs of health care? About how layoffs will be handled under the new operating contractor? About losing the freedom to state and publish your views on scientific issues? About how the new operating contractor will foster 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? About what rights you will have under the new contractor?***

SPSE has not only been concerned about the potential erosion of benefits, pensions and employee rights with the pending change in operating contractors, we have been working to protect these rights. SPSE serves as the collective voice working for a better Laboratory. A Laboratory that is well managed and accountable; one that will provide safe and secure jobs and provide decent wages along with high quality research.

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SPSE is a democratic, member-run association. Our decisions are made by our members and members elected to the Executive Board. We set our agenda. We believe that we have an important contribution to make to the Laboratory, and to the employees.

We invite you to tell us what is on your mind. We will hold two noontime meetings in November. Come and tell us your concerns, ask questions, give us your opinions. As one person, it's hard to get information on important questions. Collectively, we can get answers and make a difference. ■

**You Are Invited to Participate in Your Future**

Join SPSE in exploring employee concerns and questions about your future workplace and how to effectively have your voice heard.

Time: Noon -1 p.m.

Date: Thursday, November 10, 2005 at Building 123 Conference Room A

Monday, November 14, 2005 at Building 123 Conference Room A

**THE LAB IS HIRING ANYONE AND EVERYONE!**

Below is a recent (10/13/05) posting on the Lab's web site, even while there are plenty of talented employees seeking new assignment. SPSE recommends that everyone that is being paid all or in some part on an EBA account apply for this wonderful position. Maybe the lab management will take some notice and place the talented but unfunded members of the staff.

Posting Title: OPPORTUNITIES FOR SCIENTISTS AND ENGINEERS

Job #: 004810

Posted Date: 10/13/2005

Job Title: Scientist (200.0)

Job Term: INDEFINITE With-Prob

Salary Range: Open Organization: 9550

Recruiting and Employment Directorate: AHRD  
SCIENCE THE MATTERS

It's all waiting for you at Lawrence Livermore National Laboratory. Here our people develop and utilize the most cutting-edge technology in the country - if not the world. How do we do it? By encouraging and embracing a competition of ideas with respect for individual contributions and a workforce with diverse experiences, skills, and backgrounds. So join the ultimate scientific community. And discover your true career potential.

We are a multi-disciplinary research and development facility managed by the University of California and funded by the U.S. Department of Energy (DOE). Our research is directed to the following mission areas: national security, science and technology, bioscience and emerging issues related to energy resources and environmental management. As part of the National Nuclear Security Administration within DOE, national security is our defining responsibility.

We have opportunities in a wide range of fields, including:

- Administration
- Machining
- Management
- Postdoctoral
- Scholar and Faculty
- Science and Engineering
- Security and Fire
- Technical
- Trades and Facilities

Please apply to this job posting for further review and consideration. ■

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The following election fact sheet was generated by UPTE systemwide.

## Special Election November 8

UNIVERSITY  
PROFESSIONAL  
AND TECHNICAL  
EMPLOYEES

CWA Local 9119  
AFL-CIO

### **NO on Prop. 74: “The Punish New Teachers Act”**

- Does nothing to improve public education or deal with real problems facing our schools.
- Increasing the Probation Period will make it harder to recruit and retain quality teachers.
- It’s unnecessary. There is already a system in place to fire teachers who are not performing in the classroom.

representing  
employees at the  
University of  
California

### **NO on Prop. 75: “The Paycheck Deception Act”**

- Does not protect union members since they already have the right not to contribute to union politics or to opt out at any time. It will reduce their ability to respond when politicians harm education, health care, public safety, UC’s budget, etc.
- It’s unfair, targeting only public employees and not corporate special interests.
- Voters have rejected similar measures before and union members have voted NO overwhelmingly.

2510 Channing Way  
Suite 11  
Berkeley, CA  
94704

### **NO on Prop. 76: “The Cut School Funding Act”**

- Cuts school funding by over \$4 billion per year – that is \$600 less per student, every year.
- Governor Schwarzenegger would get out of repaying the \$2 billion he “borrowed” from our schools last year.
- Will eliminate the guaranteed funding level for K-14 education under Prop. 98

phone (510) 704-87  
fax (510) 704-8065  
info@upte-cwa.org

### **NO on Prop. 77 & 78**

- Prop. 77 amends the process for redistricting California’s legislative districts and requires redistricting for the 2006 elections. Immediate redistricting is unnecessary, costly, and will produce unfair results by using outdated census data.
- Prop. 78, sponsored by big drug companies, is deceptive and gives the illusion of relief from soaring prescription drug prices by establishing a voluntary program to reduce prices.

1015 Gayley Ave.  
Suite 115  
Los Angeles, CA  
90024

### **YES on Prop. 79 & 80:**

phone (310) 443-54  
fax (310) 443-5487  
uptela@netwood.ne

- Prop. 79 creates a prescription drug discount program that requires participation by drug companies. It will save seniors, families, small business, and the state millions each year.
- Prop. 80 will help prevent energy blackouts and massive fraud by unregulated private energy producers like Enron.

[www.upte.org](http://www.upte.org)

Legislative  
Chair  
Rodney Orr  
805-455-2813  
legislative@  
upte-cwa.org

## Get the Facts.

## Then Vote.

## **UPCOMING SPSE BOARD MEETINGS**

<b>Thursday, Nov. 3</b>	<b>Noon – 1:00 p.m.</b>	<b>Building 125, Jade Room</b>
<b>Thursday, Nov. 17</b>	<b>Noon – 1:00 p.m.</b>	<b>Building 125, Jade Room</b>
<b>Thursday, Dec. 1</b>	<b>Noon – 1:00 p.m.</b>	<b>Building 123, Conference Room A</b>
<b>Thursday, Dec. 15</b>	<b>Noon – 1:00 p.m.</b>	<b>Building 123, Conference Room A</b>

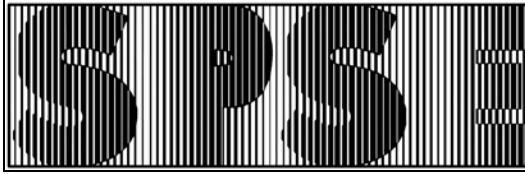
# Protect the Health, Safety, and Welfare for All

By Diane Spencer, PE, and Jim Art, PE

There is something very wrong when a fire protection engineer is told he can't design the fire suppression system for a commercial building, when a chemical engineer is told she can't prepare the hazard analysis for an ammonia refrigeration system, and a traffic engineer is precluded from designing traffic controls for a major intersection. Current California law governing engineering provides exclusive practice protection for 3 disciplines, civil, mechanical, and electrical. No other professions can encroach on activities that are defined under these 3 disciplines. The definitions of these professions are so broad, however, that they encompass: investigating the phenomena and forces of nature, preparing engineering reports, and coordinating professionals. These definitions encroach not only into all the remaining engineering professions, but also into the sciences and everything we do at LLNL. The law that was supposed to protect the health safety and welfare of Californians is putting the public and worker at risk, and driving up the cost of doing business in this state.

The California legislature had a comprehensive study done of the engineering profession and the impact of the current law. The study made 3 recommendations that required a change in current law: All engineering titles need to be recognized by the state of California; any of these disciplines can be in responsible charge; and each of the disciplines can overlap into other discipline areas. Senate Bill 246 was drafted in 2005 to implement these changes. This bill emphasized that engineers must conduct work based on what they are competent to do by their education and experience. The bill also stated that there are no provisions in this law that should preclude a scientist from doing science. In short, this bill would allow people to work in their chosen profession and make significant strides to protect the public.

The bill is supported by many people including the Deans of Engineering from several California universities, large businesses such as Chevron, numerous small businesses, state fire marshals, and numerous regulatory agencies and municipalities. The Society of Professional Scientists and Engineers (SPSE) also supports SB 246. In spite of all of the support for this bill, the Board of Engineers pulled the bill in late August. Changing a law is not easy. Changing a complicated law is even harder. The legislators felt they needed more time to understand the issues and the consequences of changing or not changing this law at this time. Next year a similar bill will be proposed and next year SPSE will be ready to support our members in representing them in Sacramento. ■



**SOCIETY OF PROFESSIONALS, SCIENTISTS, AND ENGINEERS**  
**Affiliated with**  
**University Professional and Technical Employees (UPTe),**  
**Communications Workers of America Local 9119, AFL-CIO**

August 12, 2005

The Honorable Gloria Negrete McLeod  
 California State Assembly  
 State Capitol, Room 5016  
 P.O. Box 942849  
 Sacramento, CA 94249-0000

Dear Assemblymember McLeod:

Re: SPSE Supports SB 246, Especially Provisions to Remove Distinctions Between Engineering Disciplines

I am writing on behalf of the members of SPSE (Society of Professionals, Scientists, and Engineers), a union of University of California employees working at LLNL (Lawrence Livermore National Laboratory). SPSE is affiliated with UPTe (Union of Professional and Technical Employees) and CWA (Communication Workers of America). SPSE supports SB 246, which extends the charter of BPELS (State of California Board of Professional Engineers and Land Surveyors) for six years, until 2013. SB 246 also reforms an unworkable law regulating the engineering profession.

**Register the Practice of Additional Engineering Disciplines:** SPSE agrees with the seven deans of engineering schools within the University of California and the California State systems who sent letters to the legislature regarding engineering registration. The deans support increasing the number of engineering disciplines registered to practice beyond the current three, electrical, mechanical and civil. Engineers registered to practice the additional disciplines could then exercise responsible charge for complex and hazardous, multi-disciplinary projects, especially those for which their discipline is critical. SPSE supports the recommendation of the staff to convert from registration for use of a title to registration for practice of the following engineering disciplines: nuclear, control systems, chemical, petroleum, fire protection and traffic.

**Allow Overlap:** Incidental overlap into other registered disciplines would allow current and past SPSE members qualified in multiple technical areas to contribute more to complex and multidisciplinary projects, such as LLNL's NIF (National Ignition Facility). As pointed out by the deans of California's leading engineering schools, training and experience common to several disciplines blurs distinctions between the disciplines. Therefore SPSE supports language in SB 246, as amended June 28<sup>th</sup>, 2005, which allows "overlap by an engineer licensed under the provisions of this chapter." The scope of the overlap would be limited to the engineer's area of competency, as determined by training and experience.

**Multi-disciplinary Experience Improves Integration and Safety:** These two changes, registering additional disciplines to practice and allowing overlap between disciplines, will encourage our members to cross-train for multidisciplinary and hazardous projects, including operation of LLNL's multi-billion dollar NIF. Complex, multi-disciplinary projects staffed by competent, cross-trained personnel are better integrated and safer.

To enable a better and safer future for SPSE members and California generally, we ask that you support extension of the BPELS charter to 2013. We also ask that you support inclusion of language in the charter extension to register for practice additional engineering disciplines and to allow incidental overlap between the disciplines.

Should you or your staff have questions regarding SPSE's support for extending the charter and allowing the registered disciplines to overlap, please contact SPSE Board Member Dr. William Smith at 925/422-6378 or [Smith324@llnl.gov](mailto:Smith324@llnl.gov).

Sincerely,

Kurt Glaesemann  
 SPSE President

## Work-Life Balance

### Getting the Most Out of Your Money

Since most people are not expecting a large raise in pay (even if you went up in ranking), this is a good time to think about your money. If you like want a good return with FDIC insurance, I suggest you use one of the Internet Banks. You should beware of fake banks (an incomplete list of thousands is at <http://www.aa419.org/>), but here are a few real ones.

<http://www.emigrantdirect.com/> (4% on a savings account, but some people complain about signup being a little slow, but this is a better rate than most banks 5 year CDs).

<http://us.hsbc.com/> (3.75% on savings)

<http://home.ingdirect.com/> (The original and easy to use, but seems a little behind the times with only 3.3% on savings).

### Avoid a Security Infraction

When traveling, do not treat public access terminals (such as those in hotel and airport lounges and libraries) as you would your work computer. Many of these computers are infected with viruses, spyware, and key stroke loggers. In other words, they should not be considered OK for official use only or export controlled information. Although if you are bored, you can often read other peoples emails in the outlook express sent items folder.

### Avoid a Ticket

The California Vehicle Code (CVC) section 5200 requires that all vehicles registered in the State of California have a front license plate, provided the DMV issued it to you. It is a \$247 ticket, unless you are lucky and get a \$10 fix it ticket. ■

## IN MEMORY

SPSE expresses its sincerest condolences to the family and friends of two long time members Kurt Sinz and David Glenn.

Kurt Sinz died on August 6, 2005. The memorial service was held in Lafayette, and the family has stated that donations in his honor can be made to either:

LOPC Building Fund  
49 Knox Drive  
Lafayette, CA 94549

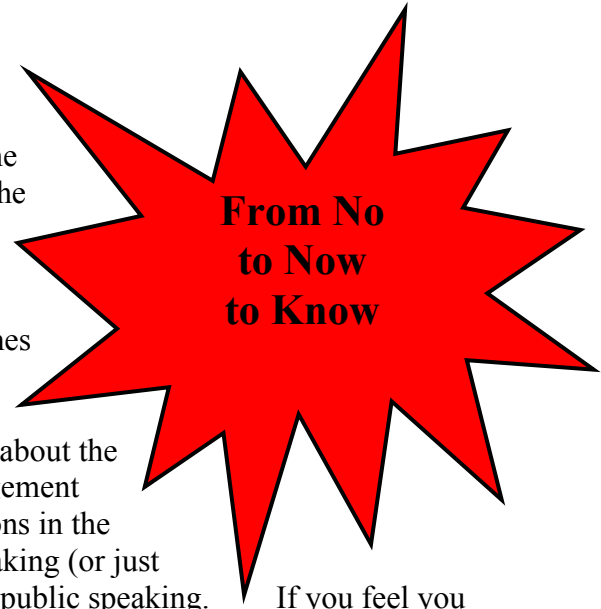
Leukemia and Lymphoma Society  
1390 Market St.  
San Francisco, CA 94102

David Glenn died on September 26, 2005. The memorial service was held in Pleasanton on September 30.

## View from the Bottom

By Kurt Glaesemann, SPSE President

In this Sentinel, I have two opinion pieces, to act as bookends around the meat of this Sentinel. This one is much lighter, since it was written in the previous fiscal year. By now you should have your performance appraisal (PA) and your ranking should be complete. Lab management and Department of Energy are deciding what the raise package should look like. The question of what to do for next year comes to mind. I will use my column this time to not complain about management or even talk about the Lab, but rather to just speak my mind (this edition of the Sentinel already has enough good information about the Lab in it). Even if you think your PA is untrue, realize that your management most likely thinks it is true, and think of ways to correct those perceptions in the upcoming year. If you feel that you are uncomfortable with public speaking (or just speaking), join Toastmasters and learn to tolerate and maybe even love public speaking. If you feel you are held back by lack of leadership skills get involved in a group and take on a leadership role (Lions, Rotary, Toastmasters, Elks, Scouting, SPSE, church, PTA, Masons, your family, government, etc.). Leadership is a Lab course in the school of hard knocks. I have personally found many of these things to be helpful, enlightening, and fun. ■



# JOIN SPSE

Membership is open to all UC employees that are not represented by another union:

To join SPSE, complete and return this form. The form below authorizes payment of \$25.00 per month dues to be paid by payroll deduction to SPSE. Be sure to sign on \*6. If you do not wish to have automatic deduction do not fill out the \* items and you will be billed quarterly.

Name (please print) \_\_\_\_\_ Employee Number \_\_\_\_\_

Job code \_\_\_\_\_ L-Code \_\_\_\_\_ Extension \_\_\_\_\_ E-mail \_\_\_\_\_

Home Address \_\_\_\_\_ Home Telephone \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_



**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
<b>MONTHLY DEDUCTION</b>			
		ENROLL	AMOUNT
REGULAR DUES RATE: \$25.00		X	
MAXIMUM DUES: \$25.00 per month			
<b>TOTAL</b>			

LAST NAME, *3	FIRST,	MIDDLE INITIAL
DEPARTMENT EMPLOYED AT U.C. *4		
TITLE AT U.C. *5		
ORGANIZATION NAME (INCLUDING LOCAL NAME AND NUMBER) Society of Professionals, Scientists, and Engineers		

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
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**FOR UNIVERSITY USE ONLY**

	TRAN COD E	EMPLOYEE ID NO.	DATE	ELEM NT NO.	BAL 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**