



**SOCIETY OF PROFESSIONALS, SCIENTISTS, AND ENGINEERS**

**Affiliated with**

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

## **What Do You Want?**

- *Do you like working at LLNL?*
- *Do you want to have a greater influence on your workplace?*
- *How do you think this would be best accomplished?*

## **Are You Concerned About...**

- *The potential erosion of your benefits and your pension?*
- *How layoffs will be handled under the new operating contractor?*
- *Losing the freedom to state and publish your views on scientific issues?*
- *What rights you will have under the new contractor?*

Employees can have a say on workplace decisions as individuals or as part of a group. 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.

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. We invite you to tell us what is on your mind. 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.

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

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