

Technical Staff Classification System Modified: MTS to Consist of Three Levels

Sandia's Member of Technical Staff classification system will encompass three levels beginning Nov. 1. The levels are: Member of Technical Staff (MTS), Senior Member of Technical Staff (SMTS), and DMTS (Distinguished Member of Technical Staff). The new system was announced by President Al Narath in an Oct. 9 letter to technical staff and supervisors.

Current technical staff members will be appointed to one of the levels on Nov. 1, and new hires will be assigned to either MTS or SMTS after that date.

Executive VP Orval Jones (20) says a major advantage of the new system — and a main rea-

“All technical employees may walk as far along the path as their abilities and ambitions take them, regardless of degree level.”

son for establishing it — is that it gives technical employees a unified and visible career path.

“It gives technical staff a viable way to measure progress of their careers and to be recognized for their contributions,” says Orval. “Certainly, not every valuable technical employee can go into supervision, and many employees don't aspire to. Sandia has many dedicated and talented staff members who, for various reasons, are not supervisors. We think this new system will do a better job of recognizing their contributions and progress.”

Beginning March 1, 1990, management may begin appointing on-roll employees to higher levels within the system and promoting on-roll employees to the MTS level, using new procedures. Until then, a moratorium is in effect on these movements. The new procedures allow appointments and promotions to be approved by the em-

ployee's vice-president, with recommendations from the employee's supervisor, department manager, and director.

Conversion to the MTS Three-Level Plan

Effective Nov. 1, on-roll MTSs will become MTS or SMTS, depending on education and expe-

rience. On-roll TSAs will become MTS. (The TSA classification is eliminated under the new system.) MTS-level employees will be eligible for later appointment to the higher levels if they meet experience requirements and if their performance justifies a higher level. DMTS remains the highest

(Continued on Page Four)



SANDIA MENTOR Don Sweeney (8435, left), graduate student Daniel Miranda (center) of the Cooperative Research Fellowship Program, and Thomas Harrison (8451) in the holography lab.

Sandia's First AT&T Cooperative Research Fellow

Sandia, Livermore, hosted its first fellow in the Cooperative Research Fellowship Program for Minorities (CRFP) this summer. The program began 17 years ago at Bell Laboratories and has been expanded to all of AT&T.

Daniel Miranda, a 1989 graduate of the University of Pennsylvania in electrical and bio-engineering, spent eight weeks working on the

design of holograms with computers in Imaging Technology Div. 8435. His mentor for the program is Don Sweeney, 8435 supervisor, who will work with Daniel throughout his PhD studies at UC Berkeley.

Bringing this program to Livermore has special meaning for Thomas Harrison, supervisor of

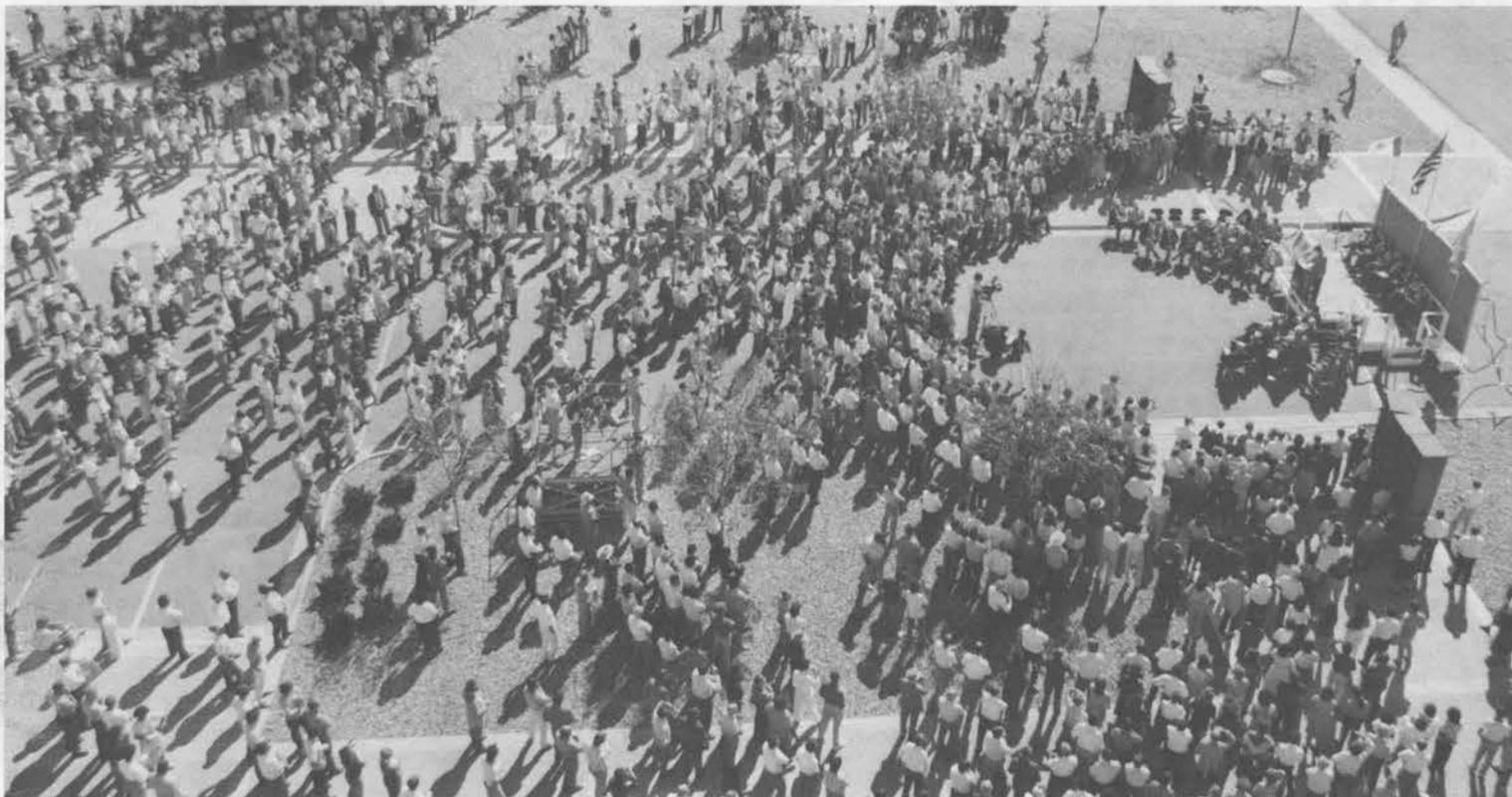
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**Employee Survey:
What We Think
About How We
Communicate —
See Page Eight**



LAB NEWS

VOL. 41, NO. 21 SANDIA NATIONAL LABORATORIES OCTOBER 20, 1989



PART OF THE LARGE CROWD of Sandians who gathered Oct. 11 for the Labs' 40th anniversary commemoration. Several AT&T, DOE, and political guests delivered anniversary greetings and congratulations to Sandians during the ceremony. See story and photos on pages six and seven, and complete text of a congratulatory letter from DOE Secretary James Watkins on page five.

This & That

Tremendous Turnout — The several thousand Sandians who attended the 40th anniversary commemoration on Oct. 11 heard lots of nice words about the Labs from our AT&T, DOE, and political guest speakers (see pages 1 and 6-7 for more information and photos). Several current and former Sandia officials seated around the stage were seen adjusting their Sandia cap bands outward as the kind remarks continued.

Indicative are two sentences in the letter to Sandians from Secretary of Energy James Watkins, which was read by DOE's John Meinhardt: "One has only to look at its record of engineering accomplishments to be impressed with the role that Sandia has played in the history of this country. Sandia truly is a national asset, and every one of you who has been a part of its history and current life should feel immeasurable pride." (See page 5 for complete letter.)

The commemoration ceremony and related events went very smoothly, thanks to hard work and good planning by many Sandians in Facilities, Security, Purchasing, and Orgs. 400 and 3100, but special credit goes to the coordinator, Rod Geer (3163). I think he was involved in everything except baking the thunderbird-shaped cookies.

* * *

Watch Your Language! — Speaking of the 40th, Calvin Cox (7137-2), one of the few Sandians who's been on roll for all 40 years, is a "frequent flyer" in the Labs' Twin Otter airplane. The plane is equipped with computers and various instruments that record in-flight data from weapon tests. Calvin says one popular phrase about computers is strictly verboten when the crew is airborne: "The computer has crashed."

* * *

Benevolent Boss — Several of us at the LAB NEWS didn't get all of our vacation days taken last fiscal year, so I visited with my department manager, Jim Mitchell (3160), about the problem. I asked, "How can we ensure that all our folks find time for vacation days this year?" The man has a solution for everything. He's given us special permission to take vacation days on weekends.

* * *

It Played in Peoria — and lots of other places. In August, we ran a front-page story and photos of the Sandia rocket sled test that crashed an F-4 Phantom jet at 480 mph into a million-pound block of reinforced concrete. Conducted by Containment Technology Div. 6523 and supported by Track and Cables Div. 7535 and other Sandia folks, the test is helping researchers predict impact forces of an aircraft crashing directly into a nuclear power-plant structure.

A similar story and photos were released to the media by Public Information Div. 3161. Many publications — domestic and foreign — used the story and photos, including lots of Associated Press papers (yes, even Peoria). The dramatic stop-action photos of the jet disintegrating as it hit were taken by Photometrics and Optical Development Div. 7556. A mighty good and interesting piece of work by several Sandia groups!

* * *

Appropriate Waiver — Got a note several weeks ago on the front of a LANL news release about a workshop there. It read: "The \$75 fee for the Structural Collapse Rescue Technology Workshop at Los Alamos National Laboratory will be waived for journalists." I think I know why — because so many of us suffer from structural collapse. ●LP

Multifaceted Research

New Publication Highlights Range of Research at Sandia

Research at Sandia National Laboratories, a new publication produced by Management Staff 400, offers a quick — but thorough — review of the broad range of research conducted at Sandia. Its primary purpose is for recruiting and to spur tech transfer, but it will also be distributed to Congressional, AT&T, DOE, and DoD officials.

"We're very pleased that we got it out in time for the recruiting season," says managing editor, Randy Maydew (400).

"Recruiting is becoming ever more competitive — we're competing with large, well-known companies like IBM, General Electric, and TRW," says scientific editor Hal Pruett (400), who recruits at UCLA and MIT.

"Sandia just isn't as well known throughout the US as those companies," he notes, "and we need to get the story out that Sandia is a multifaceted research and development lab that focuses on a broad range of innovative, challenging work. We think this publication does that very well."

It divides Sandia research into eight broad categories — Solid State Sciences, Materials and Process Sciences, Combustion Sciences, Engineering Sciences, Computer Sciences and Mathematics, Pulsed Power Sciences, Energy Research and Development, and Nuclear Reactor Safety Research — and then focuses on specific research areas within each category.

"This makes for good 'browsing,' which is how most people read this kind of publication," says Hal.

Copies are being sent to all Sandia supervisors. You can get a personal copy by calling Darlene Hamilton, assistant to PhD Recruiting Coordinator Bob Banks (3531), on 6-8070.

Randy and Hal credit the teamwork of editors, artists, photographers, and others for successfully meeting the publication deadline — and for the success of the publication generally.

In addition to Randy and Hal, those working on the publication were scientific editor Jim Leonard (400); publication editors Lori Parrott (400/3151), Bobbi Voelker (3151), and Lee Garner (3151); art director Janet Jenkins (400/3151); artists Jan Gaunce and Toby Dickey (both 400/3151); photographer Russell Smith (3154); composition consultants Adron Pritchard and Lucille Robinson (both 3152); and publication coordinator Debbie Johnson (400).

LAB NEWS

Published Fortnightly on Fridays

SANDIA NATIONAL LABORATORIES

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LIVERMORE, CALIFORNIA 94550
TONOPAH, NEVADA
AMARILLO, TEXAS

Sandia National Laboratories is operated by Sandia Corporation, a subsidiary of AT&T Technologies, Inc., and a prime contractor to the US Department of Energy.

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FIRST COPY of *Research at Sandia National Laboratories*, a new publication produced by Org. 400, is presented to (second from right) VP of Research 1000 Venky Narayanamurti by (from left) managing editor Randy Maydew, scientific editor Hal Pruett, and Arlyn Blackwell, Director of Management Staff 400.

Hundreds of Livermore Employees Attend Leap Faire '89

The Livermore Employees Assistance Plan (LEAP) kicked off its annual fund-raising campaign Oct. 6 with a noontime Faire and run. Hundreds of Sandians turned out for hot dogs, soft



PENNY FAIRY NINA BERGAN (8245) announces the top penny-collecting team — 8400 — while Wes Estill (8441), representing the winners, looks on.

drinks, and visits with 26 local and United Way agencies that benefit from LEAP contributions.

A popular new feature this year — collecting pennies for needy children's toys — netted approximately \$2000. Components and Systems Research 8400 took first place, with a collection of 1.84 pounds per person. A total of 1269 pounds of pennies accumulated during the week.

Drawings were held among employees who turned in pledge cards; several donated decorator phones were given away, and Julie Foster (8525) won the use of Vice-President John Crawford's parking space for a month.

The traditional run/walk attracted 145 participants. Jim Reitz (8451) again took first place in the men's category, and Leah Williams (8342) was first in the women's division. Second place for men went to Vic Kaliakin (8241), and third to Brian Brunner (Allied Signal KC, assigned to 8454). Ellen Meeks (8245) won second place in the women's division, while Joan Funkhouser (8272) finished third.

Engineering Design 8200 captured the directorate traveling plaque for the fifth year, with 20 percent participation in the run/walk. Administration 8500 had the second-highest participation rate (15 percent).



RACE CHAIRMAN Barry Bolden (8161, right) lines up with runners (from left) Leah Williams (8342), who took first place in the women's category; Ellen Meeks (8245), second; and Jim Reitz (8451), first place in the men's category.

(Continued from Page One)

Sandia Hosts First AT&T Research Fellow

8451, who was a 1980 CRFP graduate through Bell Labs and is now Sandia and alumni representative to the CRFP Committee. Thomas says the program was conceptualized in 1972 by three minority technical staffers at Bell Labs: "Back in the early 1970s, these three Bell Labs researchers looked around, noticed that they were nearly the only minorities doing basic research, and decided to do something about it. From that small beginning, the program was launched.

"In 1981, it expanded beyond basic research into all areas of Bell Labs. In 1988, it was incorporated into the AT&T research community, of which Sandia is a member. I am particularly pleased that Livermore received its first CRFP fellow this year and hope to see the program grow both here and at Albuquerque in coming years."

Many Awardees Join AT&T

The fellowships are awarded to outstanding beginning graduate students who are members of minority groups. Program objectives are to identify and develop scientific and engineering research ability among minorities. That increases the available labor pool from which AT&T and the nation can draw. The program provides financial support and mentoring for students who have demonstrated high potential for becoming professional research scientists or engineers.

CRFP is a fellowship program, not a hiring program. Upon graduation, neither AT&T nor the awardee has any obligations for employment. AT&T has, however, attracted many of the best graduates into full-time employment.

Each fellowship grant includes a mentor, full tuition and fees, a stipend for living expenses, textbooks, an AT&T personal computer system,



LEAP AGENCY REPRESENTATIVES were on hand at the Faire to explain their services and to attract volunteers.



**SANDIA
LIVERMORE NEWS**

conference travel reimbursement, and summer employment the first year, with additional years at the option of the student.

Eleven Slots, 90+ Applicants

Daniel was one of more than 90 applicants nationwide who applied for the 11 CRFP awards this year. "The lab facilities at Sandia are outstanding, and I found the people here of great help to me," Daniel says. "I'm really impressed with the research done here."

Don Sweeney says he hopes that Daniel will choose to work here additional summers and that the collaborative relationship will continue for years: "We plan to maintain close ties with him throughout his academic career."

Thomas points out that, since inception, the program has awarded 134 fellowships; 36 of the recipients have already graduated with PhDs. "The number of scientists already produced through the program indicates an excellent track record and has contributed significantly to the number of

highly educated minorities in the nation's labor pool," says Thomas. "This, of course, is good for the country as well as for AT&T." ●BLS

Congratulations

To Jean and Hugh (8524) Keleher, a daughter, Claire Emily, Sept. 27.

Sympathy

To Lynda Hadley (8285) on the death of her father in Monroe, Wash., Sept. 19.

To Dan Ross (8285) on the death of his sister in Dallas, Sept. 19.



(Continued from Page One)

New MTS System

MTS level, and all current DMTSs retain that appointment under the new system.

See box for qualifications/assignments for each level. Briefings for supervisors in each vice-presidency are scheduled to begin Oct. 31 and will be completed by November 10. Also, information packets about the new plan will be distributed to all MTS supervisors and MTS and TSA staff before these briefings begin. Employees who have questions that are not answered in this article or in the information packet should convey them to their supervisors before the briefings begin. (The schedule: Orgs. 400 and 3000, Oct. 31; 1000, Nov. 1; 7000, Nov. 3; 5000, Nov. 6; 9000, Nov. 8; 6000, Nov. 8; 8000, Nov. 9; and 2000, Nov. 10. Supervisors have been notified of the times and meeting places.)

Future new-hire technical staff members (BS engineers, and MS and PhD engineers and scientists) will be hired as either MTS or SMTS, depending on experience and education. New hires

"It gives technical staff a viable way to measure progress of their careers and to be recognized for their contributions."

are not eligible to be hired at the DMTS level; that level is reserved for employees who have distinguished themselves by their performance at Sandia.

After the new system goes into effect on Nov. 1, all future appointments of staff to higher MTS levels will be accompanied by a lump-sum (one-time) monetary award. (Lump-sum awards do not apply to the initial appointments that go into effect for on-roll staff on Nov. 1.) Appointments of on-roll employees to higher levels after the moratorium on movements ends on March 1, 1990, will include a lump-sum award of \$1500 for SMTS appointments and \$2500 for DMTS appointments. These appointment awards are separate from merit-review increases and individual performance awards (IPAs) that are given as part of the annual performance review of all employees.

New Levels Are Not Pay Bands

"The new MTS levels are not pay bands," emphasizes Dennis Roth, VP of Administration 3000. "They are levels within the MTS classification system. All employees in this classification — MTS, SMTS, and DMTS — will be evaluated together as a single group during the annual performance review.

"It's also important to note that moving to a higher level within the MTS system is not considered a promotion," Dennis continues, "but an appointment that recognizes and rewards one or more of several achievements — increasing experience and expertise, superior performance, or more-demanding job requirements.

"After on-roll employees are assigned to one of

New Three-Level MTS System: Basic Qualifications & Assignments

DMTS: Current DMTSs. The major criterion for appointment to the DMTS level is sustained outstanding performance. Sandia has a ceiling on the number of technical staff members who can be appointed DMTS; the ceiling is currently 10 percent of technical staff.

SMTS: On-roll and new-hire MTSs who have a PhD degree; on-roll and new-hire MTSs who have a BS degree and five or more years of experience; and on-roll and new-hire MTSs who have an MS degree and four or more years of experience. There is no ceiling on the number of technical staff members who can be appointed SMTS.

MTS: On-roll TSAs; on-roll MTSs who have an MS degree, but less than four years of experience; on-roll MTSs who have a BS degree, but less than five years of experience; on-roll non-degreed MTSs; and new-hire technical staff members who do not have the requisite education and experience to be SMTS.

These qualifications and assignments are basic, and cannot cover every situation. Vice-presidents have authority and discretion to make exceptions whenever appropriate and to assign on-roll MTSs who do not have degrees to the most appropriate level.

the three MTS levels on Nov. 1, no one will automatically move to a higher level later simply because he or she meets the minimum educational and experience requirements," says Dennis. "An employee's performance is very important, along with Sandia's needs and other pertinent factors that will be considered by employees' line management."

"We need to make it clear," Orval emphasizes, "that there are no 'second-class citizens' in the MTS classification system. All MTS employees — whether MTS, SMTS, or DMTS — are full-fledged Members of Technical Staff.

"Valuable, fully contributing employees may — for a variety of reasons — remain in the same level throughout their Sandia careers."

More New Hires at BS Level?

The new system may result in more bachelor's-level engineers (and possibly some specialty BS science graduates) hired at the Labs. "Sandia — along with many other technical organizations today — needs quality bachelor's-level engineers," says Orval. "We will always value advanced degrees, and we encourage continuing education in many ways, but not every job that we do requires an MS or PhD engineer or scientist.

"Sandia requires the entire spectrum of engineering and scientific skills — from analysis to engineering development. To meet this requirement, we need the full range of scientific and engineering skills and capabilities from the BS to the PhD level."

Orval continues, "One of our desires is to match people's talents and interests to the broad range of Sandia activities and to fully utilize the various perspectives and interests that individuals at the different degree levels bring to the job. This ultimately improves the quality of our products and services and is the most effective use of our financial resources."

"Although some of these employees could remain at the MTS level throughout their careers, the career path will remain open and unobstructed," emphasizes Dennis Roth. "All technical employees may walk as far along the path as their abilities and

ambitions take them, regardless of degree level.

"A continuing important aspect of the system is the ability of each person to seek out that area within Sandia that allows the full utilization of individual capabilities.

"If an employee has a job that doesn't offer such promise, the employee should discuss this with his or her supervisor and possibly look at other areas. The job announcement system within the *Sandia Weekly Bulletin* lists opportunities for individuals to change job assignments as part of moving along this path."

Path Begins at SAT Level

"In fact, the path doesn't begin at the lowest MTS level, but at the SAT (Staff Assistant Technical) level," adds Dennis. "Any Sandia employee who gets the necessary education and experience can enter the technical career path and have the opportunity to progress from one end of the path to the other — from SAT to TA (Technical Aide) to STA (Senior Technical Aide) to MTS and through the MTS levels."

The new three-level MTS system is not unique to Sandia. AT&T Bell Labs has a multi-level system, and other major engineering and R&D groups either have or are planning similar ones, according

"... what we needed was a clear career progression system that was easier to understand and administer."

to Dennis. They include Hewlett-Packard, Xerox, and Draper Laboratories.

In the works for some time, the new MTS system was formulated and finalized by the Personnel Directorate, with input from Small Staff and the Technical Classification Review Committee.

"The committee members and I recognized last year that we needed to return authority for advancement to the VPs," says TCRC Chairman Dan Hartley (VP 6000), "rather than continuing our lengthy committee process — what we needed was a clear career progression system that was easier to understand and administer. This new three-level MTS system, coupled with the SAT, TA, and STA classifications, provides exactly that for all technical employees."

TCRC's role will change under the new system. Instead of approving technical-employee advancements, the committee will work to ensure consistency and fairness in promotion and appointments within technical ranks across the Labs.

"The committee includes directors from all technical vice-presidencies [including Livermore], so we don't expect any significant imbalances to develop between the vice-presidencies," says Dan. "I think we'll see an equitable distribution of MTS advancements and appointments across the Labs."

•LP

REPRESENTATIVES from the SRAM T (Short Range Attack Missile — Tactical) Systems Project Office at Wright-Patterson AFB recently visited the Labs for briefings on SRAM T program work at Sandia. Here, John Andersen (DMTS, 5161, second from right) discusses a modal-analysis prototype of the proposed SRAM T warhead with (from left) Lt. Col. Bob Locke, Col. Stan Boyd, and Maj. Steve Tyson.



New Phone Numbers Coming

Upgrade of Telephone System Begins in November

On the evening of Nov. 17, about 1200 Sandians will have new telephone numbers with the prefix "845."

It's the first step in a Labs-wide telephone-system upgrade to be done in phases over the next few years. When the upgrade is complete, all Sandia and DOE telephone numbers will begin with the 844 prefix or the new 845 prefix. The 846 prefix will be used exclusively by the Air Force.

Most Sandia telephone numbers will be changed sometime during the course of the upgrade. When — and whether — your number changes will depend on when the telephones in your building or area are linked to a new switch being installed by the Air Force.

New Switch at Center of Upgrade

The new switch — a state-of-the-art 5ESS digital switch manufactured by AT&T — is at the heart of the upgrade. It offers faster call processing and higher traffic capacity than the old switch. It will be located on Air Force property, but parts of it — called "switch modules" — will eventually be installed in Sandia areas I, IV, and III/V. Sandia phones will be linked to the new system as these switch modules are installed.

"An important feature of the new switch," says Gene Theriot, manager of 2640, "is its capability for allowing the network to carry voice and data simultaneously. Its installation sets the stage for implementing ISDN [Integrated Services Digital Network] technologies."

ISDN technologies include advanced features, such as simultaneous transmission of voice, data, and limited motion video; automatic recall and callback; display of calling number; and single-button activation of call transfer, speed calling, and conferencing.

But these features won't be available for some time. "For now," says Gene, "the most noticeable difference in the system will be the changes in telephone numbers."

Numbers scheduled for change on Nov. 17 belong to people throughout the Labs who elected early hookup to the new switch so they can use a centralized telephone answering system that will come on line early next summer to replace individual telephone-answering machines. DOE has mandated that the use of individual telephone answering machines be discontinued — for security reasons. Only phones hooked to the new switch can access the new centralized answering system. These phones will be linked temporarily to the 5ESS switch located on Air Force property. Eventually, they'll be transferred to a switch module on Sandia property and become eligible for ISDN features.

Area IV Is Next — But Not Until 1990

Telephones in Area IV are the next batch of phones scheduled for hookup — and for number changes.

"The plan," says Gene, "is to install a switch module in Area IV sometime towards the end of 1990. At that time, all phone numbers in the area will change to numbers with an 845 prefix. Telephones in the area will be eligible for ISDN features as soon as the hookup is made."

Area I Scheduled for 1992

"We're still developing plans for the installation of switch modules in Area I," says Gene. "We're studying two different plans."

"In the worst case, the switchover will last from 1992 through 1994, and the schedule for each person's phone will be based on when the entire building gets switched. Under this plan, almost all telephone numbers will be changed.

"At best, the changeover will occur all at once throughout Area I, and only those phones using the

846 prefix will have to change."

Area III/V, he says, is scheduled for hookup in 1993.

Help for Those With New Numbers

"We'll soon be asking directors in all areas to identify numbers for which a change is expected to be particularly troublesome — we're trying to develop special arrangements for them," says Gene.

For those numbers scheduled to change on Nov. 17, an alphabetized list will be distributed, as well as updated pages for the telephone directory.

"We're also asking people to use the post-card sized form SA 7150-C to send out their new numbers," notes Gene. "The new numbers can be reached on FTS by using the prefix 845."

Calls to old numbers after the change on Nov. 17 will be directed to the Sandia locator. ●DR

DOE Secretary Congratulates Sandians

The following letter congratulating Sandians on our 40th anniversary was read at the Oct. 11 commemoration ceremony by DOE's John Mein-

hardt, Acting Assistant Secretary for Defense Programs. See ceremony photos and information on following two pages.



The Secretary of Energy
Washington, DC 20585

October 10, 1989

Participants of Sandia National
Laboratory's 40th Anniversary
Albuquerque, New Mexico 87185

Dear Friends:

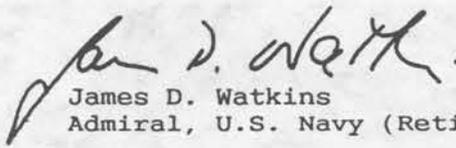
Please accept my best wishes as you join together for the celebration of Sandia's 40th anniversary. Although I am unable to be with you, I did not want to miss the opportunity to send my congratulations and greetings.

From a small experimental center established in Albuquerque, to the facility of today, Sandia's historical development into one of the world's largest and prestigious research and development laboratories is a remarkable story of commitment to science and engineering, and to our national security. One has only to look at its record of engineering accomplishments to be impressed with the role that Sandia has played in the history of this country. Sandia truly is a national asset, and every one of you who has been a part of its history and current life should feel immeasurable pride.

The Department of Energy, as well as the Nation, has benefitted from the collaboration of AT&T Technologies and Sandia National Laboratories. All of us at the Department join in sending our congratulations for the last 40 years and look forward to an equally dynamic future.

With deep appreciation for the role that you play in the Department of Energy research and development community, please accept my very best wishes.

Sincerely,


James D. Watkins
Admiral, U.S. Navy (Retired)

Take Note

"Giftedness and Independence: A Journey Into What Could Be" is the theme of the Albuquerque Association for Gifted and Talented Students' 11th annual Adult Conference Oct. 21 from 8 a.m. to 3:30 p.m. at the Albuquerque Academy. Keynote speaker George Betts (Greeley, Colo.), will present "Profiles of the Gifted" and "Autonomous Learning in the Home." Luncheon sessions include a workshop exploring creativity in elementary children and an overview of the APS high-school gifted program. Brochures are available in the LAB NEWS office. For reservations/information, call Linda Chu on 298-1073.

The New Mexico Museum of Natural History is offering an "Explorations!" class Oct. 22 designed for six-to-eight-year-old children to investigate how animals "hide" in their natural habitat to escape detection by humans, and what kinds of man-made litter provide food and shelter for animals. The class, taught by Museum Naturalist Center docent Barbara Grady, is from 1 to 3:30 p.m. Cost is \$20 for Museum members and \$25 for non-members. All supplies are included in the fee. To register for this class, contact Melinda Dawe at the Museum on 841-8837.

Turning 40: Not So Bad After All

Even the weather cooperated; it was one of those brilliant-blue-sky New Mexico fall days. Several thousand Sandians — and a group of former Sandians who helped shape the future of the Labs — gathered Oct. 11 between Bldgs. 891 and 892 to commemorate Sandia's 40th birthday. And, after the ceremony, everyone seemed to agree that turning 40 wasn't so bad after all.

Distinguished guests representing AT&T, DOE, and Senators Pete Domenici and Jeff Bingaman participated in the ceremony. What they had to say made the spectators — including those in Livermore watching by video link — stand just a little taller by the end of the hour. One by one, the speakers made it clear that

Sandians have every right to be proud of the Labs' contributions to US national security and its part "in preserving nuclear peace over the last 40 years," as Tom Thomsen, president of Technology Systems Group, AT&T Technologies, Inc., and a member of Sandia's Board of Directors, put it.

It was homecoming day for nine former members of Small Staff, introduced at the start of the program by President Al Narath, master of ceremonies. Former VPs Glenn Fowler, Bob Henderson, Ray Powell, Walter MacNair, Al Clogston, and Larry Anderson, as well as former presidents Morgan Sparks, George Dacey, and Irwin Welber, tipped their blue and white

Sandia caps as Al called their names. Rosalie Crawford (ret.), secretary to nine Sandia presidents, joined the honored guests.

Speakers included Yolanda Heuser, representing Sen. Pete Domenici; Vincent Murphy, representing Sen. Jeff Bingaman; John Meinhardt, Acting Assistant Secretary for Defense Programs, DOE; Bruce Twining, Manager, Albuquerque Operations, DOE; Sol Buchsbaum, Executive Vice-President, Customer Systems, AT&T Bell Labs — and Sandia Board member; and Tom Thomsen.

Al presented a Sandia Award for Excellence — the first to be given in a program just established — to Sol Buchsbaum for his contributions as Sandia Vice-President for Research (1968-1971), as a member of the Sandia Board since 1987, and "as an enthusiastic supporter and steady friend of the Laboratories over a time span of more than two decades."

Before Tom Thomsen's talk, a team of employees representing various groups at the Labs presented to him, on behalf of Sandia employees, a plaque in appreciation of AT&T's direction of the Labs for 40 years. In part, the citation reads, "By its example, AT&T has endowed Sandia and its employees with a commitment to the public interest and to a high standard of excellence in every endeavor. . . . Through the direction of Sandia, AT&T has served its country, and served it well."

The last item on the agenda was a reissue of the Sandia Corporation stock certificate (100 shares of no-par-value stock) issued in the name of Western Electric 40 years ago when AT&T assumed operating responsibilities for Sandia. The new certificate, issued in the name of AT&T Technologies, Inc., became official when it was signed at the ceremony by Tom Thomsen, Al Narath, and Bob Kestenbaum (4000), Sandia's General Attorney, Secretary, and Treasurer.

THELMA FOSTER (left), secretary to President Al Narath; Rosalie Crawford (ret.), secretary to nine Sandia presidents; and Morgan Sparks, Sandia President from 1972 to 1981, had front-row seats for the 40th anniversary ceremony. Second row, from left: Bob Henderson; James Culpepper, Deputy Manager, DOE's Albuquerque Operations Office; and Walter MacNair.



BRUCE TWINING, manager of DOE's Albuquerque Operations Office: "Contributions towards US national programs in the areas of defense and energy have served to make Sandia one of the premier research laboratories of the nation."



JOHN MEINHARDT, Acting Assistant Secretary for Defense Programs, DOE (quoting from Secretary of Energy James Watkins' letter): "Sandia truly is a national asset, and every one of you who has been a part of its history and current life should feel immeasurable pride."



SOL BUCHSBAUM



FORMER SANDIA VPs Dick Bice (left) and Ray Powell (center) chat with VP of Component Development Glen Cheney (2000) at a luncheon before the 40th anniversary ceremony. Dick retired as VP, Technical Support, in 1978 after 33 years of service; Ray, as VP, Administration, in 1985 after 41 years.



SOL BUCHSBAUM (left), Executive Vice-President, Customer Systems, AT&T Bell Labs, and a member of Sandia's Board, received a Sandia Award for Excellence in recognition of his contributions to the Labs "over a time span of more than two decades." President Al Narath made the presentation.



GUESTS at the 40th anniversary commemoration included former VPs Al Clogston (left) and Glenn Fowler. Al, Research VP at Sandia from 1971 to 1973, helped establish the Center for Materials Science at LANL — where he's still working — after he retired from Bell Labs in 1982. Glenn retired in 1983 as VP in charge of weapon development, nuclear security systems, and energy after 38 years at Sandia.



PRESIDENT AL NARATH (left) and his predecessor, Irwin Welber (Labs President from 1986 to 1989), at the luncheon preceding the 40th anniversary ceremony.



BOB KESTENBAUM (4000) signs new Sandia Corporation stock certificate, as Tom Thomsen (right) and Al Narath look on.



WALTER MacNAIR, who served as Sandia VP with responsibility for research in the early '50s, began his career with Bell Labs in 1929.



GEORGE DACEY, Sandia President from 1981 to 1986, enjoys a thunderbird-shaped cookie — part of the refreshments served after the 40th anniversary ceremony. George was also VP, Research, from 1961 to 1963.



BOB HENDERSON, former Labs VP, began his weapon-program career with Ernest Lawrence at Berkeley in 1942. He retired in 1974.



JOHN ANDERSEN (DMTS, 5161, at podium) serves as spokesman for the employee team that presented a plaque to Tom Thomsen, President, Technology Systems Group, AT&T Technologies, Inc., in appreciation of AT&T's direction of the Labs for 40 years. The team, representing various groups at Sandia, includes (from left) Susan Wilson (3434), International Guards Union of America; Karla Kern (3714), Management Aides; Norm Wing (1111), Senior Technical Aide/Technical Aides; Wright Van Deusen (3180, behind John Andersen), Members of Laboratory Staff; Victor John (7476), Metal Trades Council; and Tony Torres (3412), Office & Professional Employees International Union.



TOM THOMSEN, President of Technology Systems Group, AT&T Technologies, Inc. and a member of Sandia's Board: "That we [AT&T] and the employees of Sandia have helped the United States preserve nuclear peace over the last 40 years is a testament to our interest in preserving and enhancing our accountability."

Opinions From 630 of Us

What We Think About How We Communicate

The big news in the 1989 employee communication survey is that there's no big news — or at least no big changes in recent years on how Sandians view the Labs and the Labs' communication.

The management-consulting firm that conducted the survey comments that the consistency of employee attitudes between 1984 (the last pre-

Most frequently mentioned as Sandia "pluses" are good benefits, vacation, and education.

vious survey) and 1989 is "amazing, . . . considering the magnitude of change over the past five years in most organizations with which we work."

So what was good about how effectively we communicate — and thus how well we work together toward success in Sandia's mission — is still good. What wasn't so good (relatively little — we were and are fairly healthy) still needs fixing.

The '89 survey questions virtually replicated those used in '84, points out Herb Pitts, Director of Information and Communication Services 3100. "I recommended a re-survey, and Dennis Roth [Vice-President of Administration 3000] and [Sandia President] Al Narath wholeheartedly supported it. This seemed a useful way to establish a baseline for Al's administration — and also to see if changes made in the past five years had resulted in some desirable effects."

Herb sees good news in the consistency of opinion: "Since many of the folks participating in the survey weren't even on roll five years ago, such consistency suggests that we're doing a good job of culturally assimilating new employees. And not everything was the same — all the service organizations got higher marks this time. Also, there was some indication of better communication within the management ranks, though we'd like to continue improving."

Consistent or not, those surveyed had some definite opinions. Following are highlights from the responses of 630 Sandians.

Free-Form Pluses and Minuses

Before getting into the more structured part of the survey, responders were invited to name Sandia's two most distinctive positive qualities and its two most unattractive characteristics. Ninety-five percent had something good to say. Most frequently mentioned — by 35 percent of responders — are good employee benefits, vacation, education.

Next come interesting and challenging work, varied duties (32 percent); good working environment, friendly co-workers, open communication (25 percent); high-quality, technically competent employees (25 percent); and good resources, facilities, and equipment (18 percent).

Categorizing and summarizing the responses

dilutes some of the more enthusiastic answers — such as, "Of course, rhapsodies could — and should — be composed celebrating the glories of New Mexico and our great and good fortune in being placed so." Or, more tersely but combining two of the main themes: "Exciting work (no boredom). Benefit plans."

Slightly fewer — 91 percent — cited at least one drawback of being a Sandian. Compared with attractive characteristics, however, there was much less agreement on the major minuses. Most frequently named were unfair treatment of employee groups, merit review system (by 17 percent); too little opportunity for advancement or mobility (16 percent); characteristics of management or supervision (15 percent); poor communication or cooperation (15 percent); poor salaries or too little reward for good performance (10 percent); and physical surroundings such as space, parking,

Who Was Asked — And Who Answered

All of Small Staff, directors, and department managers were surveyed. All of Small Staff responded; 81 percent of directors and 84 percent of DMs did so. At lower levels, those who were invited comprised 20 percent of supervisors; 10 percent of MLSs, Executive and Staff Secretaries, and MAs; and 5 percent of technical staff and technicians. Response rates ranged from a low of 58 percent among section supervisors to a high of 83 percent in the combined category of STA/TA/SAT.

lighting (10 percent). Some representative comments: "Little growth opportunity — no career path — stagnation!"; "Sandia's caste system"; and "power struggles between divisions instead of a 'get the job done' attitude."

Individually, We Feel Well Qualified

Of the Sandians surveyed, most — 89 percent, to be exact — say they have the personal ability to do their job. Almost two-thirds (64 percent) say circumstances permit them to do their job. That 25-percent gap is smaller by one percent than in 1984 and is within the range typically found in this kind of survey.

When asked to write in the main barrier to doing their jobs more effectively, 90 percent did so. Their most common responses fall into three categories: not enough time, too many demands, interruptions (20 percent); inadequate support, limited staffing, lack of cooperation from others (20 percent); and problems with management (16 percent).

Changes in communication at the Labs is one of a few topics on which managers disagree significantly with nonmanagers. Among managers (VP

through section supervisor), nearly two-thirds (64 percent) say communication in their part of the Labs has improved over the past few years (only 35 percent said so in 1984); 28 percent see no change.

Among nonmanagers, the proportions are approximately reversed: Fewer than one-third (32 percent) say communication has improved, and nearly half (47 percent) report no perceptible change.

Fewer than 10 percent of either managers or nonmanagers see either a worsening or a great improvement. About 70 percent in each category, however, describe improvement of employee communication as of "substantial importance" or "critical importance."

Communication Most Open at Own Level

The responders say — perhaps naturally — that communication is most open with people at their own level or at one level up (the immediate supervisor) or down. Nearly two-thirds (66 percent) say that "I feel I can disagree or voice a conflicting point of view to my immediate supervisor without fear that it will be held against me." Communication is seen as least open at levels above the immediate supervisor and with directors and above — though there was some increase over the openness rated in 1984.

Herb Pitts attributes at least part of management's report of improved communication to the management forums that have been going on at Sandia for two years. "That's one of the substantial efforts we've made in equipping managers to communicate more effectively with each other as well as with nonmanagers," says Herb. "In addition, Al Narath has regular meetings with department managers so that they can talk informally about concerns of the Labs.

"We're looking for ways to extend what we've learned in management forums to all employees," Herb continues. "We obviously can't just get 8000-plus people together for a personal, informal meeting, but Sandia's upper management does intend to help supervisors and managers communi-

About 70 percent describe improving employee communication as of "substantial" or "critical" importance.

cate more effectively with their own staffs. There's a will to communicate and a different attitude about communication than in former years."

Overwhelmed by Paper? No, They Say

Contrary to the paper-mill image of Sandia held by some, survey responders don't get excessive information on any one topic. In fact, when asked to rate "the amount of information of all types that comes to me," they say they get slightly too little.

On specifics, they particularly say they get too little information about future project opportunities, feedback on their group's performance, feedback on personal performance, and budgets and costs.

Asked to rate not what information they get but what they actually need, many of the responders wish for more communication about Sandia as a whole. Topping the list is information about the *whys* of decisions that are made.

Other items on which a majority say they need more information are Sandia's long-range strategic plans (where Sandia is going as an organization); Sandia's prospects for the future; significant external events, as they occur, that might affect the Labs; and "my career prospects at Sandia."

The best sources of face-to-face information are other employees at the same level and the employee's immediate supervisor. A bit less use-

(Continued on Next Page)

About Communication in 1989

What a Typical Sandian Might Say

The 1989 Employee Communication Survey says we're pretty much the same as we were five years ago, at least in our attitudes toward our jobs and how effectively we believe we all communicate. If we drew a profile of the typical Sandian, it might come out this way:

He or she

- believes him- or herself fully able to do the job but would like to have more time and more support in doing it;
- doesn't get quite enough information, and especially needs more on why particular

decisions are made;

- feels it's safe to disagree with his or her immediate supervisor;
- has a few communication problems that interfere with work, but finds them no worse than moderate in severity;
- likes the freedom and cooperation a Sandia job offers;
- wishes top management would do something about bureaucracy; and
- believes communication needs to be improved further.

(Continued from Preceding Page)

ful: subordinates, the employee's informal network, and supervisors' staff meetings. Least helpful — though still ranking as moderately useful — are higher management and the grapevine.

Managers Listen — But Then What?

Most Sandians — 71 percent — feel that the person they report to listens to them carefully. Most also say that they can get information needed for their job and that people on their level feel safe in passing bad news upwards.

But despite this confidence that job-related communication is relatively unfettered, there's little optimism about visible results. Only 40 percent say that "when I make suggestions about the work, action is taken," and 33 percent don't believe that conflicts between functions are resolved well. Only 34 percent believe that project responsibilities and decision points are well defined.

Even fewer believe that employees affected by change have opportunity to provide feedback on how well it's working (19 percent), that there's good teamwork among directors and above (18 percent), or that lower-level employees can influence changes in programs or policies that might affect their jobs (15 percent).

The Media — Inside and Out

The most useful sources of "media" information (highest five from a list of 17) are the *Sandia Labs Weekly Bulletin*, LAB NEWS, the Library, other Sandia bulletins (Safety, Security, etc.), and professional journals. The least useful are local media, trade press, bulletin boards, and electronic mail (COMET).

Asked to rate seven communication problems that could interfere with work, the responders judge all to be no worse than moderate in seriousness. The worst problem is "lack of effective co-

Most feel safe in passing bad news upward.

operation, coordination between departments." Running a close second: "When changes are made, they are inadequately explained to us."

Others frequently chosen are "I'm often held up in my work because the information I need to do my job comes late," and "difficulty in coordinating information needed from various sources at the same time."

Computers Help More Than Hinder

Computers have obviously taken root throughout Sandia and — contrary to some individual opinions — are generally seen as helpful. Attitudes towards them are noticeably more positive than in 1984.

Most responders agree that "the application of computers to my part of the business has helped me control my area of responsibility better" and that "all in all, Sandia has done a good job in integrating and applying computer technology to our scientific/technology operations." Technical and scientific applications, however, are rated much more positively than managerial and administrative ones. On the negative side, a sizable group objects that "computerization is supposed to save paperwork but in reality adds to it."

Mostly, We Like Our Jobs

Job satisfaction is an area where some differences show up between managers and nonmanagers. Half the nonmanagers and two-thirds of the managers feel that their job uses their talents, abilities, and skills to the fullest. Most managers — 79 percent — believe that they have an important effect on the overall success of the Labs, but only 56 percent of nonmanagers feel that way. The differences narrow, however, on the topic of professional satisfaction — 78 percent of managers and 67 percent of nonmanagers agree that their job

We're Still Fundamentally Healthy**Sandians 'Expressed Themselves Candidly'**

Like the 1984 Employee Communication Survey, the 1989 survey was conducted by the nationally recognized consulting firm Stanley Peterfreund Associates, Inc. Peterfreund and his staff specialize in assessing corporate communication climates and have done so for more than 35 years. They have served as consultants to the management of several other AT&T components.

In a telephone interview, Stanley Peterfreund discussed the implications of the survey findings. Some key points:

Response to the survey: "It was good both in the number of people participating and in the way they filled out the forms. In the comments, they expressed themselves fully and candidly."

Communication improvement: "It's a remarkable change that 64 percent of the managers thought communication had improved, when only 35 percent thought so in 1984. There's still a gap here between management and nonmanagement, but it's significant that both see it as important to continue the improvement. There's a recognition that as the expectation of good communication rises, it's like a rabbit out there that you never catch up with."

Awareness of the Labs' mission: "The

signs are in the direction of people wanting and expecting clarification of mission, as these last few years have seen quite an alteration of the kind of business and the circumstances. I think there's an expectation of some change ahead, and people really do want to know where Sandia Labs is going."

Bureaucracy: "There's a sense that the place needn't be as complicated to work in and as slow to react as people see it. I interpret that as very healthy. You've got a lot of good people who are eager to get on with the task."

Desire for a more dynamic Labs: "There's a sense that the place needs to come alive, that it can't go on in what some people see as a sort of limbo or status-quo fashion, because the world and the business you're in isn't status quo."

The fundamental health of the Labs: "In terms of strengths and weaknesses, it is certainly a healthy organization, as indicated by the pride that people take in the quality of what they produce, the fact that they can deal with technical problems in a high-quality and successful way. There was a lot of good, constructive criticism, giving the impression that Sandia is a strong organization with a sense of an even greater potential that it can achieve."

provides opportunity to function professionally in a way that satisfies them.

A quarter of the managers and 30 percent of the nonmanagers know of other Sandia jobs at their level they'd rather have, but only about half believe they would get fair consideration if they asked for a transfer. Hardly anyone — especially among nonmanagers — believes that a person who wants to spend an entire career in technical positions can progress as well as one who wants to go into management.

Most of both managers and nonmanagers, however, generally rate the work environment highly. They appreciate being given freedom to do the job once an assignment is given; they also say that they're encouraged to work cooperatively with others to achieve common objectives. They believe there's moderately good opportuni-

Seven of ten feel proud of the quality of their directorate's work.

ty to provide input to decisions that affect work. They generally feel that they're allowed to use their best judgment and that they receive credit for their contributions.

The only topic on which they're lukewarm is the visibility of their accomplishments — nonmanagers see themselves as having scant opportunity for their work to become known to top management.

They do, however, get to discuss their work with their supervisor — 89 percent say they had a performance interview within the past year. They generally agree that job objectives are reasonable and ratings fair. But opinion is divided on whether the standards used to judge performance are clearly explained — 37 percent say no. Only 35 percent say their most recent appraisal gave them information on how to improve their performance, and only a fifth feel the appraisal system has helped them plan their careers.

Service Organizations Ranked Higher

Judging from the survey, we're being served better now than in 1985. Support organizations all got better marks this time, but the order of the rankings changed little. Coming up the most was

Purchasing, by 15 points on a 100-point scale. According to Art Arenholz, manager of Purchasing Planning and Services Dept. 3730, that improvement has a lot to do with improved communication. "Dick Russell [Director of Purchasing and Materials Management 3700] set up a Purchasing Advisory Committee of technical directors, who suggested having buyers reorganized along Sandia organizational lines instead of by commodity," says Art.

"Now that buyers serve just one or two directorates," he continues, "communication flows back and forth much better. It's not communication for its own sake that's the goal, of course — but communication lets you know what you need to do to help the people you're serving."

On whether Sandia as a whole emphasizes "quality of work first, then quantity," opinion is split: 40 percent agree and 33 percent disagree. But about seven out of ten say they're proud of the quality of work done in their own area or directorate.

Rating the Folks at the Top

Sandia's top executives (directors and above) are apparently seen as an open-minded group — they get their best marks for "receptivity to new ideas." Opinion is slightly negative on managing change, creating excitement about the future, and showing concern for individual employees. On the rest of the 14 items rated, the judgments are neither good nor poor, with one exception: The responders are extremely critical about how well top management is "keeping internal bureaucracy in check."

Want to Know More?

The full report contains much more detail. Sandians interested in seeing a copy should call Community Relations Div. 3163 on 4-6909. Besides the Sandia-wide results, compilations have been made for each vice-presidency and for some directorates. ●CS



'Team Approach . . . Essential'

Sandia Hosts Conference On Waste Minimization

Waste minimization is getting a lot of attention these days. The evidence: Three times the number of people expected showed up last month, when Sandia hosted the First Integration Workshop on Waste Minimization.

Some 120 weapon designers, materials scientists, and production and process engineers from around the DOE complex attended the meeting, according to conference coordinator Joan Woodard (manager of Materials Characterization Dept. 1820). "The idea," Joan says, "was to take a look at some of the environmental problems — particularly those associated with hazardous materials — that are being encountered in the production of non-nuclear components for nuclear weapons."

Waste minimization, Joan explains, involves substituting less hazardous materials for those currently used in the processing and production of nuclear weapons, reducing the amount of resultant waste, lowering cleanup and disposal costs, and minimizing workers' exposure to hazardous substances.

Flood of Ideas Poured In

"The Production Agencies [PAs] have dealt with related problems for some time," Joan says. "I think there's a feeling that a team approach — closer ties between the PA people and weapon designers — is essential for solving them. Certainly that's one reason for the big turnout at the workshop."

"As one Allied Signal Kansas City supervisor at the meeting put it, 'This workshop opened the door on this issue, and a flood of interest and ideas came pouring in.'"

Sandia's expertise in several related areas — developing new and alternative processes, tailoring existing materials to qualify them for other uses, modeling, and sensor development — made the Labs an appropriate site for the first workshop on waste minimization, says Bob Eagan, Director of Materials and Process Sciences 1800.

Production and Design Formed Teams

"Several Sandians teamed up with people from the PAs as co-leaders at the individual workshops," Bob reports. "The sessions covered a variety of topics — everything from encapsulants and solvents to electroplating and reliability assurance. Workshop participants thought it was very useful to have a combination of ideas from both the production and design sides of the DOE complex."

Sandia workshop co-leaders included John Sayre (7472), Kay Hays (1834), Pat Conlon, Edward Martinez (both 7473), Ron Stoltz (8316), and Suzanne Weissman (1821). Suzanne also was responsible for workshop planning and technical coordination, while Anita Caress (1820) handled administrative logistics. Workshop co-leaders from the Production Agencies included Mike McElroy, Dale Genser, Mark Smith, Cliff Smith (all Allied Signal Kansas City), J.V. Dichiaro (EG&G Mound), and Cameron Coates (Martin Marietta Y-12).

Important First Step

"I believe this workshop was an important first step toward developing a heightened commitment — on the part of both design and production people — to develop ways to control and minimize the generation of hazardous waste used in developing and processing components," says Joan. "It was a very productive experience."

Evidently, participants thought so too. They're planning another waste minimization workshop in about six months at Allied Signal Kansas City Plant. ●PW



CONFERENCE COORDINATOR Joan Woodard chats with a workshop participant before one of the sessions at the First Integration Workshop on Waste Minimization. About 120 weapon designers, materials scientists, and production and process engineers from the DOE complex attended the workshop, which was hosted by Sandia in September.

Take Note

Sandians are invited to attend "Showcase UNM," a campus-wide festival and open house, Oct. 28 from 9 a.m. to 3 p.m. The event caps UNM's yearlong Centennial celebrations, and includes performances, mini-lectures, exhibits, children's activities, prize drawings, tethered-balloon rides, lab tours, a chemical magic show, and demonstrations. Parking, shuttle rides, and admission are free. For more information, call UNM's Centennial Center at 277-1989.

Industrial hygiene and air and waste management activities in New Mexico are the topics of the Air and Waste Management Association/American Industrial Hygiene Association Joint Conference Nov. 1 and 2 at the Coronado Club from 8:30 a.m. to 5 p.m. Topics include "Indoor Air Pollution," "The Role of the Environmental Manager in Solving Environmental Problems," "The New Clean Air Act Amendments," "The Industrial Hygienist in Community Right-to-Know and Emergency Planning," "Radioactive Waste Disposal Issues," and "Industrial Hygiene and Hazardous Waste." Papers will be presented Nov. 1, and several exhibitors will display products. A tour of Sandia's Microelectronics Development Lab is also scheduled Nov. 1. Contact Gary Kramer on 292-4084 for registration forms.

Congratulations to Sandia walkers who participated in Walking Month — Feet Around America. The goal was to record miles walked locally to equal the distance around the border of the continental US, which is 11,204 miles. The actual total exceeded that — 16,590. The directorate with the highest total was 7400 with 1883 miles. The top ten participants (by directorate) with the most miles included William Yelton (7400), 413; Teresa Jordan (1500), 358; George Schuh (1400), 334; Richard Kuehn (2100), 315; Gwen Gorman (3300), 285; Richard Pettit (7200), 253; Gary Polansky (1500), 253; Thomas Hill (5100), 242; Art Arenholz (3700), 228; and Robert Rieden (2300), 227.5 miles.



WASTE-WATCHERS Phyllis Pei (3202) and Phil Dailey (ret.) consult a chart of typical household wastes and the hazards they present. Phyllis was a volunteer at the July '89 Household Hazardous Waste Collection Project. She plans to be there again Oct. 28, when residents of Albuquerque and Bernalillo County can take household chemicals to the Rinchem Company, 6133 Edith NE, from 9 a.m. to 6 p.m. and dispose of them free of charge. As a few examples of waste that should be taken there — not poured down the drain or left for regular trash pickup — Phyllis mentions leftover paint, paint thinners and strippers, pesticides, motor oil, brake fluid, and antifreeze. Once collected, the hazardous wastes will be disposed of safely.

Fun & Games

Basketball — SERP basketball season is set to tip off Nov. 27. Entry deadline is Oct. 25; forms are available at the SERP office in the Coronado Club. The entry fee is \$250 per team. Interested players without a team affiliation should contact Steve Nickerson on 6-8483. Information is available from Stan Ford (SERP) on 4-8486.

Cross-Country — Sandia is entering a team in the USCAA (Corporate Cup) cross-country meet Oct. 29 at Academy Hills Park (Juan Tabo & Eubank). Events include a two-mile walk and

a three-mile run (both are for men and women). Scoring will be done by age groups — 30-39, 40-49, and 50 and over. For information, contact David Womble (1422) on 6-6918 or Becky Hunter (9000) on 4-2444.

Tennis — Results of the Sandia Tennis Association Labor Day tournament held at the Coronado Clubs courts: Men's A Singles — Kevin Maloney (6412) defeated Steve Slutz (DMTS, 1265); Men's B Singles — Tom Caldwell defeated Fred Zutavern (1248); Men's A Doubles — Tom

Rice (2854) and Kevin Maloney defeated Ken Hanks (7823) and Art Hardeman (3734); Men's B Doubles — Richard Rays and Joe Ruggles (2629) defeated Pat Fleming (9243) and Roy Palmer (2635); Mixed Doubles — Dave (6523) and Ellen Clauss defeated Ken Hanks and Kathy Schirber. Ken Hanks and Barry (6224) and Judy (3730) Hansen were the tournament coordinators. The next tournament is the Fun Doubles, Saturday, Oct. 21, and includes a cookout party to end the season. For information on the STA, contact Kevin Maloney on 6-6578 or Ken Hanks on 4-1820.

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6. Type or print ads legibly; use only accepted abbreviations.
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MISCELLANEOUS

TAPPAN MICROWAVE, 1.2 cu. ft., 700-watt, countertop size, \$75. Underhill, 294-5774.

BICYCLE WHEELS, 26" front and rear, 6 sprockets, w/tires and tubes. Ginn, 883-0004.

STUDENT TRUMPET, \$150. McLaughlin, 881-6455.

AT&T PC6300 COMPUTER, complete, monochrome monitor, 20MB hard disk, 360K floppy disk, 640K RAM, MS-DOS and GWBASIC, \$750, w/additional color monitor, \$995. Burkhardt, 256-3310.

CRIB with bumpers and tray, \$60; padded child's car seat, \$20; child's bicycle safety seat, \$10. Kwak, 294-2524.

COLOR PROJECTION TV, Heathkit GR4000, \$60; white vinyl bar stool, \$40. Kilgo, 293-5848.

H-P DESKJET PRINTER, w/Epson/RAM cartridges and soft fonts, \$475. Laguna, 298-1732.

TRAVEL TRAILER, '74 Coachman Cadet, 24', self-contained, AC, dual wheels, awning, TV antenna. Drake, 296-3859.

ATARI 1040ST COMPUTER, color monitor, assorted software including MS/DOS emulator, \$750. Caffey, 296-1942.

STEREO CASSETTE DECK, Dolby B/C, auto program search, metal-tape selector, logic control keys, \$75. Hale, 298-1545.

HIDE-A-BED COUCH, \$200; 5-piece Bassett bedroom set, \$400; drapes. Simpson, 298-4749.

'88 KENMORE REFRIGERATOR, 2.9 cu. ft., separate freezer section, \$200; Everest-Jennings Universal wheelchair, removable arms, \$380; exercycle, \$65. Horton, 883-7504.

BERNOULLI CARTRIDGES, 10MB, 8", \$20/ea.; Bernoulli 8" cleaning kit, \$10; Iomega PC2 controller card, \$50. Robinson, 293-7231.

WINCHESTER MODEL 70 7MM MAG, \$300; Stevens model 67 12-ga. pump, full choke, \$140. Greene, 299-4163.

NORTHGATE OMNIKEY-102 KEYBOARD, \$75; BTC-5060 keyboard, \$25; Citizen 180-D printer, cable, ribbon, \$125; Intel 8087-1 math processor, \$125. Brosseau, 828-1596.

STUDIO COUCH, single-bed size, \$45; full-size violin, \$200; microwave cart, closed storage space, \$35. Holmes, 292-0898.

BABY ITEMS: stroller, backpack carrier, playpen, booster seat; 55-gal. drum; Ford 1/2-ton truck wheel/tire. Falacy, 293-2517.

GMC 6-71 SUPERCHARGER, rebuilt, \$550 firm. Dickenman, 892-9561.

BLACK PLASTIC, new, 6-mil., 20' x 30', \$7. Kerschen, 821-2848.

ANTIQUÉ PORCELAIN CLAW-FOOT BATHTUB and pedestal sink, \$500/both. Chavez, 344-8791.

COMMODORE SOFTWARE, 10 to 12 programs, variety, \$40/all. Gregory, 299-8029.

ROTOTILLER, Sears Craftsman, 5-hp, front-end tires, reinforced frame, new clutch, \$150; Rickenbacher guitar amplifier, \$75. Roose, 296-4129.

CROSS-COUNTRY SKIS, Trak Teletrak 205cm, w/bindings, backwoods and telemark, \$70. Scott, 294-8627.

I-BEAMS, 5" and 3", 8" and 12", \$35 and \$30; galvanized-steel pipe, \$35; 3-hp gas motor, \$45; angle irons, various sizes. Garcia, 888-4735.

COMPAQ LAPTOP, SLT286, 12MHz, 20MEG hard disk, 1.4 MEG floppy, new, list price \$5290, sell for \$4000 OBO. Cyrus, 898-4038.

MOVING BOXES, 50c/ea. Frames, 344-6451.

WOOD-BURNING COOK STOVE, \$150. Dain, 892-5429.

SOFA AND LOVE SEAT, \$150; 20" wagon-wheel light fixture, complete, \$45. Dickason, 299-8125.

BROWNING PUMP SHOTGUN, 12-ga., new in box, never fired, w/2 boxes of shells, cost \$379, sell for \$350. Zownir, 256-3753.

ELECTRIC MOWER, \$45; fireplace screen, \$20; 1/2-hp electric motor, \$10; Therabath heat treatment, \$85. Smith, 299-7151.

SYLVANIA SUPERSET COLOR TV, 19", cable-ready, remote control, \$175. Fleming, 881-2223 or 888-0744.

MOVING SALE: basketball goal, baby accessories and clothes, firewood, furniture, draperies, 10-spd. bike, misc., Oct. 14, 7:30 a.m., 8908 Yankee NE, Estrada, 823-1704.

MICROWAVE, \$100; stereo cabinet, \$25; TV cart, \$15; 13" color TV, \$25; TV/VCR cart, \$10; camper shell for small pickup, \$100. Brewer, 831-5031.

BROWN METAL WARDROBE, 42" wide x 66" high x 22" deep; man's suede jacket, 40L; mink jacket; mink hat; Escort radar detector. Sherwood, 299-8146.

IBM ELECTRIC TYPEWRITER, \$65; Whirlpool refrigerator, 14 cu. ft., w/icemaker, \$125. Zirzow, 294-7296.

PARTICLE BOARD, 5 ea., 3/8 x 4 x 8 and 1/8 x 4 x 8, plus odd pieces, \$26. Koletar, 255-4751.

GARAGE SALE: stereo, records, tapes, furniture, bicycles, clothing, books, heater, misc., Oct. 21, 9 a.m.-3 p.m., 1101 Dakota SE. Travis, 255-9295.

SEARS NON-MOTORIZED TREADMILL, \$125; vented tailgate for '80 Ford pickup, \$30; barrel chair and ottoman, \$25. Warrick, 344-5057.

CURTAINS, lined, for 6' sliding glass door. Shrouf, 821-0765.

VINYL CAR-TOP CARRIER, General Motors, \$20; portable TV-VCR stand, \$15; wall-mount bird cage, \$10. Brunneske, 836-4832.

CROSS-COUNTRY SNOW SHOES, 2-person tent, bike carrier for car, tapestry loom. Sharpton, 897-2883.

FILM/TAPE CONVERTER, Quasar, transfers home movies to videotape, cost \$215, used once, sell for \$100. Schmidt, 867-5989.

ANTIQUE BEDROOM SET, \$450; "The Animal" guitar amplifier, \$95. Baca, 296-8474.

LEAF AND GRASS SWEEPER, 26", \$20. Adams, 256-7265.

VACUUM TUBE HI-FI GEAR, \$25; Daisy rifled pellet gun, \$25; battery charger, \$35; 13" snow tires, \$10/pr. Brumley, 877-2667.

HOBIE CAT 16' CATAMARAN and trailer, \$1300. Burchard, 884-5424.

KITCHEN TABLE, w/2 leaves, 4 chairs; day bed; twin-size mattress, box spring; end table; matching table lamps; rocking chair. Roach, 296-0432.

WURLITZER UPRIGHT PIANO and bench; sofa, Mediterranean floral print, 7' wood frame. Schmitt, 884-7882.

COMMODORE 64 PRINTER, MPS-803, \$60. Kureczko, 281-8206.

FISH TANK, 45-gal., power head, under-gravel filter, Whisper 400 air pump/backfilter, full hoods, gravel, \$125. Cassell, 298-5262.

GULBRANSEN SPINET PIANO, w/bench, black finish, \$795. Joyce, 292-5250.

AM/FM RECEIVER, cassette, turntable, amplifier, equalizer, speakers, 40 watts per channel, \$325. Hoover, 271-2354.

BALDWIN STUDIO PIANO, ebony finish, \$1400. Harris, 299-4559.

ATLAS ALL-SEASON RADIAL TIRE, new, P175/80R13, w/rim, \$50; new Mali professional 2-piece cue stick, \$60; scooter, \$10. Holmes, 897-0916.

COLT 3x RIFLE SCOPE for AR-15, \$225; .22 conversion unit for AR-15, new, \$125. Ludwick, 296-6447.

KING-SIZE MATTRESS AND BOX SPRING, 2-1/2 yrs. old, Penney's, \$250; rollout desk, 30" x 18", \$100. Beeler, 822-9463.

SIMMONS HIDE-A-BED SOFA SLEEPER, full bed size, new mattress, floral design upholstery, \$100 OBO. Freyermuth, 299-2053.

BUNK BEDS, w/spreads, curtains, mattresses, and small dresser, \$250 OBO; 3-rail wooden fence, 50', \$75. Jackson, 836-1013.

ELECTRIC RANGES: 1 double oven, avocado, \$150; one single oven, white, \$35. Bruce, 883-1373.

WHEELCHAIR, Everest Jennings Starline, \$135. Kindschi, 256-0531.

CASE 100 WALK-BEHIND TRENCHER, w/trailer, \$2000 OBO; 24' fiberglass extension ladder, \$100; submersible pump, 12-volt, 1-1/2" discharge, \$300. Walerow, 823-2406.

TRANSPORTATION

'87 OLDS CALAIS SUPREME, V-6, AC, AT, PS, PW, PB, luggage rack, \$7800. Sample, 865-4771.

HONDA CX500 V-TWIN MOTORCYCLE, 11K miles, \$900. McLaughlin, 881-6455.

'82 MERCURY CAPRI, hatchback, 5.0L, V-8, PS, PB, AC, AM/FM cassette, 4-spd., \$3500. Danneels, 292-1548.

'86 THUNDERBIRD, silver gray, AC, PB, PS, PW, AT, 40K miles, AM/FM tape deck, \$7500. Novak, 281-3099.

'87 TOYOTA CAMRY, 4-dr., AC, PS, PB, AM/FM cassette, cruise, Michalske, 281-2601.

'82 VW VANAGON-L, 7-passenger, all service records including mileage log, 63K miles, \$4700. Caffey, 296-1942.

HONDA ACCORD, one owner, 4-dr. sedan, 66K miles, PS, PB, cruise, AC. Yuhus, 255-0548.

10-SPD. BICYCLE, needs new shift cables, \$25; '86 Honda XL250R, 2.6K miles, make offer. Swahlan, 292-3598.

'81 FORD ESCORT L, 2-dr. hatchback, standard transmission, AC, \$1000 OBO. Landenberger, 294-4849.

'75 TOYOTA CELICA GT, new '79 engine w/rebuilt carburetor, new brakes, \$150. Stomp, 298-3824.

'83 HONDA VT-750 SHADOW, windshield, crash bars, \$1200 OBO. Hoover, 271-2354.

'82 HONDA SILVERWING, 500cc, fairing, trunk, saddlebags, shaft-driven, 23K miles, \$900 (2 helmets, \$20/ea.). Kelly, 891-0651.

'67 CHEV. II, \$1200. Smith, 299-7151.

BOY'S BIKE, 3-spd. Schwinn. Sharp-ton, 897-2883.

'84 FIERO, 4-cyl., 4-spd., AC, AM/FM cassette, sunroof, PW, power mirrors, 60K miles, \$4250. Estrada, 823-1704.

MAN'S 10-SPD. BICYCLE, Schwinn Worldsport, \$70; '81 Honda CX500D motorcycle, \$850. Zirzow, 294-7296.

'76 COUGAR XR-7 CLASSIC, PS, PB, AC, AT, 12K miles, totally restored, \$6500. Gallegos, 293-8885.

'80 FORD MUSTANG II, 3-dr., 4-cyl., 4-spd., PS, PB, AM/FM cassette stereo, 62K miles, \$950 OBO. Williams, 299-5208.

'77 BUICK RIVIERA, loaded, 2-dr., 403 engine, \$1600 OBO. Zurawski, 884-3862.

'80 VOLVO DL WAGON, AC, recently rebuilt engine, \$2700. Blejwas, 294-2057.

'56 VW BUG, sunroof, extra engine, parts for total restoration, \$2500 OBO. Brumley, 877-2667.

MAN'S 12-SPD. BICYCLE, 27", \$25. Koeppe, 294-7136.

'64 DODGE DART GT, white, 2-dr. hardtop, w/225 slant six engine, AT, one owner, \$900. Melick, 867-2860.

REPO: '81 Mazda RX-7, 5-spd., stereo tape deck, sunroof, 73.7K miles, bids accepted through Oct. 25, we reserve the right to refuse all bids, subject to prior sale. SLFCU, 293-0500.

'67 MERCURY COUGAR XR-7, white, 289 cu. in. V-8, PS, PDB, AT, AC, 60K miles, \$3500. Stillwell, 299-8444.

'88 FORD AEROSTAR WAGON, 5-spd., 39K miles, loaded. Whitley, 865-4390.

BMX BIKE, Cycle Pro, 20", blue w/white tires, \$45. VanDenAvyle, 898-6474.

'67 PONTIAC FIREBIRD, 8-cyl., 326 cu. in. rebuilt engine, 3-spd., best offer. Stegmaier, 764-9734.

'84 COACHMAN LEPRECHAUN MOTORHOME, will consider partial trade for camper trailer, \$22,500 OBO. Garcia, 293-3937.

REAL ESTATE

TIMBERLAKE RANCH, 6 acres near Ramah, N.M., ponderosa piñon, juniper, rock formations. Montoya, 884-5174.

2-BDR. HOUSE, 1 bath, garage, walled yard, landscaped, Highland HS area. Kent, 256-1221.

4-BDR. ALL-BRICK CUSTOM HOME, Edgewood, 3-car garage, 2100 sq. ft., 2 yrs. old, on 2.3 acres in developed subdivision, \$122,500. Garrison, 281-5135.

5 ACRES, east of North 14, southern exposure, view, covenants, flexible terms. Penn, 883-4195.

4-BDR. HOME, NE Heights, 3 FPs, atrium, landscaped, parquet floors, 2702 sq. ft., Base schools, \$137,900. Blaich, 294-6662.

3-BDR. HOME, NE Heights, 1-3/4 baths, 1600 sq. ft., LR, formal DR, den w/FP, 2-car garage, covered patio, landscaped, front sprinklers, RV pad, storage shed, \$83,900. Morrison, 299-4757.

7 ACRES off South 14 on 222, secluded, \$28,000. Kelton, 281-8224.

3-BDR. HOME, 2 baths, garage, shed, FP, yard w/sprinkler system, alarm, assumable FHA, \$64,000. Williams, 299-5208.

5 ACRES one mile south of 217 x Frost Road, \$35,000. McConnell, 883-6073.

2-BDR. CONDOMINIUM, Comanche NE, FP, garage, appliances, washer/dryer hookup, assumable FHA, no qualifying, \$57,500. Giles, 299-1390.

10-ACRE HOMESITE, Skyland Dr., South 14 area, borders national forest, \$70,000. Dunn, 296-4904.

WANTED

JET SKI. Zamora, 294-3737 or 204-3893.

'68-'72 OLDS. 350-CID ENGINE and/or '68-'72 Olds. 3-spd. AT, running or not. Barker, 892-3513.

PLACE TO STORE AUTOMOBILE for several months. Prevender, 296-8586.

NINTENDO MASTER MODULE and game cartridges, hopeful 7-yr.-old involved. Jewell, 892-6373.

UTILITY TRAILER, 4' wide x 6' long, w/1' to 2' sides for hauling trash and lumber, must be in good condition. McKee, 268-3529.

DO-IT-YOURSELF PLANS for sewing-machine cabinet or sewing center. Chavez, 344-8791.

HOUSEMATE, share NE Heights home, Candelaria & Comanche area, non-smoker preferred, \$300/mo, utilities paid. Leal, 298-8661.

HOUSEMATE, share SE Heights townhome, Wyoming & Zuni area, non-smoker preferred, \$250 plus 1/2 utilities. Ramos, 262-0003.

PATIO SWING, non-stationary; queen-size headboard w/bookshelf and end tables; headboards for twin-size beds, with or without bookshelf. Long, 294-4591.

GERMAN SHEPHERD or German Shepherd/cross puppy, will reimburse for shots. Brown, 296-2789.

COMPUTER CABLE, between Apple IIc and Epson printer (Grabber). Adams, 256-7265.

APPROX. '67-'76 FORD V-8 PICKUP, prefer 4-spd., would consider AT, must be clean, good condition. Hole, 255-1444.

SOCCER BALLS, sizes 3 or 4, cones, portable goal, etc. Shrouf, 821-0765.

ELECTRIC GUITAR and amp suitable for beginner. VanDenAvyle, 898-6474.

BUILDER'S OR SURVEYOR'S TRANSIT AND TRIPOD, reasonably priced. Garcia, 293-3937.

Coronado Club Activities**Oktoberfest: Outstanding Oom-Pah-Pah Opportunity**

IF YOU DON'T HAVE A TICKET to Munich this month, here's the next best thing: Head for the C-Club's annual Oktoberfest celebration tonight. A wine-tasting in the lobby (6-7 p.m.) may help you select an appropriate libation to accompany all the good German food that follows: Wiener schnitzel (translation: Vienna cutlet), sauerbraten (pot roast), schweineschlegel (roast ham, Black Forest-style), and a knockwurst or bratwurst (sausage) plate. After a show by the Edelweiss Folk Dancers (7:30-8), all the schwindlers (giddy people) head for the dance floor from 8 to 11. For those inspired by the Edelweiss group, the Roland De Rose Orchestra may even play a few German folk tunes in honor of

the occasion. Call in that reservation ASAP (265-6791); this one's likely to be a sellout.

OKTOBERFEST ISN'T THE ONLY holiday celebration this month. The other one is the kids' all-time favorite: Halloween! (What other time are you encouraged to eat all that crunchy candy?) Little ghosts and goblins have their chance to get in the Halloween spirit a couple of days early (Sunday, Oct. 29) at a big party from 5 to 8 p.m. Featured are the Club's famous Haunted House (visit if you dare), a carnival with all sorts of games and prizes, a costume contest, and a special surprise at the door. Low-cost food — hamburgers, hot dogs, and similar good stuff — can be pur-

chased from 5 to 7; popcorn, soft drinks, punch, and cookies are also available. Admission is \$1.50/child; members' children only, please.

POLITICKING PAID OFF for seven people elected to the C-Club Board of Directors at the annual meeting last month. Anna Bachicha (DOE), Charlie Kaspar (ret.), John McAuliffe (3551), and Ruben Muniz (5000) will serve two-year terms, while Dick Fairbanks (3521), Ed Neidel (ret.), and Steve Ross (3437) were elected for one-year terms. Holdover Board members include Alice Maese (111), Jack Mortley (7545), Marv Coon (3544), Herbert Bohannon (DOE), Carolyn Lange (123), and Mike Quinlan (7852).

Events Calendar

Events Calendar items are gathered from various sources. Readers should confirm times and dates of interest whenever possible.

Oct. 20-22 — "Six Characters in Search of an Author" by Luigi Pirandello, La Compania de Teatro de Albuquerque presentation of theatrical masterpiece that follows an Hispanic family's darkest moments, presented in English; 8 p.m. Thurs.-Sat., 2 p.m. Sun.; KiMo Theatre, 242-7929.

Oct. 20-29 — "Baseball Wives" by Grubb Graebner, play for those who've wondered what major-league baseball wives do on and off the field; 8 p.m. Fri. & Sat., 6 p.m. Sun.; Vortex Theatre, 247-8600.

Oct. 21 — "Time Out," family-fun session, instructor Susan Acton shows quick and easy cloth-mask-making ideas; 2-4 p.m., free, Albuquerque Museum, 243-7255.

Oct. 21 — Exhibit opening, "Inside Active Volcanoes: Kilauea and Mount Saint Helens"; 9 a.m.-5 p.m., New Mexico Museum of Natural History, 841-8837.

Oct. 21 — Equestrian Cup Wine and Food Tasting, All Faiths Receiving Home "Safe House Project" benefit, presentation of nationally selected wines and food prepared by Albuquerque's leading restaurants, Hunter/Jumper Equestrian competition; 12:30-4 p.m., River Oaks Equestrian Center, Los Lunas, 345-8938.

Oct. 21 — New Mexico Symphony Orchestra Benefit Concert, all-Broadway evening with the NMSO Pops, featuring singer Patti Cohenour (Broadway star of "Phantom of the Opera" and "The Mystery of Edwin Drood"); 8:15 p.m., Popejoy Hall, 842-8565.

Oct. 22 — UNM Jazz Band, directed by Bruce Dalby; 3 p.m., Keller Hall, 277-4402.

Oct. 22 — UNM Chamber Singers, conducted by John Clark; 8:15 p.m., Keller Hall, 277-4402.

Oct. 23 — Keller Hall Series: trumpeter Jeffrey Piper and pianist Rita Angel; 8:15 p.m., Keller Hall, 277-4402.

Oct. 23-26 — Children's Arts & Crafts Halloween, for all ages; 4-5 p.m., South Broadway Cultural Center, 848-1320.

Oct. 26-28 — Premiere of UNM Flamenco Ensemble and UNM Ballet Ensemble, combination of two dance forms with appearances by guest artists; 8 p.m., Rodey Theatre, 277-4402.

Oct. 27 — "Big River," musical tribute to Mark Twain and his Huck Finn story; 8:15 p.m., Popejoy Hall, 277-3121.

Oct. 27-31 — "Dia de Visitaciones (Day of Visitations)," multimedia presentation combining theatre, dance, music, art, and film, based on work by New Mexico poet Luis Lopez, with music by Daniel Davis; 8 p.m., KiMo Theatre, 848-1370.

Oct. 28 — Women's Learning Resource Center Coffee House, guest speaker Debra Blanche presents perspective on "Emma Tenayuca,"

an Hispanic woman labor activist; 7-11 p.m., South Broadway Cultural Center, 848-1320.

Oct. 28 — Concert, Classical Music of North India, featuring Aashish Khan on sarod and Alope Dutta on tabla, presented by the India Music Society; 8 p.m., Woodward Hall, 242-0591 or 265-6544.

Oct. 29 — Concert, Albuquerque Philharmonic Orchestra; 2 p.m., Studio One, KAFB (Maxwell Gate), free, 292-4886.

Oct. 29 — Chamber Players Two: "Music from Back East," New Mexico Symphony Orchestra Chamber Players perform Stravinsky's "Dumbarton Oaks Concerto," Copland's "Appalachian Spring," Barber's "Knoxville: Summer of 1915," and Ives' "Three Places in New England"; 3 p.m., First United Methodist Church (4th & Lead SW), 842-8565.

Oct. 29 — "Through the Whirlwind," Vortex Theatre production of a night of poetry, prose, and drama in remembrance of the Holocaust; 7 p.m., KiMo Theatre, 247-8600 or 764-1700.

Nov. 2 — Pops Concert Two: "Dizzy and Mr. B Salute the Count," Dizzy Gillespie and Billy Eckstine join the Count Basie Orchestra conducted by Frank Foster, presented by the New Mexico Symphony Orchestra; 8:15 p.m., Kiva Auditorium, 842-8565.



THIS 1930 MODEL A FORD is Don Sayers' (7526) pride and joy — and rightfully so. He spent two years restoring the rare four-door, right-hand-drive touring car. After Don obtained the auto — an import from Uruguay — he disassembled it and put it back together again, piece by piece (more than 5000 parts). He speculates that the car was used as a taxi in Montevideo because of the original markings on its doors, and says it had seen more than a half million miles. "It was in pretty sad shape when I got it — very rusty and just worn out mechanically," reports Don. Not anymore, though; he occasionally drives it to work from his home in the South Valley. His latest restoration project ("I'm hooked," he says) is another 1930 Model A Ford — this time a pickup.