

# Dec. 5 announcement launches voluntary action phase in Labs' workforce realignment process

## Monetary incentive offer may be an attractive option for some Sandians

Some of Sandia's staffing pressures may have been lessened with last week's announcement that Sandia employees, particularly those whose jobs may be at risk, will have an opportunity to apply for a special monetary incentive designed to minimize the number of possible layoffs.

Called the Voluntary Separation Incentive Program (VSIP), the plan allows some employees to opt to leave Sandia with money in their pockets rather than seek alternative employment within Sandia or face the possibility of being "surplused" at a later date.

The VSIP provision is an addition to Phase 2, or the "60-day Voluntary Action Period," of Sandia's three-step Workforce Realignment Plan, a process by which employees in jobs that no longer meet the Labs' current or anticipated staffing needs attempt

to find alternative work within or outside of Sandia, with the help of various corporate assistance mechanisms. The realignment process was detailed in the Sept. 29 and Oct. 27 issues of the *Lab News*.

### Impacted groups notified

As part of the realignment process, the VP-level Realignment Board met Nov. 8 to review division staffing plans and determine which job functions and skills are no longer needed at Sandia based on future work requirements.

At that meeting, and at a follow-up meeting Nov. 28, positions designated as "impacted" — meaning Sandia intends to reduce the numbers of people working in those job functions — were reviewed along with associated "peer groups." (A peer group, typically drawn from across a center

*(Continued on page 4)*

## Announcement causes feelings of relief, confusion, anxiety among employees

In the weeks and days leading up to DOE's announcement that it had approved Sandia's workforce realignment plans, rumors about possible layoffs and an incentive plan spread through organizational ranks.

Many of the rumors were exacerbated by inaccuracies; they ranged from the possibility of DOE halting major Labs technical programs to the imminence of a huge retirement buyout. But no real details were available to stem their dispersal; Sandia had submitted its plans to DOE's Albuquerque Operations Office and was awaiting its approval.

On the afternoon of Nov. 30, DOE approved Sandia's realignment plan and set Tuesday, Dec. 5, as the official announcement date. The plan included elimination of as many as 320

positions and the availability of a new Voluntary Separation Incentive Program (VSIP). The people in Human Resources Center 3500 worked to get the plan finalized and information disseminated to employees and to the local press.

### A range of reactions

On Monday, Dec. 4, the day before the announcement, Sandia managers gathered in New Mexico and California to hear about Sandia's realignment plan and the new VSIP offer, and to collect the information they would need to answer employees' questions.

They were given packets of detailed realignment and VSIP information and were asked to brief employees, particularly those who are members of "impacted peer groups," about

*(Continued on page 5)*

# Sandia National Laboratories

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# LabNews

## US, Russian experts meet at Sandia to discuss nuclear weapons safety

By Bill Murphy

Lab News Staff

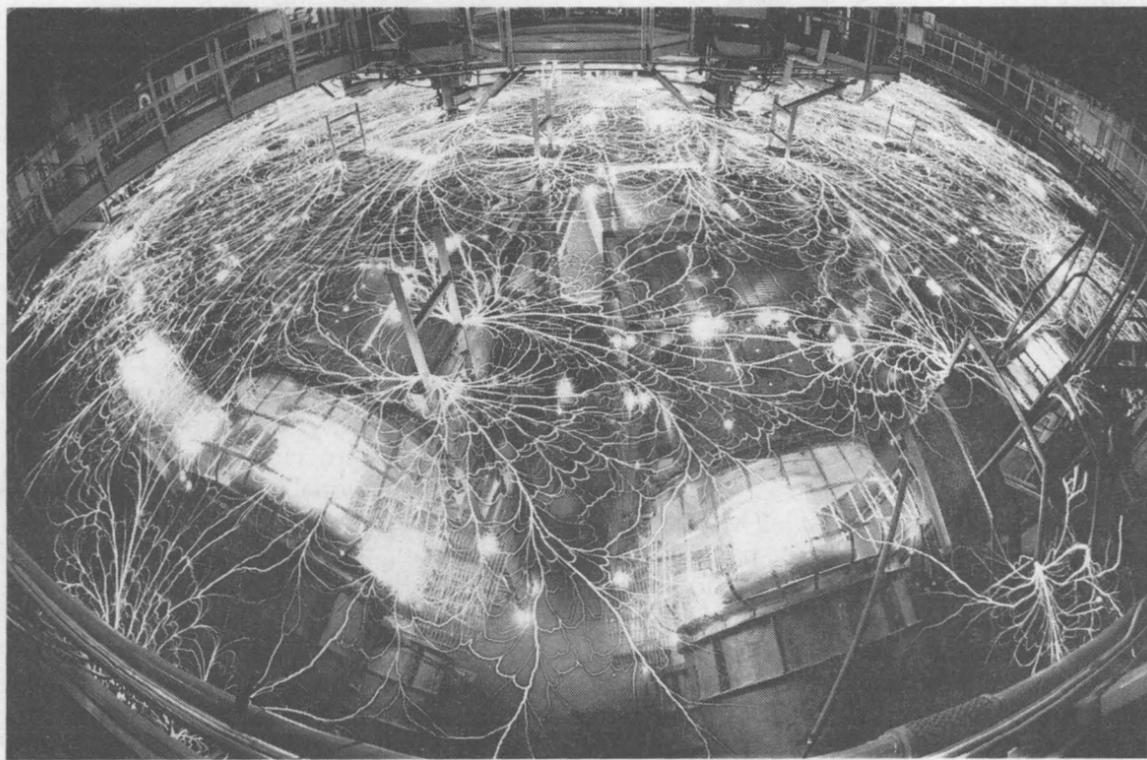
Even half a decade after the breakup of the Soviet Union, it still astonishes: Russian scientists, who built careers designing nuclear weapons aimed at the US and its friends, sitting down in a US weapons lab conference room in Albuquerque talking about nuclear weapons safety issues with their US counterparts.

This once-unlikely scene occurred recently at Sandia when a delegation of 11 Russian weapons experts and interpreters convened to meet with US experts as part of the first Technical Exchange on Nuclear Warhead Safety and Security. The week-long exchange, conducted with simultaneous English-Russian translation, dealt with unclassified information from both sides on issues related to the safe storage and transportation of nuclear weapons and fissile materials.

The technical exchange is a major step forward in a process that was initiated when DOE Secretary Hazel O'Leary and her Russian counterpart in December 1994 signed the "Agreement for the Exchange of Technical Information on Warhead Safety and Security."

Dave McConagha of DOE and chair of the US Technical Exchange Coordinating Group, says the agreement enabling the exchange of information was "specifically designed to be

*(Continued on page 9)*



THAT'S POWER! — Electrical discharges illuminate the surface of Particle Beam Fusion Accelerator II (PBFA II) during a recent shot. This week is the 10th anniversary of PBFA II's first shot on Dec. 11, 1985, and to mark the occasion several hundred people attended a commemoration in Area 4 Monday afternoon. PBFA II remains the most powerful pulsed power device ever built. (Photo by Randy Montoya)

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8 Seventy-six researchers pocket royalty award checks

12 Sandia contributors exceed goal in annual ECP giving campaign

# This & That

Best peeve thus far - In the last issue, I asked Sandians to send me their pet peeves. Several did. I'll list more in the next issue, but here's one that really caught my attention from a Sandian who prefers to remain anonymous. I can certainly relate to this person's pet peeve, and I'll bet lots of you can, too: "People who have small minds, big mouths, and too much time to exercise them."  
\* \* \*

Congratulations to new DMTS members - Eighty-one Sandians recently achieved the Labs' highest technical staff level - Distinguished Member of Technical Staff (DMTS). This is a two-year "crop"; no new DMTS members have been named since 1993. The *Lab News* staff is working now to take their photos. Look for DMTS pictures and citations early next year.  
\* \* \*

"Shoe a kid" today - Last week, donations to the 1995 "Shoes for Kids" campaign were running a bit short of last year's, but you can help make up the shortage by taking a check or cash today to either Albuquerque branch of the Sandia Lab Credit Union. Today's the deadline for contributing to buy shoes for needy Albuquerque youngsters this holiday season (money received later will be used for the same purpose next year). If you have a Credit Union account and can't get there today, I'll bet the nice CU employees will transfer money from your account into the "Shoes" account if you call them; the CU phone number is 293-0500. A \$25 donation buys one pair of shoes, but donations of any amount will be accepted gladly. If you donate via a check, please note this on your check: "For benefit of Shoes for Kids, #223180."  
\* \* \*

Sandians continue ECP generosity - Speaking of good causes, Sandians can be proud of setting another Employee Contribution Plan (ECP) record. As of Dec. 1, more than \$1.45 million had been pledged, exceeding the goal by about \$150,000. See page 12 for details.  
\* \* \*

"Meetless Fridays" sometimes aren't - In the past month or so, I've noticed several announcements for Labs-wide events on Fridays and have been invited to a couple of Friday meetings involving Sandians from several organizations. When Sandia began offering its optional "9/80" work schedule earlier this year, it was generally understood that Fridays would be "meetless." A few exceptions may be necessary for various reasons, but please remember that most events and meetings should be scheduled for other days.  
\* \* \*

Refreshing southwest drink? - I'm not sure when it was first marketed, but several years ago I started drinking Arizona Iced Tea, only partly because of the pretty American-Indian-style designs on the cans. So, where do you think it's brewed, and by whom? Maybe by Navajos or Hopis in northeast Arizona? Nope - not even close. I'll give you a chance to check out a can before I give the answer in the next issue.  
\* \* \*

Speaking of the next issue... - The next *Lab News* will be published Friday, Jan. 5. Because of the long holiday break, the deadline for submitting news and ads will be noon Wednesday, Dec. 20.

- Larry Perrine (845-8511, MS 0129, lgperri@Sandia.gov)

## Paul Robinson presents DOE labs' views at lab directors' meeting

Cost-cutting measures and the benefits that a real system of national laboratories can offer the nation were major topics discussed by Sandia Labs Director C. Paul Robinson last week at a DOE lab directors' meeting in Washington. He was asked by the DOE Secretary's office to summarize the national labs' views about laboratory efficiency and management practices outlined in a report by the external members of the DOE Laboratory Operations Board (LOB).

Paul's presentation was made to senior DOE officials and the lab directors. Deputy DOE Secretary Charles Curtis chaired the session.

Paul presented a general overview of the lab directors' views regarding the LOB report; his comments were followed by detailed discussions of several of the specific items contained in the report.

The LOB report addressed such issues as:

- Incentives for cost-cutting
- Metrics for laboratory productivity
- Roles and responsibilities of the labs and DOE

- Removing work and workers from the system

- Further reductions in administrative burdens

Paul cautioned that the report's authors were briefed only by the National Renewable Energy Lab, Pacific Northwest Lab, and Los Alamos National Lab about cost-cutting initiatives, and he emphasized that Sandia and the other labs are also actively cutting costs.

He spelled out the lab directors' view that policy makers should "recognize the strength of a system of laboratories." To begin to see such a system, Paul said, it is necessary to look at higher levels of program aggregation. He suggested that, when examining which labs are funded at the \$50 million level, a system view emerges. This viewpoint shows that, while the labs are not yet operating as a single system, there are a number of major subsystems. This viewpoint highlights the need for more synergy in what is now a fragmented, or "stove-piped" approach in energy programs, he said.

### Be more user friendly to each other

Paul said the labs should be required to develop "rules of the road" to become more user friendly to each other. He also suggested that, in funding the laboratories, DOE should attempt to fund at \$10 million levels or higher, rather than funding at principal investigator levels, as many program offices now do. He also said the national labs should be depended upon to fund smaller projects at other labs in order to bring the best technologies to bear. He added that the national labs must show they can be the best "hunter-gatherers of new technology" from universities, industry, and other DOE labs.

Paul also said policies should:

- Encourage the nurturing of major competencies at the labs
- Assure the ability of the labs to attract the "best and the brightest"
- Build on unique capabilities at each lab
- Use result and merit based metrics
- Provide modest stability against funding swings
- Maintain independence and objectivity
- Step back from earmarks ("pork")



New Mexico — Peter Feng (7734), Mark Judy (2415)

## Sandia LabNews

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LOCKHEED MARTIN

## Memorial fund established for Jeff Meyer

In honor of Sandia physicist Jeff Meyer, who died Oct. 11, a memorial fund has been established to create the Jeff Meyer Technology Wing at the library of Georgia O'Keeffe Elementary School, with which he, his wife, and children have been closely involved.

The school has decided to enlarge an area of the library to a state-of-the-art technology room to accommodate young researchers who will be using the library's on-line catalog, CD ROM resources, and accessing the Internet. Contributions to the Jeff Meyer Memorial Fund for conversion of this wing can be made at any Sunwest Bank. For further information, call Gil Herrera (1342) at 343-8138.

Jeff began his Sandia career as a postdoc for former President Al Narath in 1972. He then joined the microwave semiconductor department as a regular employee. He left for private industry for a few years but returned in 1989 as a supervisor in the same area.

He died after an eight-month illness.

# Sandians help cultivate new research collaboration between energy, agriculture departments

By Nancy Garcia

California Reporter

The kernel of an idea germinated at Sandia/California has blossomed into a formal agreement for the Departments of Energy and Agriculture to unite scientific and technological talent for agricultural research and development.

The agreement aims to prepare America's agricultural industry for competition in the global marketplace and reduce agriculture's reliance on fossil fuels and the use of pesticides. In a dramatic example of reinvention, the pact — a real swords-to-plowshares story — is expected to serve as an example of government working smarter, better, and at less cost as it serves the national interest.

Sheridan Johnston, Manager of Technology Initiatives Dept. 8103, had researched and prepared a white paper in 1992 with the University of California at Davis on the technological opportunities in food and agriculture in

## **Sandia** California News

California. Sandia contributors to the white paper include Mike Colvin (8117), Roger Farrow (8351), Richard Judson (8117), Marshall Lapp (8102), Philip Kegelmeyer (8117), David Rakestraw (8353) and Bill D. Wilson (8703). The following spring, Sheridan and Mike, Rich Palmer (8901), and Gary Rivord (13211) proposed to the USDA's technology transfer office in Washington that the two federal agencies work in concert on these issues.

A DOE working group was formed, and the groundwork was laid for the Memorandum of Understanding signed by Secretary of Energy Hazel O'Leary and Secretary of Agriculture Dan Glickman on Nov. 2. Sheridan and Roy Hamil (1212) attended. Displays in the signing room highlighted Sandia's work in pathogen protection (food safety) and synthetic aperture radar (precision farming).

Secretary O'Leary thanked Sheridan after the signing and "expressed enthusiasm and support for the possibilities that might evolve," he said.

The secretaries said the five-year agreement

will make the most efficient use of available scientific expertise during a time of limited budget resources. Industry will also be invited to participate in three-way collaborations. The partnerships could lead to new jobs, reduced air, water, and soil pollution, decreased reliance on imported oil, and improved quality and safety of food.

"This initiative is a second harvest," Secretary O'Leary said. "When the public invests in state-of-the-art skills and technology, the investment can continue to reap benefits. The best-in-class resources of our national laboratories — including technologies and processes developed for other purposes — will be applied to create more environmentally friendly solutions to the problems of our most basic industry."

The partnership couples DOE's expertise in physics, engineering, and computer science with USDA's expertise in plant breeding, biological pest control, soil and water conservation, and other areas.

"This is another example of the Clinton Administration's commitment to interagency cooperation," said Glickman. "This agreement will help accelerate improvements in the performance of American agriculture and help maintain the nation's competitive edge in the global marketplace for the 21st century."

### High-technology solutions

DOE will contribute such high-technology solutions as advanced computation and remote sensors to help meet the challenge of augment-

ing agriculture's use of fossil fuels and chemicals to a more sustainable future. DOE foresees improvements in the energy efficiency of agriculture as one result of the collaboration.

Following the signing, the USDA's Cooperative State Research, Education, and Extension Service identified several technology needs that might be ripe for collaboration, including: continuous monitoring of flying insect infestations (to help nip the pests in the bud); water quality monitoring in real time; decision-support information systems for pesticide management and other applications; advanced information and networking technology; advanced materials from renewable agricultural resources; and food safety, quality, and processing, particularly sensors and process research.

This memorandum expands on previous cooperative research conducted by the two departments. USDA and DOE scientists have worked together to develop biofuels, introduce electronic means to detect plant materials during airport baggage inspection, mass produce beneficial insects to control crop pests, and develop technology to more precisely apply agrochemicals to minimize environmental impacts.

Future projects envisioned by the partnership include improved technology for previously untilled soil, developing precision farming systems, and sensor detection of pathogens. The two departments expect this work will accrue benefits to more sectors of the food, forest, and fiber industries.

## Workshop focuses on lower-limb prosthetics

A group of national experts on lower-limb prostheses gathered at Sandia recently to advance the development of active prosthetics to a new level of sophistication. These specialists, from a variety of engineering, medical, and biomechanical disciplines, convened for a "Workshop on Lower-Limb Prosthetics" to discuss the current state of the art in prostheses and to find fits between engineering capabilities and human needs in the area of prosthetic devices.

The three-day workshop was organized by Mort Lieberman of Aerospace Systems Devel-

opment Dept. 2418 and co-sponsored by Sandia and the National Institutes of Health's National Center for Medical Rehabilitation Research (NCMRR).

Mort says the lower-limb workshop came about in response to widespread interest in technology transfer in the medical community.

"They want to find out more about how they can apply advanced technologies to the challenges of developing 21st-century prosthetics," Mort says.

The objective of the workshop, he says, was to lay out a road map for the development of advanced lower-limb prostheses. The starting place for such a map, he says, is the point at which technologists understand the capabilities that advanced prostheses should have and medical professionals understand the capabilities that technologists can bring to the prosthetics arena.

### Sandia capabilities relevant

The kinds of expertise developed over several decades at Sandia, Mort says, are highly relevant and applicable to a wide variety of medical needs. Specifically in the area of prostheses, he notes, advanced artificial limbs will take advantage of many technologies in which Sandia maintains world-class capabilities. These 21st-century limbs, he says, will incorporate: sensors; actuators; microprocessors; smart software; advanced/composite materials; robotics concepts and techniques; micromachines; imaging (for fittings); modeling and simulation; advanced power sources; and agile manufacturing.

"In an advanced prosthesis," Mort says, "you want to customize the device to the user's very specific situation. Agile manufacturing provides a way to produce one-of-a-kind versions of a device at a reasonable cost per unit."

## Favorite Old Photo



My grand-uncle, Frank Robert Chow, accomplished many firsts for a Chinese American. A Radioman 2nd Class in the US Navy (serving in WW II and Korea), he was the first person of Chinese descent to hold a Navy rating other than cook. In 1932, he was the first Chinese American on the US Olympic shooting team and held 37 world records in pistol shooting. He was also the first Chinese American master gunsmith and the first to hold a ham radio license. He and his wife operated Bob Chow's Gun Shop in San Francisco for 38 years and are now retired and living in Oakland, Calif. He was also a director of the National Rifle Association for 26 consecutive years. He has been a role model for many competition pistol shooters and built guns for several of the nation's top shooters, including current US champion Steve Reiter.

—Cary Chin (8535)



## Incentive offer

(Continued from page 1)

but sometimes from a division, includes employees who are performing the same or similar kinds of work.)

Overall, says Karen Gillings, Manager of Staffing Dept. 3535, the divisions have identified some 302 positions in 10 categories that are no longer needed at Sandia (see bar chart below). These positions are incorporated into larger job-function peer groups that include employees in managerial, technical, administrative, and support job categories. In all, some 1,500 employees have been identified as members of these impacted peer groups Labs-wide.

Employees should have been notified last week by their managers or center directors about their status in the realignment process, including whether they are members of impacted peer groups. (See "Announcement causes feelings of relief, confusion, anxiety among employees" beginning on page 1.)

At this point in the process, Karen emphasizes, no specific individuals have been designated as "surplus." That happens later in the process, if necessary, she says.

### How the VSIP works

Some of the people whose jobs are affected by the realignment will be able to find work elsewhere within the Labs through the normal realignment process, but a number of people may not fit Sandia's current or anticipated staffing needs, says Don Blanton, Director of Human Resources Center 3500.

The VSIP is designed to help reduce the numbers of people in specific job functions through the offering of a monetary incentive to regular, on-roll employees who volunteer to leave. The prerequisite for being approved for the incentive is that a person's voluntary departure would reduce the size of an identified impacted peer group by one.

"This is not a giveaway program, but a very structured process for managing our reductions," says Don. "Our objective is that the incentive, together with internal job placement and attrition, will take care of the majority, if not all, of our staffing requirements."

He says he hopes the VSIP will encourage

enough people to leave voluntarily so that no "involuntary separations," or layoffs, will be necessary. "Layoffs will occur only if these methods do not yield sufficient reductions," he says.

But, he adds, "At this point in the process, it is too soon to know how many employees might be interested in the incentive."

Employees whose applications for the Voluntary Separation Incentive Program are approved will receive 1.5 weeks' pay for each year of company service, up to a maximum of 27 years (40.5 weeks). However, a minimum incentive payment of \$15,000 is intended to make the VSIP an attractive option even for employees with limited years of service. (See "Questions and answers about the VSIP and realignment" beginning on page 5.)

The VSIP also provides for continued health benefits (under a cost-shared formula) for three years (for families that do not have another source of health care coverage), educational assistance (up to \$2,500 in tuition reimbursement per year) for four years, and relocation assistance (up to \$5,000) for employees who transfer to another DOE facility.

All eligible Sandia employees may apply for the VSIP by filling out request forms mailed to employees last week as part of a VSIP information packet. As of *Lab News* press time on Wednesday, the VSIP was being offered to all nonrepresented employees and those represented by the Security Police Association; discussions with Sandia's other two bargaining units, the Office and Professional Employees International Union (OPEIU) and the Metal Trades Council (MTC), were continuing. Request forms may be obtained from managers, as well.

Once the request form is complete, the VSIP applicant obtains the approval of his or her manager and center director and mails, faxes, or handcarries it to the Employee Development Center (in New Mexico) or the Human Resources Department (in California) before midnight Jan. 4, 1996 (submission instructions are included on the form). After review and approval by Human Resources, final approval is required from the employee's vice president.

### Impacted employees have priority

One of the questions on the VSIP request form is, "Are you a member of an impacted peer group?" Applications from impacted employees will be considered first. If a sufficient number of volunteers from within a particular peer group is not obtained to reduce it to the desired number of employees, then applications from outside the impacted group will be considered, including those of nonimpacted employees. A non-impacted employee will receive a VSIP only if his or her departure from Sandia will reduce the size of an impacted peer group by one person.

*"Layoffs will occur only if these methods do not yield sufficient reductions."*

"If a nonimpacted employee's departure would vacate a position into which an impacted employee can be moved, then the nonimpacted employee may be granted a VSIP," says Karen. "The bottom line is that each VSIP has to reduce an impacted peer group by one person."

If more VSIP applications are received than the number of VSIPs available for a particular impacted peer group, then applicants with the most years of service relative to other applicants in that group will get the available VSIPs.

With a few exceptions, employees whose applications for the VSIP are accepted agree to terminate their Sandia employment by no later than April 15, 1996. They also sign a waiver (required by DOE) acknowledging that they will not enter employment with Sandia or any of Sandia's "manpower" contractors for at least one year. They also agree not to enter litigation against Sandia relating to the VSIP benefits package itself.

If the incentive, internal transfers, and retraining together fail to alleviate Sandia's staffing pressure (reduce the numbers of people in affected job functions to the desired levels) by the end of the 60-day Voluntary Action Period, which began

with the Dec. 5 announcement and ends Feb. 6, specific employees in affected positions will be identified as "surplus," and Sandia will enter Phase 3 of the realignment process. During this second 60-day period, surplus employees may attempt to find work elsewhere at Sandia. If they cannot, some will be laid off or terminated. (See the Oct. 27 *Lab News* for more information.)

But Human Resources Vice President Charlie Emery (3000) reiterates that "zero involuntary separations is the goal of the realignment process."

### For more information . . .

Human Resources is making details regarding the Workforce Realignment Plan and the VSIP available to employees via several media.

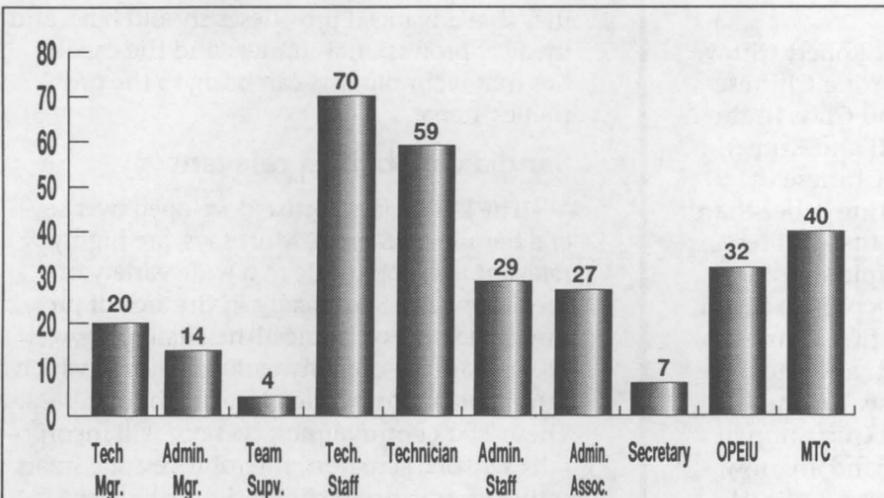
On Dec. 4, most Sandia managers (team supervisors and above) were briefed about employees' and managers' roles during the realignment; information is available from them. In addition, a 25-page packet was mailed to nonrepresented employees last week; the packet contains information employees need to consider before applying for the VSIP.

Internal Web pages containing a variety of VSIP information are available under the Hot News link on Sandia's Internal Web home page. For employees who don't have access to the Internal Web, similar information is available on Sandia Line. (Dial 845-6789, and enter quick dial code 8747, or "VSIP," followed by #. You will be prompted to leave your fax number.)

Human Resources also is hosting a series of small-group meetings at the New Mexico site intended to help impacted employees find alternative work at Sandia. During the meetings, employees from Staffing Dept. 3535 are going over lists of current job openings with meeting participants, as well as providing resume-writing assistance. Employees interested in reserving a seat at one of these meetings can call 844-8687.

For more information about realignment or the VSIP, or for assistance, contact the Employee Development Center at Sandia/New Mexico at 844-3030, 844-1156, or 844-3650. At Sandia/California, call Beverly Kelley at 294-2251 or Holly Stryker at 294-2126.

*"The bottom line is that each VSIP has to reduce an impacted peer group by one person."*



Bar chart shows what types of job functions are being reduced as part of the workforce realignment process. In all, 302 positions were announced on Dec. 5 as being affected, cutting across managerial, technical, administrative, and support services lines. (Some changes could take place in coming weeks; the 320 number cited elsewhere is the maximum number of positions to be affected.) As a result of these job functions being identified as no longer meeting Sandia's business needs, some 1,500 Sandia employees have been notified that they are members of "impacted peer groups." No individuals have yet been designated as "surplus," however.

# Announcement

(Continued from page 1)

the plan as soon as possible on Tuesday.

Human Resources Director Don Blanton concluded the meeting by suggesting that managers relay clearly to employees the *business reasons* behind the realignment, and to "be prepared for a variety of emotional responses, ranging from anger, to fear, to skepticism, to confusion."

Most employees had heard the news by the time a special Sandia Bulletin arrived in the company mail Tuesday morning confirming that the realignment process had begun, and that a voluntary separation incentive was indeed being offered to employees. A letter from Labs Director C. Paul Robinson was distributed by e-mail to most department offices and later by mail.

In the letter, Paul acknowledged that "because of changes in our workload and some shortages of funding in parts of the Laboratories, we have identified about 300 jobs that will be declared excess. . . The good news is that in addition to making every effort to find other work or transfers for the individuals now in these impacted jobs, we can now offer a new option that provides employees so affected an opportunity to voluntarily leave the Laboratories and accept an attractive separation package that includes not only monetary rewards, but educational benefits and other benefits."

## 'What do I do now?'

Employees' reactions were mixed. Sharon Moyer of Staffing Dept. 3535, who fielded employee phone calls during the hours and days following the announcement, says most callers wanted to know "what should I do next?" "where can I go for help?" or "who can I call for a list of available jobs?"

She referred most calls to Sandia's Employee Development Center, the corporation's main resource for helping employees find alternative work within the Laboratories. (In New Mexico, call 844-3030, 844-1156, or 844-3650. In California, call 294-2251 or 294-2126.)

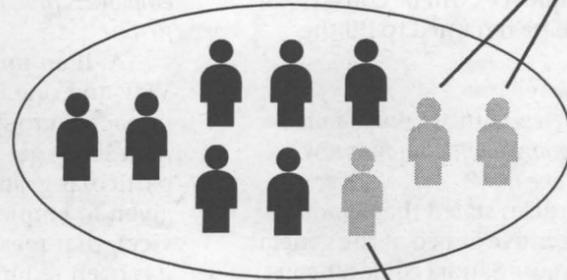
A few of the callers had concerns about various facets of the realignment process, but Sharon says most of those stemmed from misunderstandings about the process. Employees generally hung up satisfied when their questions had been answered, she says.

"I think most impacted employees are finding security in the fact that they are not alone, and that there is a structured process in place to assist them," she says. "Most are focused on the task at hand."

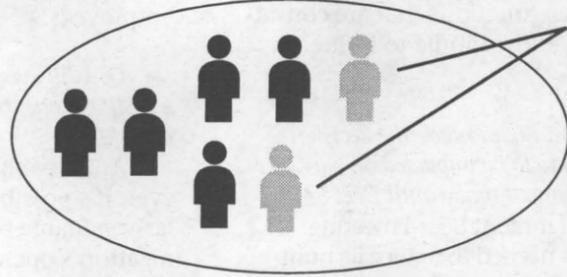
Members of the local community and press also reacted to the news. Sen. Pete Domenici stated: "Sandia's process for implementing this

## An example of an impacted peer group

**Beginning of Phase 2**  
(60-day Voluntary Action Period) — Impacted peer group of 10 employees (performing the same or similar kinds of work) needs to be reduced to five.



**Beginning of Phase 3**  
(60-day period for placement of surplus employees) — Impacted peer group of remaining seven employees must be reduced to five.



1. Two peer group members request the VSIP by Jan. 4, 1996, and prepare to leave Sandia by no later than April 15. (Note: If seven members had applied, the five with the most years of service would have received VSIPs, and the remaining group of five would no longer be "impacted.") Remaining eight members have until Feb. 6, 1996 (end of 60-day Voluntary Action Period) to seek work elsewhere within Sandia.

2. One impacted employee accepts another position within Sandia before the end of Phase 2. Seven members remain on Feb. 6.

3. At the beginning of Phase 3, two of the remaining seven peer group members are declared "surplus;" they have 60 days to find alternative work. If they do not, they will be either laid off (with severance pay) or terminated (without severance pay). See Oct. 27 *Lab News* for details.

4. The remaining group of five employees is no longer considered "impacted" because the group has been reduced to the desired number.

realignment appears to be fair and reasonable. As the lab's missions change, there will be some areas that grow and others that shrink. The realignment is an even-handed effort to move personnel from areas with decreasing missions to those with increasing mission, and the voluntary separation package means that, with any luck, no one who wants to remain at Sandia will lose their job.

"It seems to me that Sandia has structured this transition appropriately, and I hope that it is well received by all Sandians," he added.

A press conference featuring Deputy Director John Crawford, Human Resources VP Charlie Emery, Don Blanton, and DOE/AL's Chief of Contractor Human Resources Felix Ortiz was held Tuesday afternoon in Albuquerque. The *Albuquerque Tribune* and *Journal*, the *Associated Press*, and three local TV stations were on hand to cover the news. A similar meeting was held in Livermore with local press.

On Tuesday afternoon, the *Albuquerque Tribune* quoted Sandia Media Relations Manager Rod Geer (12621): "We see this as a way to place the best people in the needed jobs," he said. "There is a lot of pressure from Congress, from the Secretary of Energy, and from the public for us to run our lab efficiently and get the best bang for the buck."

## DOE collects input

On Thursday afternoon, Dec. 7, DOE/AL hosted a meeting for Sandia/New Mexico employees in the Technology Transfer Cen-

ter. The meeting's purpose was to gather employee comments that could be used as input into DOE's Workforce Restructuring Plan, expected to be finalized in coming months. (Sandia's own realignment plan will become part of that overall DOE plan.) A similar meeting was held in California on Monday, Dec. 11.

Some 200 employees showed up for the New Mexico meeting, plus those who watched via video monitors at various Labs sites. Many of the participants took advantage of the question-and-answer period to air their questions, concerns, and opinions.

A few issues proved to be contentious subjects — the absence of pension enhancements for Sandia employees, the number of on-site contractors, and the perceived short period of time (30 days) in which employees must make a potentially career-altering decision (whether or not to request the VSIP).

Another concern was the fact that some union employees might not be offered the incentive. As of *Lab News* press time Wednesday, only nonrepresented employees and employees represented by the Security Police Association were eligible for the VSIP; Sandia had not received authorization to offer the incentive to employees represented by the other two bargaining units, the Office and Professional Employees International Union and the Metal Trades Council.

## Don't lose step

In concluding his letter to employees, Paul Robinson asked Sandians to try to stay focused on the Laboratories' mission, even in the midst of difficult changes.

"It is critical that the Sandia work force not lose step while we address the challenge of trying to find work assignments for affected individuals," he wrote. "We have postponed activating such realignment procedures for as long as we could, but it is now clear that there is not enough work in specific areas to continue without taking some efforts to reduce. This is the first action of its kind for many years, and we must continue to work hard and to be agile in meeting our business requirements in order to prevent the necessity for such actions in the future."

The *Lab News* will continue to cover realignment-related developments as they occur.

# Questions and answers about the VSIP and realignment

**Q:** Previously Sandia said it would reduce its numbers from 8,460 to 8,200 during FY96 primarily through attrition. Is the realignment in addition to the reductions through attrition, or is attrition not taking place as expected?

**A:** As stated in previous *Lab News* articles, Sandia could achieve its commitment to reduce its numbers by 250 through attrition alone. However, normal attrition would not resolve some specific problems in areas where there are skills mix problems. In addition, Sandia always has recognized the tremendous positive benefit from being able to hire people with critical skills even in times of uncertain budgets. By offering an incentive to people with skills no longer critical

to Sandia's business, the Labs can "free up" other opportunities into which people with needed skills can be hired.

**Q:** I heard that there were about 300 job openings at Sandia right now. Why is there a need to reduce our staff when there are job openings?

**A:** It's true that there are approximately 300 staffing requisitions (job openings) submitted by organizations across the Labs. About 165 of those requisitions are "critical hires," meaning the organizations submitting the requisitions have specific skills needs that most likely cannot be fulfilled by employees now employed at Sandia.

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However, all requisitions will be reviewed against skills of impacted Sandians before any are filled externally. On-roll employees will be considered for these positions and be retrained to fill the positions if possible.

**Q:** In previous Lab News articles, Sandia management said it wasn't going to offer an incentive. Why is Sandia offering one now?

**A:** The previous articles stated that Sandia would not offer an incentive aimed at the general Sandia population because Sandia couldn't control the types of people who might leave and the numbers of people who might leave. The VSIP is not a general, "across-the-board" incentive, but a focused incentive that will help alleviate staffing problems in specific job functions that are considered impacted. It does allow Sandia to influence who leaves.

**Q:** If the Realignment Board made the decision about which positions were to be impacted on Nov. 8, why wasn't an announcement made until Dec. 5?

**A:** The Nov. 8 Realignment Board meeting determined that Sandia needed to reduce its numbers based on its staffing plans. At that point, Sandia made a proposal to DOE to reduce its numbers and to offer an incentive. (DOE's approval is needed on any decision by Sandia to reduce its staff by more than 100 and to offer a monetary separation incentive.) The Realignment Board also met Nov. 28 to review the peer groups that were identified as impacted. Those decisions were to be communicated to employees by line management Dec. 5.

**Q:** Why is Sandia announcing this just before the holidays?

**A:** The longer Sandia waits, the more impacts might be necessary. The Realignment Board decided it was better to tell people now and avoid the potential for greater numbers of involuntary separations later. In addition, the Board decided that accurate information, as opposed to heightened speculation and rumors, would best demonstrate respect for Sandia employees.

**Q:** The deadline for applying for the VSIP is Jan. 4, 1996. Is it advantageous to apply as early as possible?

**A:** No. VSIP applications will not be considered for approval until the end of the application period. Also, employment of all individuals who are approved for the VSIP may be continued through April 15. So it makes no real difference whether you submit your request today or Jan. 4. However, employees granted a VSIP may be able to leave Sandia earlier than April 15.

**Q:** Can I take the VSIP and get full retirement benefits too?

**A:** Yes. If you are eligible for retirement, the VSIP will not affect your retirement benefits. But you can't retire before Jan. 4, 1996 (the VSIP request deadline) and still be considered for a VSIP.

**Q:** If I take the VSIP, will I be eligible for state unemployment compensation?

**A:** The decision to approve or deny unemployment compensation rests with the state, not Sandia.

**Q:** Can I be rehired by Sandia after taking the VSIP?

**A:** By accepting terms of the VSIP, you agree that you cannot be rehired by Sandia, or actively seek employment with one of Sandia's subcontractors, for one full year from your separation date. After that year, you may be considered for rehire.

**Q:** How does the VSIP incentive amount compare to normal severance pay amounts?

**A:** In most cases, the normal severance pay amount is greater. But be aware that the VSIP incentive is entirely different from severance pay for involuntary terminations in that it is designed to encourage people who might already be thinking about leaving Sandia an opportunity to do so with some additional benefits. It is not a matter of choosing one over the other. Sandia's goal, of course, is to need no involuntary reductions.

**Q:** It seems unfair that nonimpacted employees could be considered for unclaimed VSIPs from a particular peer group when there are employees from other impacted groups who won't get VSIPs. Shouldn't employees from other impacted groups get considered first?

**A:** If an impacted employee applies for a VSIP and one is available for his or her impacted group, he or she will probably (see next item) get it. If the VSIP opportunities for a particular group run out (all available VSIPs are given to employees with greater years of service), that means the peer group in question has been reduced by the desired number and the group is no longer considered impacted. In that case, the applications from "previously impacted" employees may be considered along with the applications of other nonimpacted employees.

**Q:** Will every impacted employee who applies for a VSIP get one, providing there are enough to go around?

**A:** Probably. In some circumstances, however, it's possible that an individual is particularly valuable to Sandia or is critical to an organization's operations. Regardless of whether that employee is a member of an impacted group or not, his or her management has the right to stop the application before it reaches HR. Such a case should be extremely rare, but it could happen. In that case, the impacted employee whose VSIP request was refused can take his or her continued employment following Phase 3 for granted.

**Q:** Where is the money to offer the VSIP coming from?

**A:** Sandia is applying for a share of \$75 million from DOE's Office of Worker and Community Transition. The estimated cost of offering the VSIP to Sandia employees is about \$6.8 million. DOE has earmarked a maximum of \$8.25 million for this purpose.

**Q:** Why is years of service the primary factor in determining whose VSIP applications are accepted, while job knowledge, transferability of skills, etc., are the primary factors in determining who gets surplus in Phase 3?

**A:** The VSIP is seen as a benefit, and in cases where there are more applicants than there are needed VSIP reductions, the most objective way to award this benefit is by years of service. In contrast, many factors are considered when determining who is surplus because of the potential ramifications of such a decision.

**Q:** If I request the VSIP and then change my mind, can I withdraw from consideration?

**A:** It's important that employees be as certain as possible when they request the VSIP because their VSIP decision affects the employment status and prospects of not just themselves, but of other people in their peer groups and across the Labs. We are encouraging people to be extremely mindful when they apply, but we are not ruling out withdrawal in some rare circumstances.

**Q:** Some managerial positions have been identified as being affected by the realignment, but directors and above are not. Why not?

**A:** The realignment does not affect directors and above primarily because business needs typically drive changes to top management's structure in different ways and at different times. For instance, the overall Labs restructuring a few months ago (shortly after C. Paul Robinson became Labs President) resulted in promotion of four directors to vice president and elimination of five director-level positions. So top management already has been affected recently in Sandia's effort to align with business needs. But to achieve large-scale changes at the employee and manager level, a structured plan, such as this realignment process, is necessary.

**Q:** What is being done to evaluate on-site subcontractors, and how many subcontractor positions

might be eliminated as part of realignment?

**A:** Subcontractor positions are being assessed by management on a case-by-case basis. Where appropriate, subcontracts may be discontinued where the work being performed can be done by an impacted Sandian. We don't know what the net impact of these decisions might be at this time.

**Q:** Why do I have to sign a legal waiver to apply for the VSIP, and what specific rights am I giving up by signing the waiver?

**A:** Accepting the VSIP payment is a choice an employee makes of his or her own volition. The waiver confirms that the choice is voluntary, and that the employee will not sue Sandia or DOE. By signing the waiver, the employee taking the VSIP option also agrees not to actively seek employment with Sandia, or with a subcontractor that does work for Sandia, within one year of the employee's separation date. That provision is to ensure that Sandia does not pay someone to leave, then pay them to return as a subcontractor.

**Q:** What are the impacted groups?

**A:** The Realignment Board decided it was best not to announce Labs-wide what specific groups were being impacted. But vice presidents and most center directors have been made aware so that transfers of impacted employees can be facilitated.

**Q:** I've been identified as a member of an impacted peer group, but I'd rather try to find another position within Sandia than take the incentive. When did the 120-day realignment clock start ticking?

**A:** Phase 2, or the 60-day "Voluntary Action Period," began with the general announcement on Dec. 5. Phase 2 will end 60 days from then, on Feb. 6. Phase 3, or the 60-day period for placement of surplus employees, will end around April 15, 1996.

**Q:** How will I know if and when my status as a member of an impacted peer group changes?

**A:** Internal realignment is occurring now. If, through employee movement, the impact is resolved, your organization will be notified immediately.

**Q:** Is Sandia still going to try to retrain some people to do other work?

**A:** Absolutely. As part of the realignment process, several corporate assistance mechanisms are available, including the A299 retraining incentive, a case number that allows a manager who has formally and permanently accepted a surplus employee from another organization to have that employee free of charge for three months, during which time the employee can be retrained. Sandia currently is sponsoring two retraining programs, both of which are related to computer science.

**Q:** Is Sandia considering another round of realignment/staffing changes in the future?

**A:** The Workforce Realignment Process is intended to be an ongoing method by which organizations can address "people issues" at any time. The only unique feature of this initial process is the availability of a VSIP. While there are no plans to repeat the offering of a voluntary incentive program during FY96, the basic realignment process can be used at any time as required by changing business needs. So it is possible that future budgetary constraints or skills mismatches could drive further realignment.

## Retirement open houses

Sandia is holding open houses in honor of retirees **Marcie Samuelson** (12111) on Friday, Dec. 22, in the Area 1 Cafeteria (Bldg. 861), 2-4 p.m.; **Ruth Brooks** (3525) on Thursday, Jan. 4, in the Area 1 Cafeteria (Bldg. 861), 2-4 p.m.; and **Joe Gabaldon** (7612) on Friday, Dec. 21, in the Area 1 Cafeteria (Bldg. 861) at 1:30 p.m. Refreshments will be served. Friends and acquaintances are invited.

# 'Red Team' review recommends radical changes in Sandia's Labs-wide financial processes

A high-powered team of corporate finance professionals who recently completed a review of Sandia's financial processes found that those processes are cumbersome, inefficient, and unclear to many participants.

Two process charts developed by the review team tell the story.

The "best business practices" chart of financial processes shows up as a neat triangular form, clean and simple, with clear relationships linking all the process elements. The chart of Sandia's financial processes, on the other hand, resembles a Rube Goldberg concoction, with lines going every which way without any readily apparent underlying structure.

Based on its review, the team developed a list of recommendations intended to achieve a significant restructuring and streamlining of Sandia's financial processes. (See "Red Team: Diagnosis and recommendations," below.)

## A fresh perspective

Sandia's top financial pros — VPs Gary Riser (10000) and Paul Stanford (15000) — knew the Labs' processes needed attention; they also knew that, in order to get the best possible assessment of those processes, they'd need a perspective they probably couldn't find in-house. To gain that fresh perspective, Gary and Paul chartered an Independent Review Team, or "Red Team," to conduct a complete review of financial processes. The team included representatives from Fortune 500 heavyweights such as IBM, Westinghouse, DEC, and Xerox, as well as several highly regarded independent consultants.

After three weeks of intense scrutiny, scores of interviews with Sandians from across the Labs, and hours of comparing notes and impressions, the Red Team concluded that while the Labs' financial processes get the job done, they are not particularly efficient.

Specifically, the Red Team noted, the Labs' financial processes often do not compare favorably with what is known in the commercial world as "best business practices."

The Red Team was chartered by Gary and



BY THE NUMBERS — Red Team members Shirley Black (left) of the Tyler Consulting Group, Douglas McCarthy of IBM, Tex Ritterbush (4020), Doug Weaver (6611), and Valerie Geisler of Westinghouse go over the "game plan" for their review of Sandia's financial processes.

Paul "to evaluate Sandia's financial processes based on commercial best business practices and . . . to provide a path forward. The team is to recommend improvements where substantive differences exist between Sandia and commercial best practices, processes, organizational structure, and performance."

The charter directed the Red Team to pay special attention to the issue of how Sandia can "significantly reduce the complexity" of its financial processes and how the Labs can "reduce cost while providing appropriate products and services to customers."

The Red Team process was coordinated by Doug Weaver (6611) and Tex Ritterbush (4020).

## A 10,000-ft. view

The value of a Red Team review, says Doug, is that it provides a "10,000-foot view" — a broad perspective that looks at entire systems rather than focusing on discrete details.

The Red Team process was designed to move in, conduct a review, complete its work, and develop a package of recommendations within a compressed time frame, according to Alice Maese (7512), who served as deputy project manager to Doug on the review. The accelerated time frame, Alice says, helped keep the team focused on its task and added a high level of confidence

that the processes under review represented actual practices at a given point in time.

According to Tex, it is important for Sandians to realize that financial processes "are not the private domain of the CFO [Chief Financial Officer]; in fact, the processes are corporate-wide." As such, he says, "any meaningful solution — from a best-business perspective — to restructuring financial processes must reach out across the Laboratories."

The Red Team identified a number of opportunities to bring Sandia's processes in line with best business practices, Tex said. He said the Red Team found that:

- A 20 percent decrease in cost and improved front-to-back process efficiency are attainable from a commercial perspective; however, to attain these efficiencies, the Red Team said, requires a corporate and DOE decision to change historical values and culture.

- Financial roles, authorities, and accountability can be aligned with business responsibilities within the Labs. However, the Red Team cautioned, a constituency exists within the Labs to maintain the status quo.

- A "best-business-like" defined front-to-back financial business process with CFO, business operations, and project elements with clear process ownership is attainable, but again, the Red Team cautioned that a certain constituency within the Labs has a stake in sustaining the status quo.

In a wrap-up report of its review, the Red Team offered a package of recommendations designed to overcome barriers and realize opportunities. Gary says the Labs' financial leadership is committed to implementing those recommendations and has created a "Red Team Implementation Steering Committee" to do just that.

Tex says the quality of the Red Team's work and the value of its insights have helped validate Gary and Paul's vision that the Labs' financial processes can be made more efficient and effective.

— Bill Murphy

## Red Team: Diagnosis and recommendations

The Red Team that looked at Sandia's financial processes identified a number of specific problems. Here is a summary of its diagnosis of the problems:

- The current financial processes are delivering most of the required products and services but inefficiently from a best-business-practices perspective.

- The financial process inefficiencies have at least three main roots: senior management's expectations, the design of the processes themselves, and a desire for zero risk.

- There is a significant, formidable constituency at the working level within DOE, the line, and the CFO with a stake in perpetuating these financial process inefficiencies.

- Current initiatives will not likely correct these root inefficiencies.

To address these problems, the Red Team

offered a number of recommendations. In summary, they are:

- Put financial authority and accountability with the line, where business decisions are made and the work is performed.

- Redefine the role, responsibilities, and accountability of the CFO.

- Identify and document assumed and actual external requirements that prevent managed exposure; formally communicate these requirements to DOE/AL and actively seek clarification or revision.

- Reform and add discipline to Sandia's financial policy.

- Add discipline to the financial process implementation.

- Continue efforts to collect and validate benchmark data; develop benchmarks for each of the CFO, Business Group, and Project financial business process elements.

- Reevaluate the value of the current process improvement "reengineering" projects in light of the recommended radical changes.

- Defer corporate financial package software evaluation and selection until consensus is reached on the requirements of the CFO, Business Operations, and Project financial business process elements.

- Enable the businesses by providing intuitive decision-support tools to access financial information.

- Develop and implement a standard financial process measure of customer satisfaction.

- Strengthen communications within the CFO staff and between CFO and line staff.

- Establish an advisory finance board of constituents to provide strategic guidance and perspective to the CFO organization.

# 76 Sandia inventors take home royalty award checks

**Dec. 7 ceremony honors inventors, authors, organizations**

Seventy-six Sandians brought home more than just paychecks this year as a result of technical work carried out in Sandia labs and offices.

And thanks to the foresight they exercised months and often years ago when they patented or copyrighted their work, 25 Labs technologies returned more than \$357,000 in royalties to Sandia during the last 12 months. That's money that can be used to fund future research and development — and be returned to the pockets of the people who originally performed the innovative work.

Since 1993, the Labs has returned 20 percent of the royalties it collects directly to the inventors or authors of royalty-earning innovations through its royalty awards program. The inventors' sponsoring departments and divisions get 20 and 50 percent respectively. The remaining 10 percent is reserved for important contributors not listed on patent applications or invention papers.

Vic Chavez, Manager of Licensing Support and Administration Dept. 4203, says this year's award checks are sporting more zeros than ever.

## Royalty earnings growing

In 1993, during the first year of the royalty-sharing program, Sandia earned a comparatively meager \$46,000 in total royalties, he says. Last year that figure more than doubled, to \$106,000. This year's total is nearly 3 1/2 times last year's mark.

And the numbers likely will keep growing. Warren Siemens, Director of Technology Partnerships and Commercialization Center 4200, says his goal is for Sandia's royalty earnings to reach \$10 million per year by the year 2000.

"Right now, royalties in and of themselves are not the most valuable feature of intellectual property," says Warren. "What is valuable about them is that they provide Sandia with a clear definition of what Sandia's technological assets are and what those technologies are worth in the marketplace, and that strong asset



**ROYALTY** — Jim Dudley (left) and Alexander Maish (both 6219), developers of the SOLAR ARRAY software that controls movement for one- and two-axis tracking arrays, were among 76 Sandians receiving award checks Dec. 7 representing shares of royalties earned from Sandia-licensed technologies during 1995. (Photo by Randy Montoya)

base is a magnet for attracting quality industrial partners."

It's all part of Sandia's effort to expand and accelerate the patent and licensing process, recognize and capitalize on the value of Sandia intellectual property, and use the increased royalties to fund future R&D, says Vic. The award checks serve as recognition, as well as an incentive, for Sandia researchers who have produced intellectual properties and then worked

to bring them closer to commercial fruition.

Most royalties earned by Sandia are collected from companies or consortia wanting to commercialize a Labs-developed technology. For an up-front fee plus a small percentage of future sales, the Labs typically licenses certain rights to market a technology. Various other licensing arrangements are available as well, depending on the circumstances.

Since 1989, the Labs has issued 87 licenses to small and large companies throughout the US, including 29 new licenses this year.

## An evening to honor innovators

At an evening ceremony Dec. 7 to recognize inventors of this year's royalty-earning technologies, 25 teams of 76 current and former Sandia employees were honored and presented award checks totaling more than \$70,000. The checks ranged in amounts from \$100 to \$8,500. (See "Twenty-five royalty-earning technologies and their inventors" below.)

The evening included dinner for the inventors and their guests and a keynote address by Niels Reimers, a recognized authority in technology licensing and founder of Stanford University's Office of Technology Licensing. A multimedia presentation summarized the technologies. Several Labs VPs attended.

Vic cautions that the prerequisite for earning royalties is that Sandia must make an effort to protect its intellectual property, particularly those technologies that have marketplace potential, by seeking patents and copyrights.

"We can't sell the rights to something that doesn't legally belong to us," he says. "The nation invests a lot of resources into research and development at Sandia. We want to ensure that Sandia, and the taxpayer, get a fair and reasonable return on their R&D investments, and that Sandia technologies do the most possible good for the economy," he says.

Sandians with questions about licensing intellectual property can call Patent and Licensing Center 11500. — John German

## Twenty-five royalty-earning technologies and their inventors

During 1995, 25 Labs-licensed technologies earned royalties for Sandia. Here are the inventions and their Sandia inventors and authors who were recognized at the Dec. 7 awards ceremony.

**MESH Generation software** — Paving technique using massively parallel computing to generate high-quality network of small geometric contours that closely follow the contours of three-dimensional items. Teddy Blacker (former employee), Scott Mitchell (9225), Tony Edwards (9622), Dino Pavlakos (9225), Arlo Ames (9622), Ross Burchard (9661), Randall Lober (9113), Timothy Tautges (9225), Greg Sjaardema (9118), William Bohnhoff (9661), James Hipp (9225), M. B. Stephenson (former employee), Ray Meyers (former employee).

**Borehole seismic receiver** — Motor-driven clamp mechanism for borehole seismic receivers that can help locate previously undetected pockets of oil and recover natural gas. Bruce Engler (6114), Gerard Sleaf (9136).

**Reflectance-based optical fiber chemical sensor** — Chemical detection system composed of a thin-film sensor at the end of an optical fiber used for comparing the change in reflective optical properties of the sensor. Michael A. Butler, Kent Pfeifer, Antonio Ricco (all 1315).

**Tungsten bridge** — Igniter device that exhibits much shorter ignition times and requires less energy than standard metal bridges and foil-igniting devices. Robert Blewer (1305), David Benson (1333), Robert Bickes (1553).

**Semiconductor bridge** — Actuator device

useful for insensitive high explosives and pyrotechnics that can be actuated by very low-energy current pulses yet achieve high and safe no-fire levels. The device makes multiple air bag and restraint systems in automobiles more feasible. Robert Bickes (1553), Alfred Schwarz (ret.).

**XPLOT software** — Low-cost point-and-click XY plotting software with a graphical user interface for SUN workstations. Barry Hess (8715).

**CLERVER software** — Allows multiplexing of unaltered X-windows-based application software so two or more users can simultaneously interact with the commercial applications. Craig Dean (9411), Eric Brock (9416), Han Wei Lin (4612).

**SWORD software** — Program that can be used to characterize and benchmark the reliability and quality of integrated circuits. Eric S. Snyder, William Miller, Donald Pierce, Scot Swanson, Norman Smith (all 1276).

**Device for sorting plastics** — System that automates the classification of plastic waste into seven recyclable plastics categories using near-infrared light to differentiate. Suzanne Stanton (2338), Kathleen Alam (1823), Gregory Hebner (1128), Phil Kahle (2338).

**Apparatus & method for laser velocity interferometry** — Technique for measuring shock-wave phenomena in solids using a simplified, fixed-cavity VISAR. Philip Stanton (9225), Lloyd Bonzon (1554), O.B. Crump (2674), William Sweett (5725).

**Precision wire feeder** — Precision device that feeds small-diameter hard and soft wire in sizes

and speeds not previously possible. Frederick Hooper (1484), Eldon Brandon (1484), Marvin Reichenbach (dec.).

**Frequency Resolved Optical Gating (FROG)** — Method for determining pulse intensities and phases of ultrashort light pulses. Rick Trebino (8351).

**SUNMOS software** — Facilitates the efficient execution of large applications requiring the full resources of each processor in a MAP machine. Stephen Wheat (former employee), Rolf Riesen (9224), Gabi Istrail (9417), Kevin McCurley (9223).

**FLAME software** — Acquires and processes measurements of flame arrival and pressure from a spark ignition engine. Peter Witze (8362).

**SANDOSE software** — Optical module containing several diagnostic tools that can be added to the BRL-CAD solid modeling package to estimate total radiation dose at specific locations in a model. David Turner (9352), Mark Ackermann (2435).

**CHAPARRAL software** — Helps compute radiation factors and solve the radiosity equality in heat transfer analyses involving enclosure radiation. Micheal Glass (9111).

**Charge-Induced Voltage Alteration (CIVA)** — Detection system that uses a low-energy electron beam to find microscopic cracks in integrated circuits. Edward Cole (1275).

**Light-induced voltage alteration to integrated circuit analysis** — Edward Cole, Jerry Soden (both 1275).

(Continued on next page)

## Weapons safety

(Continued from page 1)

mutually beneficial." He called the first exchange "a watershed event."

"With this meeting, we're taking the first major step in implementing the agreement," McConagha says. "We've begun to develop plans for where we want to go in the future."

### A mutually beneficial exchange

Sam Jeffers, Acting Manager of Cooperative Measures Program Office 5331 and a member of the US Coordinating Group, says he is confident the technical exchanges will be mutually beneficial. He emphasizes that the exchanges are not "a giveaway" of US technology. In fact, Sam says, as information is exchanged, "it's very likely that we'll discover things they're doing that we wish we were doing" in the area of nuclear weapons safety.

Georgii Tsyrov, who has been called "Mr. Testing" among Russian weapons experts and has served on disarmament talks in Geneva, emphasizes that he considers the meetings to be an exchange among equals. He says he and his colleagues were gratified to discover that they had developed similar solutions to similar problems as had US weapons experts.

"When we first met with our American counterparts during the Joint Verification Experiment [at the Nevada Test Site], we wondered how our knowledge would compare with that of the Americans. We were concerned about [the comparative] quality of our apparatus. Well, it turned out the level of our experts was very high; some of our equipment and techniques were better than Americans', some not as good.

"I think both parties have very much to gain from this exchange."

This first technical exchange under the agreement — of Technical Working Group B — gave US and Russian experts a chance to discuss, in unclassified terms, their philoso-

phies and techniques for dealing with nuclear warhead safety and security and their methods of assessing the effectiveness of those techniques. The conferees also heard presentations about how the two countries handle transportation issues and saw an unclassified display of warhead security technologies.

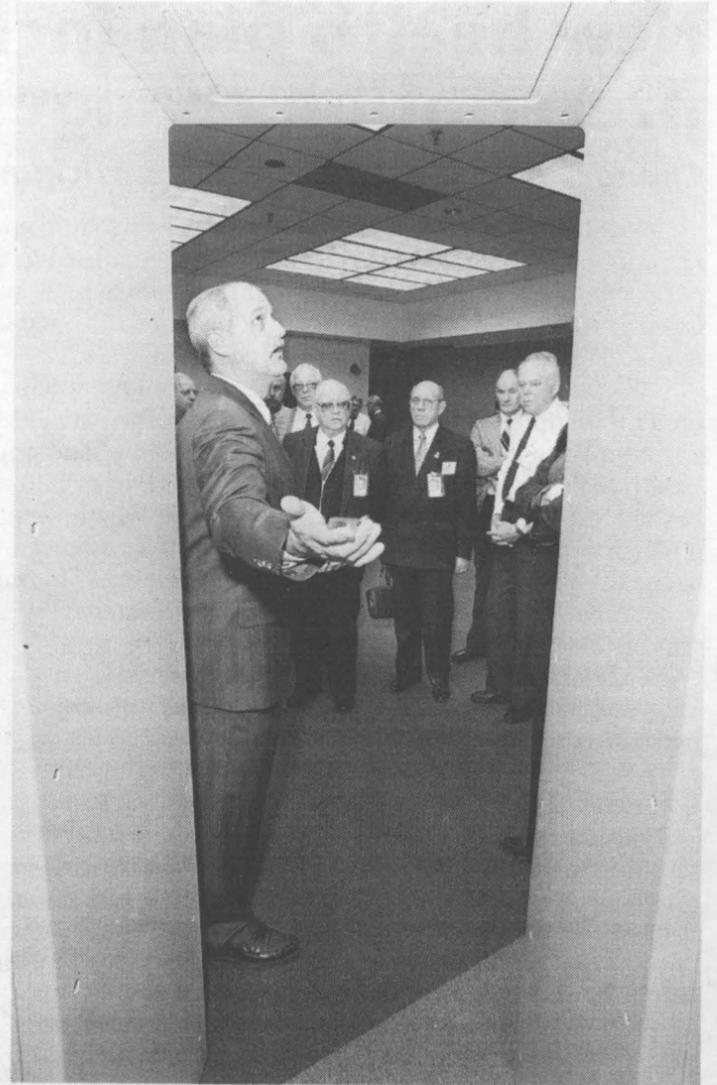
### Three working groups

To carry out the intent of the agreement, three working groups were established. Besides Working Group B, which focuses on general weapons safety and security issues, there are also Working Groups A and C. Neither has yet met.

Working Group A is to focus on issues around nuclear weapons dismantlement. Working Group C is to focus on issues related to the control of proliferation of technical information about nuclear weapons.

The working groups include representatives from US and Russian weapons labs, the Russian Ministry of Atomic Energy, and the Russian Ministry of Defense. Meetings of the three working groups will rotate among various Russian and US facilities.

A number of Sandians played significant roles in planning, coordinating, and conducting the exchange. John Kane, Manager of Weapons Security Programs Office 5806, is the US chair of Technical Working Group B and coordinated the technical aspects of the exchange. Patricia Newman, Cooperative Measures Program Office 5331, is the coordinator of Sandia's overall involvement in the technical exchange program and served as coordinator of the Working Group B meeting at Sandia. Steve Scott, Manager of Access Delay Technology Dept. 5511, was a principal technical contributor



**CONTROLLING ACCESS** — With a visiting delegation of Russian technical experts looking on, Dale Murray, Entry Control/Systems Engineering Dept. 5848, demonstrates the sensitivity of an advanced metal detector system. The Russian delegation was visiting Sandia as part of a technical exchange on nuclear weapons safety issues.

and co-chaired one of the working sessions. Fran Sanchez-Conroy of Systems Engineering and Project Management Dept. 2102, Susie Yoder, and Marcella Madsen (both of 5806) provided key logistics support during the exchange sessions.

## Royalty earners

(Continued from preceding page)

**SOLAR ARRAY software** — Controller software for a Sandia-developed solar array tracking controller for one- and two-axis tracking arrays. Alexander Maish (6219), James Dudley (6219).

**Swing free crane** — An industrial crane control that virtually eliminates payload sway at the end of a motion. James Jones (9672), David Strip (9621), Ben Petterson (ret.), John Feddema (9611), Rush Robinett (2416).

**Sealing glass for titanium and titanium alloys** — Various glass compositions capable of forming stable glass-to-metal seals with titanium for use in components such as seals for battery headers. Richard Brow (1845), Randall Watkins (5411).

**Mammographic screening software tools** — Scans digitized X-ray films for stellate lesions, which are signs of difficult-to-detect breast cancers. Philip Kegelmeyer (8117).

**Percussion Actuated Non-electric (PAN) Disrupter** — An explosive ordnance disposal tool designed to remotely disrupt and render safe explosive devices. Chris Cherry (9333).

**Quartz crystal microbalance** — Capable of making real-time in situ measurements of liquid density and viscosity. Victoria Edwards (former employee), Stephen Martin (1315), Leonard Casaus (1315), Richard Cernosek (1315), Gregory Frye (1315), Charles Gebert (ret.), James Wiczer (1315), Mary-Anne Mitchell (1315), Kurt Wessendorf (1235).

**Material for scavenging of hydrogen in heat tubes** — Timothy Shepodd (8713).

## National Atomic Museum opens R&D 100 Awards exhibit

The National Atomic Museum will display "The 1995 R&D 100 Awards" traveling exhibit, created by DOE's Chicago Operations Office, through Tuesday, Dec. 26.

The R&D 100 Awards, presented annually since 1963 by *R&D Magazine*, recognizes the year's 100 best technological developments with commercial potential. The winning technologies were selected from thousands of entries by an independent panel of 70 experts and editors from *R&D Magazine*.

Sandia's 1995 winner, the Charge-Induced Voltage Alteration (CIVA) system that uses a low-energy electron beam to locate microscopic cracks in integrated circuits, is included in the exhibit.

### National Atomic Museum store holiday sale: Discounts for Sandia employees, retirees

Sandia employees and retirees are invited to do their gift shopping at the National Atomic Museum's store on Wednesday, Dec. 20, 4-6 p.m., at which time they will receive 20 percent off merchandise and 10 percent off all books. Some sale-item prices will be reduced by as much as 50 percent.

## Recent Patents

Jonathan Weiss (1231): Fiber Optic Sensor Employing Successively Destroyed Coupled Points or Reflectors for Detecting Shock Wave Speed and Damage Location.

Thomas Brennan (4221) and Jeffrey Tsao (1311), Robert Bryan and Gregory Olbright (both of Boulder, Colo.): Photodetector with Absorbing Region having Resonant Periodic Absorption between Reflectors.

Alan Sylwester (6203), Frank Delnick, (Albuquerque), James Wang, William Even, and Thomas Zifer (all of California): Structural Micro-Porous Carbon Anode for Rechargeable Lithium-Ion Batteries.

Edward Cole and Jerry Soden (both 1275): Light-Induced Voltage Alteration for Integrated Circuit Analysis.

## Sympathy

To Jerry (4401) and Barbara (10404) Esch on the death of his mother and father and her mother-in-law and father-in-law in Hastings, Neb., Sept. 22 and Dec. 4, respectively.

To Dal Jensen (5951) on the death of his mother, Lucille Jensen, in Albuquerque, Nov. 8.

To Tom Sullivan (2523) on the death of his father, Daniel Sullivan, in Albuquerque, Nov. 23.

To Lou and Nancy (12622) Campanozzi on the death of his mother and her mother-in-law, Carmel Campanozzi, in Huntington Beach, Calif., Dec. 3.

# New health plan includes prescription changes

## Changes do not apply to HMO participants

As of Jan. 1, a number of enhancements will go into effect in the Labs' Prescription Drug Program. Those changes are outlined in the accompanying chart. Also, a number of questions that have been raised since the Open Enrollment materials were distributed are answered in the accompanying "Prescription Drug Program Q & A."

All employees, retirees, survivors, and COBRA participants covered under the Triple Option Plan are eligible to participate in Sandia's Prescription Drug Program. Participants enrolled in a Sandia-sponsored Health Maintenance Organization (Kaiser or Lovelace) do not participate in the Prescription Drug Program. Participants who have primary coverage under another group health care plan other than Medicare are not eligible to use the Mail-Order Program or the network retail pharmacies.

Sandia's Prescription Drug Program, administered by Caremark, consists of:

- a select group of retail network pharmacies;
- a Mail-Order Program whereby maintenance prescription drugs can be purchased through the mail; and
- the processing of claims by Caremark for prescriptions purchased in non-network retail pharmacies.

Participants have the option — with each prescription filled — of selecting the Mail-Order Program, a network, or a non-network retail pharmacy. The Prescription Drug Program is separate from, but coordinates with, the Triple Option and Two Option Plans. Prescriptions from any licensed physician (network or non-network) will be honored in the Prescription Drug Program.

Benefit	Current	Effective Jan. 1, 1996
<b>Mail-Order Program (for maintenance prescriptions greater than a 34-day supply)</b>	\$8 for up to a 90-day supply or 300 pills, whichever is less, for generic Rx \$15 for up to a 90-day supply or 300 pills, whichever is less, for brand-name Rx	\$8 for up to a 90-day supply or 300 units, whichever is less, for generic Rx \$15 for up to a 90-day supply or 300 units, whichever is less, for brand-name Rx Important: Some prescriptions will only be allowed by Mail-Order (see Q&A below)
<b>Retail pharmacy network (for short-term prescriptions up to a 34-day supply)</b>	Receive discounted price and claim is electronically filed with Mutual of Omaha  Reimbursement is 80% after the deductible has been met  Participant must file claim form and no discount is received on purchase if Caremark ID card not used	\$5 for up to a 34-day supply of generic Rx \$15 for up to a 34-day supply of brand-name Rx  No deductible (except as noted below)  If Prudential ID card not used, participant must file claim and will be reimbursed 80% of the discounted price (or usual and customary price, if lower) after \$25 annual individual deductible (see Q&A below)
<b>Non-network pharmacy benefit</b>	Participant files claim with Caremark and receives 80% reimbursement after the deductible has been met. Out-of-pocket maximum (stop-loss provision) applies	Participant files claim with Caremark and receives 80% of nondiscounted price after a \$25 annual, individual deductible has been met (This deductible is separate from the TOP deductibles) Out-of-pocket maximum (stop-loss provision) does not apply
<b>Oral contraceptives and diaphragms</b>	Not covered	Covered

## Prescription Drug Program Q & A

### Where do I file my claims in 1996 for expenses incurred in 1995?

If you were covered by the Medical Care Plan (MCP) in 1995, file those prescription expenses for 1995 (which were not electronically filed by a network pharmacy) with Caremark, utilizing an MCP claim form. To ensure prompt processing, you should file these claims as soon as possible.

### Where and when can I obtain prescription forms for non-network pharmacy claims?

The non-network claim forms will be available by the middle of January from the following sources:

- the Benefits Department;
- Sandia Line (845-6789) or 1-800-417-2634, then 845-6789 (if outside Albuquerque), press "9" for quick dial codes, then press "1284#" for forms; or
- Caremark at 1-800-833-4914.

Remember that these claim forms are for non-network pharmacies only. No claim forms are needed if purchasing in-network with a copayment.

*Note: Mail-Order prescription forms are currently available from the above sources.*

### Are there prescriptions that will be dispensed through Mail-Order only?

Yes. Due to the high cost, potential abuse and/or misuse, or the cosmetic nature of the prescriptions listed below, pharmacies will be reluctant to dispense these for a copayment without the assurance they will receive reimbursement. Therefore, effective Jan. 1, the following prescriptions will be dispensed only through the Mail-Order Program:

- Anabolic steroids
- Minoxidil/Rogaine Topical
- Diet medications
- Smoking deterrents such as gum and patches
- Fertility drugs
- Blood factors
- Growth hormones
- Epoetin and Procrit
- B12 injectables

- Oral calcium supplements for hypoparathyroidism only
- Retin-A

*Important: All of the above prescription drugs require that an appropriate medical diagnosis be on file with Caremark. When submitting an original prescription, have your doctor write the diagnosis on the prescription. If the prescription is received by Caremark without a diagnosis, a Caremark pharmacist will contact your doctor; however, this will result in a delay in the processing of your order. See Medical Care Plan Summary Plan Description for further discussion of circumstances for coverage.*

### How do I purchase ostomy supplies and diabetic supplies, including insulin?

Beginning Jan. 1, expenses for ostomy supplies will be processed through the Triple Option or Two Option Plans' Claim Administrator, Prudential. Reimbursement levels are dependent on the provider chosen. This is consistent with the treatment of other durable medical equipment.

Diabetic supplies, including insulin, can be purchased one of four ways:

- in-network, **with a prescription**, for the appropriate copayment;
- in-network, **without a prescription**, by paying the full price up front and submitting a claim to Caremark for reimbursement (you will be reimbursed down to the appropriate copayment);
- Mail-Order; or
- in a non-network pharmacy. File your claim with Caremark and receive 80 percent reimbursement, after the \$25 annual individual deductible. (Out-of-pocket maximum does not apply.)

### What happens if I purchase a prescription at a network pharmacy and do not use my Prudential ID card?

If you do not show your Prudential ID card at a network retail pharmacy, you will be required to pay the full nondiscounted price, file the claim with Caremark, and be reimbursed 80 percent of the network discounted price (or the usual and customary pharmacy fee, if lower)

after the \$25 annual individual deductible.

### Do I have to purchase maintenance prescriptions from the Mail-Order Program?

No. Maintenance prescriptions can be purchased at network or non-network pharmacies; however, you will probably pay more. Through the Mail-Order Program, you can receive up to a 90-day supply, or 300 units, whichever is less, for a copayment of \$8 for generic prescriptions, and \$15 for brand-name prescriptions. In retail network pharmacies, you will only receive up to a 34-day supply for a copayment of \$5 for generic prescriptions, and \$15 for brand-name prescriptions.

### I will be on travel for two to three months. How can I get my maintenance prescriptions refilled?

If you are using Mail-Order, you can get your prescription refilled while on travel and shipped to almost any destination you provide. If you are not using Mail-Order, you can choose one of three options:

- have the physician write you separate 30-day-supply prescriptions and fill each one as needed while on travel. You can call Caremark at 1-800-833-4914 and have them help you identify a network pharmacy close to your location;
- you can call the network pharmacy and have your prescription transferred to your new location (Note: You will have to call and have the prescription transferred back when you arrive home, if you have any refills left); or
- you have the option of using a non-network pharmacy and purchasing as many days' supply as the physician will prescribe, but remember, you will be subject to a \$25 annual individual deductible and be reimbursed at 80 percent (out-of-pocket maximum does not apply).

For a complete outline of the Prescription Drug Program, refer to your Prescription Drug Program booklet in your Open Enrollment materials and in the upcoming Triple Option and Two Option Plan Member Handbook to be mailed in late December.

# Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads Sandia Classified Ads

## MISCELLANEOUS

SNOW TIRES, Continental SR155/13, on rims, \$35 ea.; Tunturi exercycle, \$175; Hart skis, bindings, \$50. Miller, 281-3655.

SPEAKERS & RECEIVER, Realistic, Gerrard turntable, \$150; full-size sleeper/sofa, navy & white, \$100. Blackburn, 293-5978.

BOUVIER DOG, 11-month-old brindle, male, \$250. Garcia, 873-1527.

SKIS & POLES, \$150, Elan 175s, white/teal w/bindings, Scott black/teal poles; woman's ski boots, Nordica, white, size 6-1/2, \$60. Conaway, 296-6210.

COUCH, queen hide-a-bed, w/loveseat, semi-reclining, soft brown, good condition, \$300. Lachenmeyer, 268-7818.

HANDPAINTED WARDROBE, hall tree, nesting tables for girl's bedroom, gossset bench, dough table w/cabinet, great holiday gifts. Baldwin, 821-5924.

WOOD DINING ROOM TABLE, 4 chairs, \$130; 2 child booster seats, \$10 ea.; bookcase headboard & frame, full, \$20. Colgan, 344-3776.

BICYCLE WIND TRAINER, Supergo, converts a road bike to a stationary bike, like new, \$50. Smith, 243-0714.

EXERCISE BENCH, Marcy Pro 818i, w/weight set, leg curl, like new, \$60; cube refrigerator, \$40. Savage, 837-2692.

DESK, cherry finish, double pedestal w/file drawers, one-side locks, 48" x 22", like new, \$400. Ryan, 298-8692.

MACINTOSH IISI 17/80, w/FPU, 13-in. monitor, keyboard & mouse, System 7.0, Claris bundle, \$800. Hawley, 890-1310.

TV, Sears, 26-in stereo console, bilingual, swivel base, oak cabinet, \$350; Fender bass guitar, \$250. Gunckel, 831-6719.

HOME FITNESS WORKOUT MACHINE, Gravityedge, plus D.P. mini-stair stepper, \$325/both OBO. Hackard, 837-9392, call by 3:30 p.m.

SONY DISKMAN, \$35; juice extractor, \$35; Brother sewing machine, \$50; Proctor-Silex coffee maker, \$7. Schkade, 299-4141.

CLARINET, Bundy, hard case, w/stand & instruction booklet, \$150. Vigil, 880-0026.

TWO PARAKEETS, w/cage, \$17 OBO; ClarisWorks V2.1 PowerMac native software for Mac, \$45 OBO. Poulter, 291-0607.

GIUITAR, Peavey Tracer Lt., Floyd Rose double-lock tremolo, w/Protec case, \$350; w/Marshall amp. & 3-ft. cable, \$375. Zubersky, 821-1774.

SIX BAR STOOLS, 36"H, walnut; entertainment center, whitewash, \$175; desk w/chair, black/white, \$40. Gonzales, 877-4100.

PIANO, Yamaha Clavinova CVP-89, top-of-the line, wonderful for student or pro, \$10,800 new, 4 months old, \$7,500. Williams, 856-5722.

MICROWAVE OVEN, Litton, Model 520, 1.4-cu.-ft. volume, '78, good condition, \$40. Schroll, 299-9142.

AQUARIUMS: 55-gal. combo, \$75; 45-gal., \$55; iron stand, \$65; 6-in. oval Nambu bowl, \$20. Snodgrass, 268-8820.

SWIVEL CHAIRS, barrel-shaped, blue/gray tweed, excellent condition, \$150 for 1/\$250 for 2. Reis, 856-1138.

WINDMILLS: new and used, reasonably priced, 8-ft. Aeromotor, stub tower, \$1,400; heavy-duty, 11'H, water tank tower, \$400. Conklin, 847-2280.

TREADMILL, Sears Pro-Form ESP, 3 yrs. old, like new, paid \$840, asking \$500; VitaMaster Exercycle, \$50. Hunter, 865-5745, after 8 p.m.

NORDICTRACK, Sequoia model, used few times, \$400 new, asking \$300. Gilbertson, 869-3468, ask for Chubby.

"THE VIETNAM WAR EXPERIENCE," Time-Life book collection, 24 hard-back volumes, valued at \$400, asking \$100. Holmes, 897-0916.

DINING ROOM TABLE, formal contemporary oak, 4 chairs, 1 leaf, excellent condition, \$450. Yourick, 822-8148.

EUREKA "ESP" VACUUM, w/attachments, \$25; Dirt Devil hand-vacuum plus attachments, \$20; VCR Plus, \$20. Prins, 867-9440.

SINGER SEWING MACHINE, free-arm, 20-stitch, new, never used, paid \$200, asking \$150. Carroll, 298-2827.

MONGOOSE BIKE, 20-in, teal, excellent condition, \$125; Sony 3-head stereo tape recorder, TC-377, \$200. Anderson, 293-5387.

BEDROOM SET, triple dresser w/mirror, chest, 2 night stands, \$900; Sohmer study model piano, w/bench, \$1,800. Lange, 856-1952.

TWO GUINEA PIGS, female, cute, adorable, affectionate, w/cage, great holiday gift for a child, free. Orand, 833-2060.

MINIATURE SCHNAUZER PUPPIES, AKC, good bloodlines, parents from Florida, male \$200, female \$250. Smith, 384-5182.

ENTERTAINMENT CENTER, custom hand-crafted, Southwest design, lighted glass shelving, w/45-in. Pioneer big-screen TV, \$5,000. Sanchez, 293-7246.

FAX MACHINE, Sharp UX-104, \$135; Gerry baby backpack, \$15. Burford, 865-8486.

SEGA GENESIS, w/2 controllers, 1 game, \$80; up to 3 additional games, \$20 ea. Strascina, 294-0305.

WOMAN'S OVERLAND SHEEPSKIN JACKET, Shearling, petite, worn very little, paid \$700, asking \$450 OBO. Babcock, 299-3121, leave message.

VCR/STEREO/TV, 3-piece cabinet matched set, oak finish, glass doors, on rollers, excellent condition, \$400. Seyfer, 292-0179.

PRINTER, full-letter-quality (not dot matrix), NEC 5515, serial, guaranteed, \$35. Dietzel, 294-4702.

PORT-A-CRIB, w/bedding, great condition, \$30. Fisher Price baby monitor \$25. Montoya, 296-4268, before 9 p.m.

DALMATIANS, AKC-registered championship pedigree, 5 males, 3 females, to good homes, parents on site, \$250. Fitzgerald, 265-7955.

BUSHMASTER AR-15 H-BAR, w/scope case, many magazines, ammo & other extras, \$1,100. Collins, 281-6037, ask for Michael.

WALL UNIT, German oak, w/lighted curio & bar; rolltop desk, oak; king-size bed, best offers. Frytz, 836-6743.

SINGLE DAY BED, like new, oak, w/brass trim, 1 yr. old, not being used, \$300. Clavey, 292-7667.

MINI-PROCESSOR, Zoom 9002, \$200; DOD death-metal pedal, \$50; Ibanez RX40, \$200. Bauer, 296-0799.

"Ski Touring in Northern New Mexico," book by Sandian Sam Beard, for South 14 Project, at Lab News, MO172, \$7/ea. Shunney, 265-1620.

DP AIR STRIDER, \$50; ballet bar, free-standing, adjustable, \$100; queen-size bed frame, free. Hamilton, 271-8643.

PRECIOUS MOMENTS COLLECTION, \$35-\$100. Wenzelburger, 256-9370, ask for Rosamae, after 5 p.m.

AQUARIUM, 10-gal. tank, w/storage stand, all equipment, ideal "starter kit," \$45. Jackson, 293-0262.

ELECTRIC RANGE, Kenmore, brown, \$135; weight bench, \$15; TV stand, on rollers, \$40; 2 end tables, \$45. Burwinkle, 255-3395.

TECHNICS ELECTRONIC PIANO, built-in stand, w/speakers, 72 weighted keys, \$500. Neumann, 858-0944.

BUNK BEDS, white metal, \$250; dining table, w/4 chairs, \$150; both good condition. Hubbard, 275-1549.

TWIN BED, like new, \$300; glass-top coffee table, \$80; end table, \$40; air mattress, \$25; Mikasa china, floral design, w/gold rim. Thorpe, 828-0617.

CHIHUAHUA, beautiful, black long-hair female, 3-yrs. old, spayed, free to loving home w/no children. Watts, 294-8624.

PISTOL SAFE, for 4-in. revolver or 5-in. automatic, Simplex PB lock, 13 lbs. Mooney, 281-2612.

THREE PUPPIES, female, adorable; 3/4 rottweiler, 1/4 shepherd, 8 wks., tails & dewclaws, perfect for the holidays, \$75/ea. Frazier, 345-7189.

MAN'S HIKING BOOTS, size 8-1/2, Vasque Sundowner, worn 3 times, too small for me, \$120. Osburn, 298-0354.

486DX-50 COMPUTER, 8MB RAM, \$700; 486DX2-66, 8MB, \$750; Pentium-60, 16MB, \$950; VGA monitors & 340 MB HD. Burstein, 899-8971, after 6 p.m.

MOVING SALE: new Murray lawnmower, large rear wheels; car ramps, stepladders, 6-ft. aluminum; griddle (new), hot plate, blender. Montoya, 883-9115.

QUEEN-SIZE WATERBED, dresser, night stand, good condition, \$250; loveseat, brand new, dark blue, wood trim w/brass, \$150. Jobe, 877-0269.

NORDICTRACK, Sequoia, like new, originally \$500, asking \$250. Eaglin, 857-9715.

**DEADLINE: Friday noon before week of publication unless changed by holiday. MAIL to Dept. 12622, MS 0413, or FAX to 844-0645. You may also send ads by e-mail to Nancy Campanozzi (nrcampa@sandia.gov). Questions? Call Nancy on 844-7522.**

Due to space constraints, ads will be printed on a first-come, first-served basis.

### Ad Rules

1. Limit 18 words, including last name and home phone (We will edit longer ads).
2. Include organization and full name with the ad submission.
3. No phone-ins.
4. Use 8 1/2-by 11-inch paper.
5. Type or print ad; use accepted abbreviations.
6. One ad per issue.
7. We will not run the same ad more than twice.
8. No "for rent" ads except for employees on temporary assignment.
9. No commercial ads.
10. For active and retired Sandians and DOE employees.
11. Housing listed for sale is available without regard to race, creed, color, or national origin.
12. "Work Wanted" ads limited to student-aged children of employees.

SEGA GENESIS, cartridges & CDs, 2 controls; baby high chair; booster car seat; baby monitor. Garcia, 344-3406.

JVC VCR/PLUS, Samsonite luggage, Cobra CB radio, Jensen bookshelf speakers. Madrid, 271-9752.

EXERCYCLE, DP Airciser, dual-action design, electronic display, \$65. Keltner, 298-7577.

The next Lab News will be published Jan. 5. Deadline for ads is noon, Wednesday, Dec. 20.

SOMA-TYPE MATTRESS, queen-size, \$75; queen-size waterbed pedestal, \$25; Lanier transcriber equipment, \$40. Tipton, 828-2538.

REMBRANDT BRASS LAMP, \$60; table/lamp, \$25; lamp, \$25; maple coffee table, \$25; house plants; all OBO. Dixon, 298-5617.

WOODBURNING STOVE, Orley Baby Jane, backdraft, \$300. Sterk, 856-7784.

DRAPERY RODS, 86"-120", cost \$21 at Wal-Mart, yours at \$10 ea. Lane, 884-4566.

APPALOOSA GELDING, registered, youth games horse, excellent disposition, \$2,000; AKC Pomeranian, 2-yr.-old male. Montano, 861-2101.

L-SHAPED BUNK BEDS, w/drawers & attached desk, oak finish, excellent condition, originally \$700, now \$400. Keener, 294-1919.

HP DESKJET 500 PRINTER, \$100. Lukens, 299-1271.

"LION KING" VIDEOTAPE, \$10; twin sheets, \$12; 2 T-shirts, \$3 ea. Rogulich, 298-5261.

MAGNAVOX COLOR TV, 27-in., n.r., \$50; papasan chair frame, \$25; camper shell, fits Toyota long-bed, \$200. Liberty, 345-3254.

MINOLTA CAMCORDER, VHS-C, \$275; 7-in. grinder/sander, \$45; Wagner paint sprayer kit, \$45; baby playpen, \$15. Abbott, 298-2039.

COMPUTER DESK, \$40. Hendrick, 296-2163.

ELECTRIC TREADMILL, incline adjust, infinite speed control, calorie/pulse monitor, more, paid \$600, asking \$200. Walsh, 869-0250.

## TRANSPORTATION

'82 TOYOTA CELICA GT, 5-spd., AC, PS, sunroof, AM/FM cassette, cruise, new tires, good condition, \$1,400 OBO. Ramos, 299-3810.

'79 MERCURY CAPRI, runs, good student car, \$750 OBO. German, 883-7002.

'92 MITSUBISHI, low mileage, \$9,500. Cavender, 262-2455.

'95 FORD T-BIRD, leather seats, V8, moon roof, loaded, 1 owner, 10K miles, \$15,750. Ferguson, 856-1186.

'92 CHEV. 5-10 BLAZER, 4x4, Tahoe options, 5-spd., 4.3L, AC, PL, PW, ABS, AM/FM cassette, 58K miles, \$15,500. Van Slambrook, 281-8830.

'80 PLYMOUTH CHAMP, 4-spd., reliable, \$850. Meirans, 271-2313.

'89 PONTIAC BONNEVILLE SE, 78K miles, white, fully equipped, excellent condition, original owner, \$6,900. Lawrence, 296-3058.

'89 SUZUKI SIDEKICK, 4WD, excellent engine/body/tires, RV-towed vehicle, standard, hubs, removable hardtop, \$5,000. Carroll, 281-6209.

'87 CHEV. NOVA, same as '87 Toyota Corolla, only 65K miles, AT, AC, runs great, \$2,900. Mauldin, 299-4278.

'90 HONDA PRELUDE Si, 5-spd., 60K miles, black, spoiler, ABS, alarm, CD, AC, excellent condition, \$10,500. Henderson, 237-9845.

'87 TOYOTA LANDCRUISER, 4-spd., 4WD, AC, new brakes, all-weather radials, \$8,500. Lorenz, 281-9321.

'91 FORD EXPLORER XLT, trailer pkg., frame hitch, 100K miles, new tires, excellent condition, \$13,000. Winchell, 294-8099.

'93 HONDA ACCORD EX, all power, AM/FM cassette, sunroof, alloy wheels, original owner, 47K miles, \$15,500. Daniel, 821-2935.

'88 TAURUS, station wagon, "L," white w/red vinyl interior, 3.0 w/AT, needs paint but otherwise good condition. Bailey, 281-4766.

'84 FORD F250 XLT, diesel, 4WD, tow pkg., mounted sets of road & snow tires, well maintained, new paint, original owner, \$4,900. Wright, 856-6923.

'84 TOYOTA SUPRA, 5-spd., PB, PS, PW, power mirrors, sunroof, under book, \$3,500. Hatch, 281-0543.

'90 ACURA LEGEND LS, 4-dr., AT, leather, alarm, warranty, computer, gold pkg., pristine, loaded, \$14,200 OBO. Smith, 298-5868.

'72 VOLVO 1800E, sports coupe, 75K miles, AC, PB, fuel-injected, 4-spd., w/electronic overdrive, excellent shape inside/out, collector's car, \$9,000. Bauer, 299-0640.

'95 VW GOLF III, 4-dr., black, excellent condition, low miles, below book, \$14,000 OBO. Burkinshaw, 833-5183.

'90 GEO TRACKER, 4WD, hardtop, 23K miles, 5-spd., radio, new paint, 27-mpg, \$6,300. Wavrik, 856-7544.

'88 FORD THUNDERBIRD SPORT, 5.0L, V8, AT, loaded, 76K miles, excellent condition, \$4,700. Griffith, 299-6271.

'64 CHRYSLER NEW YORKER, V8, white, 4-dr., AT, AC, PB, CB, good condition, fair interior, 100K miles, \$2,300. Cowman, 281-3478.

'96 NISSAN MAXIMA GLE, loaded, 6-yr. warranty, Gold trim pkg., retail \$31,000, asking \$26,600. Moya, 293-7959.

'88 SUBURBAN, 4x4, 3/4-ton, dual air, rear seat, good condition, \$10,450. Hudson, 281-6978.

'87 CADILLAC CIMMARRON, 83K miles, \$2,800 OBO; 4 aluminum wheels, 4-lug, 15x7, fit late Mustang. Hanson, 299-6421.

'91 HONDA PRELUDE Si, 5-spd., immaculate, excellent condition, loaded, 71K miles, \$12,500. Doughty, 296-4142.

'89 JEEP CHEROKEE, fully loaded, Laredo, 4-dr., 4x4, 4L, 66K miles, excellent condition, \$11,000. Knoll, 299-1181.

'86 FORD MUSTANG, 5.0-liter V8, 5-spd. manual transmission, AC, PS, 87K miles, good condition, \$3,400. Hutchins, 296-6014.

'88 COLT/MIRAGE DL, 4-dr., 5-spd., AC, cloth seats, low miles, 35-mpg, good condition. Klingler, 256-0537.

## RECREATIONAL

MOUNTAIN BIKE, \$40. Sanchez, 898-9598.

TIMESHARES, due to death in family, several highly desirable timeshare weeks, reasonable prices. Ludwig, 856-5111.

SKI UTAH w/Coronado Ski Club, March 10-17, 2 spaces available due to cancellation. Emrick, 298-1083.

TRAVEL TRAILER, 24-ft., sleeps 4, fridge, gas cooktop & oven, microwave oven, \$3,000 OBO. McCord, 838-0555.

TRAVEL TRAILER, 19-ft. KIT Companion, self-contained, w/air, excellent condition, \$2,300 OBO. Wilson, 294-0006.

TIMESHARE, RCI-affiliated, deeded ownership, one red week at \$3,000, one white week at \$2,400. Castillo, 294-5182.

'94 HOLIDAY RAMBLER RV, 30 ft., 19K

miles, excellent condition, extras, \$45,000 firm. Drozdick, 271-0529.

WOMAN'S MOUNTAIN BIKE, 18-spd., gray Peugeot, 24-in. wheels, w/Blackburn bike rack, \$100. Sweeney, 247-4866.

'93 650 POLARIS WAVERUNNER, w/trailer, low hours, don't wait until spring, great stocking stuffer, \$4,500. Kaufmann, 292-9249.

BOY'S MOUNTAIN BIKE, 20 in., chrome, extra seat, handle bars, \$70; girl's 16-in. bike, white, \$20. Jennings, 268-8789.

BICYCLES: 2 Univegas, Gran Turismo, 23-in. Arrowpace, 19-in. custom setups, extras galore; baby seat. Bailey, 281-4383.

'81 ITASCA MOTORHOME, Class A, 26-ft., 32K miles, excellent condition, new upholstery, tire, bunkhouse floor plan, sleeps 8. Ahr, 345-2521.

BOAT, 16-ft. modified V fiberglass, w/50-hp Evinrude, on trailer, needs work, \$850. Barnett, 281-9056.

'81 R65LS BMW MOTORCYCLE, 40K miles, new transmission, new front tire, recent tune-up. Pierson, 299-9693.

## REAL ESTATE

3-BDR. 2-car garage, pitch roof, hardwood floors, 1,900 sq. ft., corner lot, Northeast heights, nice yards, \$129,900. Bentz, 237-9552.

4-BDR. HOME, Northeast Heights, w/2 baths, fireplace, family room, exceptional landscaping, many upgrades, Eisenhower/LaCueva schools. Aubert, 296-4173.

4-BDR. HOME, beautiful Bosque Farms, oversize 2-car garage, great family area, 1/2 AC, horse facilities, \$109,900. Pate, 869-5618.

2-BDR. TOWNHOUSE, near Tramway & Candelaria, 2-story, 2-1/2 baths, corner lot w/yard, 1-car garage, \$93,000. Tucker, 292-8954.

3-BDR. SOLAR HOME, in Corrales, 3,500 sq. ft., formal LR/DR, large gourmet kitchen, 3-1/2 baths, 1 acre, \$318,000. Zimmerman, 897-1704.

3-BDR. HOME, double garage, 2-3/4 baths, 2,165 sq. ft., plus 1,095 sq. ft. basement, corner lot, secluded backyard. Brooks, 299-1884.

3-BDR. HOME, west side, 1,860 sq. ft., many extras, excellent view, ready for Christmas. Jeys, 299-7877.

## WORK WANTED

PET SITTING, baby sitting, odd jobs, yard work, near Coronado Center, 12-yr. old student. Sparks, 884-5644, ask for April.

## WANTED

BACKPACK for carrying baby, preferably Stallion Tough Traveler or Kelty Koala. McBrayer, 265-9051.

RESPONSIBLE BABYSITTER for occasional evenings & weekends, in Heritage East area. Adams, 821-0899.

VITA-MIX SUPER TOTAL NUTRITION CENTER, good condition, all parts working, w/recipe books & accessories. Holmes, 299-4141.

TROMBONE, good condition & used, w/F-attachment, for high-school student. Campbell, 296-8304.

COMPUTER, 386 or 486, VGA monitor, 8M RAM, 120M HD, 3.5 or 5.25 FD, printer, reasonable. Harris, 344-6640.

WEIGHT BENCH/WEIGHTS or weight machine, for adolescent beginner, for the holidays. Field, 890-6523.

MATERNITY CLOTHES, donations of "like-new" maternity clothing, all sizes, at Albuquerque Pregnancy Center. Gallegos, Sandia Womens Association, 845-9491.

## LOST & FOUND

FOUND: Cross ballpoint pen, w/Sandia thunderbird emblem, in Area 4. Caldwell, 845-7576.

## SHARE-A-RIDE

CARPPOOL, interested in starting/joining, from the Bosque Farms area, w/individuals on the compressed work week. Henfling, 869-4119.

## ECP pledges total \$1.45 million

### Sandians again prove their community support

Sandians are pledging larger donations through Sandia's Employee Contribution Plan (ECP) in support of United Way of Central New Mexico and local health and human service agencies. This year's pledges passed the \$1.3 million 1995 ECP campaign goal. As of Dec. 1, Sandians have pledged \$1.45 million.

"I want to thank everyone, especially the campaign center representatives," says 1995 ECP campaign chair Dorothy Rarick (4400). "I

know everybody gave it their best; a lot of the campaign's success is due to the center representatives' efforts."

Last year, 81.3 percent of the Sandia/New Mexico population made pledges through ECP. This year, 76.3 percent of employees pledged. Of 5,594 employees participating in ECP, 2,268 give at the Fair Share (between 0.6% and 1% of base salary) level and 388 give at the Gold Share (1% and above of base salary) level.

"Your dollars, through United Way, are continuing to build our community," says ECP publicity chair Dianne Knippel (12610). "Please continue to play a role to ensure Albuquerque's future."

This year's campaign was an essentially paperless one. Contributors called in their pledges to a special ECP donation line; although people choosing donor option had to fill out paperwork. "We're working on improving the ECP donation line," says ECP treasurer Laura Loudermilk (10502). "We want to make it more visible."



PACKING UP AND GOING HOME — Ernest C. and Ernestine Philanthrope head "home" in the arms of Dianne Knippel (left), 1995 Employee Contribution Plan (ECP) publicity chair, and Linda Doran (both 12610) at the end of a campaign that raised \$1.45 million for United Way of Central New Mexico and local health and human service agencies. Tom Salazar (12672) designed the ECP mascots, who showed up at tech area gates during the recent ECP campaign.

## Coronado Club

Dec. 15 — Cantina opens at 4 p.m.

Dec. 17 — Sunday brunch buffet, 10 a.m.-2 p.m. \$7.95 adult members, \$8.95 guests, \$2.95 for children 4 to 12, free for children 3 and under. Music for buffet by Bob Weiler, 1-4 p.m.

Dec. 18 — Deadline for purchase of New Year's Eve party tickets; \$25 per couple/\$30 per guest couple.

Dec. 21 — Thursday bingo night. Card sales and buffet start at 5 p.m., early birds' bingo at 6:45 p.m.

Dec. 22 — Friday night dinner/dance. \$7.95 all-you-can-eat buffet, 6-9 p.m. Music by Isleta Poorboys, 7-11 p.m.

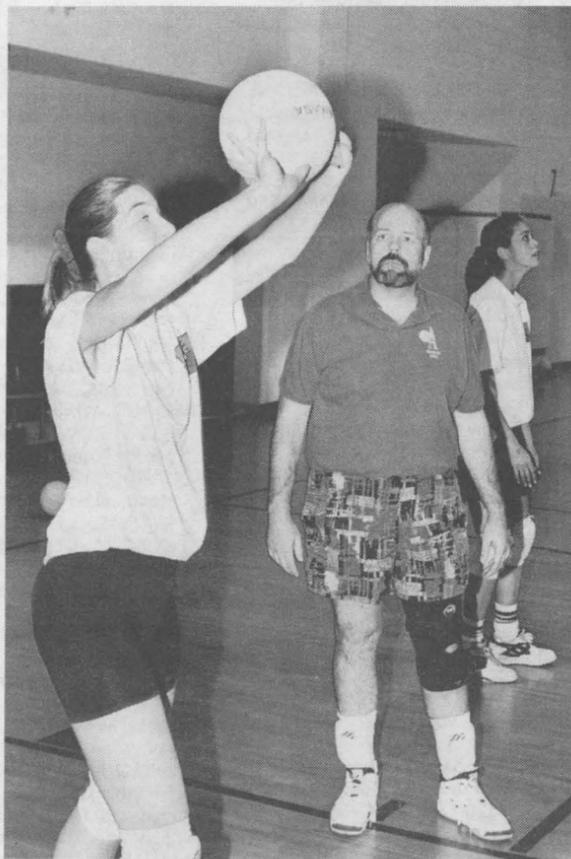
Dec. 23-Jan 2 — Club closed.

Dec. 31 — New Year's Eve party; dinner 7-10 p.m.; music by the variety band Together, 9 p.m.-1 a.m. Tickets must be purchased by Dec. 18.

## ★ Congratulations

To Laurie and Shawn (2411) Kerr, a son, Logan Andrew, Nov. 24.

To Stefanie Terry and Tom Brewer (2314), married in Albuquerque, Nov. 27.



COLLEGE PREP — Russ Walker, a contractor in Calibration and Instrument Services Dept. 1144, gives tips to Albuquerque High athlete Perrin Jones during a recent practice of the Albuquerque Juniors, the city's only Junior Olympic-level volleyball club for 10- to 18-year-olds. Russ is the club's administrative director, and with USA Volleyball "CAP1" (Coaches Accreditation Program), Gold Medal, and IMPACT (Increased Mastery and Practical Application of Coaching Theory) certifications ranks as one of New Mexico's top coaches. As director, Russ primarily has fundraising responsibilities. Funds help pay for travel and equipment expenses and often provide for scholarships to talented players who can't afford membership dues. The club's 18-year-old girls are traveling to Los Angeles in December to compete in a national tournament rife with college coaches. Russ says half a dozen of the girls typically get college athletic scholarships each year as a result of their Albuquerque Juniors experience and exposure. For information, contact Russ at 828-1054.

## Sandia News Briefs

### Bob Waters named to National Research Council subcommittee

Bob Waters of Nuclear Energy Technology Center 6400 has been appointed to the Subcommittee on Mixed Waste of the National Academy of Sciences/National Research Council. The committee reports to the Board of Radioactive Waste Management's Committee on Environmental Management Technology. The five-member subcommittee provides independent review and recommendations on scientific and technical issues related to mixed waste and the environmental management of DOE's weapons complex facilities. Bob is the principal investigator for Sandia's technical support of the DOE Federal Facilities Compliance Act Disposal Workgroup, which supports the process of developing DOE's disposal facility configuration for mixed low-level waste.

### Sandians work to get Tech Corps off the ground in New Mexico

Two Sandians — Dick Allen, Manager of Applied Numerical Mathematics Dept. 9222, and Julie Swisshelm, on temporary assignment as an American Society of Mechanical Engineers fellow assigned to the White House Office of Science and Technology Policy — have helped pave the way for Tech Corps to come to New Mexico. Tech Corps is a national, nonprofit organization designed to improve K-12 education by providing technology assistance through volunteers from the computing and communications professions. Dick and Julie have worked with founder Gary Beach, president and CEO of Computerworld, Inc., in launching the Massachusetts-based program onto the national scene. Through their involvement, New Mexico is one of the first states to establish a local chapter. New Mexico TechNet has volunteered to administer the program in New Mexico and will provide office space and staff support for a yet-to-be-named state director. Sandians interested in becoming involved in Tech Corps should call Dick Allen at 845-7825.

### Retiree earns recognition for contributions to telemetry

Stan Reynolds, who retired in 1994 after 44 years at Sandia, was presented the 1995 Pioneer Award of the International Foundation of Telemetry. The award, presented at the International Telemetry Conference in Las Vegas, cited Stan's "contribution to the telemetry community as a scientist and engineer." Stan was a Sandia representative on the Telemetry Group of the Range Commanders Council for 38 years. He served as chairman of the TG Subcommittee on Magnetic Tape Recorders and Reproducers for many years and was chairman of TG for a two-year term. He also served on the ANSI X3B6 Accredited Standards Committee on Instrumentation Magnetic Tape for more than 10 years. Before his retirement in 1993, Stan was a senior member of the technical staff in Sandia's Track and Cables organization.

Send potential Sandia News Briefs to Lab News, Dept. 12622, MS 0413, fax 844-0645.