

NewsLetter

Week of Jan. 30, 2006

Vol. 7, No. 3

Inside this issue ...



Transition information available for employees
In this issue, readers will find information on the Laboratory's transition to the new management

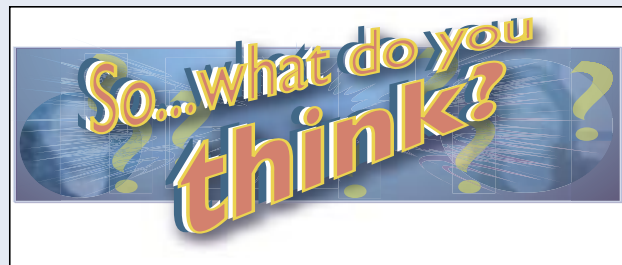
contract, including a memo from Laboratory Director Bob Kuckuck and Mike Anastasio, president of the Los Alamos National Security LLC; a schedule of poster board sessions on the Laboratory's pension/benefit plan; and information from the Transition Web site.Pages 2, 3 and 4



Towns gives King Jr. Day talk
"Leadership is accorded to those we respect. You don't get to be a leader because you think you ought to be, because you demand it, because you think you deserve it, because you've been around the longest, because you dress the part and carry the right brief bag, or even because the project to be led is your idea," Eleanor S. Towns said at a recent talk. Page 5

Site Office endorses Lab's Environmental Management System

The National Nuclear Security Administration's Los Alamos Site Office recently endorsed the Laboratory's Environmental Management System. The Environmental Management System is part of the Lab's compliance with Department of Energy Order 450.1.Page 8



How important is it for you to feel that your work is valued and that your thoughts and opinions are respected by your managers at the Laboratory? Learn what your co-workers had to say on Page 6.



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LANS management team announced

At an all-employee meeting Jan. 19, Mike Anastasio, president of the Los Alamos National Security, LLC, announced the members of the new LANS leadership team.

Anastasio noted that the leadership team was selected from the four parent companies that comprise LANS: Bechtel National Inc., the University of California, BWX Technologies and Washington Group International. "I chose the key personnel to ensure that we can accomplish true integration," said Anastasio. "These individuals are experts in their fields, have a passion for what they do, are committed to the overall success of the Lab as a national security science laboratory and appreciate the importance each of you brings to the Laboratory's success."



Mike Anastasio

The following individuals are members of the LANS leadership team:

- Michael Anastasio, Laboratory Director
- John Mitchell, Deputy Laboratory Director
- Glenn Mara, Principal Associate Director for Weapons Programs
- Jan Van Prooyen, Principal Associate Director for Operations
- Doug Beason, Associate Director for Threat Reduction
- Jerry Ethridge, Associate Director for Infrastructure and Site Services
- Scott Gibbs, Associate Director for Engineering
- Doris Heim, Associate Director for Business Services
- Asa Kelley, Associate Director for Project Management Services
- Bret Knapp, Associate Director for Weapons Engineering
- Mike Mallory, Associate Director for Stockpile Manufacturing
- Charles McMillan, Associate Director for Weapons Physics
- Bob McQuinn, Associate Director for Nuclear and High-Hazard Operations
- Andy Phelps, Associate Director for Environmental Management
- Susan Seestrom, Associate Director for Physics and Computing
- Paul Sowa, Associate Director for Safeguards and Security
- Terry Wallace, Associate Director for Strategic Research
- Dick Watkins, Associate Director for Environment, Safety, Health and Quality
- Roger Hagengruber, Chief Security Officer
- Glenn Kizer, Chief Financial Officer
- Roland Knapp, Contractor Assurance Officer.

For more information, go to the LANS Web site at www.lansllc.com online.

Editor's note: The following message was sent recently to Laboratory employees by National Nuclear Security Administration Administrator Linton Brooks.

Brooks addresses LANS pension/benefit plan

First let me thank all of you for your continued hard work and patience through the contract award process. It was a long time coming, but I believe we have the best team in place and they are moving through transition in preparation for assuming management of the Lab on June 1.

With transition ramping up, I know many of you are looking forward to being able to make an informed decision about your future. The National Nuclear Security Administration in conjunction with the Laboratory and Los Alamos National Security, LLC have planned several opportunities for you to understand and compare the pension/benefit plans.

A three-phase approach is planned for addressing new benefits at the Lab. During the first phase, several poster board meetings will be held to present the proposed new benefits. You, along with retirees and community members will be able to review and compare the plans and submit comments to the NNSA. Comments will be accepted on index cards during the briefings and by e-mail at inputonlansbenefits@doeal.gov.

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Computer Vision Syndrome

Computer Vision Syndrome is the complex of eye and vision-related problems associated with

computer use. Symptoms of CVS can include eyestrain, headache, dry and irritated eyes, blurred vision and tired eyes. Neck and back pain also can occur if posture is improperly adjusted for vision difficulties. As workers spend more time at their computers, more computer vision problems are being noticed. Additionally, our vision changes as we age, and the overall age of the work force is increasing. It is estimated that more than 60 million Americans suffer from CVS.

Factors that contribute to CVS include

- **Dry eyes** — Studies indicate that people blink less when reading and even less when computing, especially computer users who wear contact lenses. Less frequent blinking in the relatively dry climate of New Mexico contributes to dry and irritated eyes.
- **Monitor position** — Monitors that are too far away or poorly angled in relation to the location of the user's eyes can increase the risk of eyestrain and/or cause the user to assume awkward postures.
- **Tiny text** — Characters that are too small can cause eyestrain and can affect the neck and back if the user is assuming an awkward posture in order to read the characters.

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Los Alamos National Laboratory NewsLetter

The Los Alamos Newsletter, the Laboratory bi-weekly publication for employees and retirees, is published by the Public Affairs Office in the Communications and External Relations (CER) Division. The staff is located at 135 B Central Park Square and can be reached by e-mail at newsbulletin@lanl.gov, by fax at 5-5552, by regular Lab mail at Mail Stop C177 or by calling the individual telephone numbers listed below. For change of address, call 7-3565. To adjust the number of copies received, call the mailroom at 7-4166.

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Los Alamos enhances global security by ensuring safety and confidence in the U.S. nuclear stockpile, developing technologies to reduce threats from weapons of mass destruction and improving the environmental and nuclear materials legacy of the Cold War. Los Alamos' capabilities assist the nation in addressing energy, environment, infrastructure and biological security problems.



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Editor's note: The following is from a Jan. 19 all-employee memo from Laboratory Director Bob Kuckuck and Los Alamos National Security, LLC president Michael Anastasio.

Follow up to all-hands meeting



Bob Kuckuck

At [the Jan. 19] all hands meeting, Mike Anastasio provided you with an update on Los Alamos National Security, LLC's transition, focusing on his management team and their integrated approach to preserving and fostering [the Laboratory's] great science and technology in pursuit of our mission through excellence in operations and business. As emphasized in that meeting, everyone at [the Lab] is critically important to the success of this vision and the bright future of the Lab. Both Mike and I will continue to communicate with you throughout this process and as you get to know him, I think you will better understand why I wrote the following words in my first message to you following the National Nuclear Security Administration contract competition decision:

For more than 25 years, I have known and worked closely with Mike Anastasio, president of LANS, who will become the new Laboratory director. Mike is an outstanding scientist, weapons designer, leader and manager — but perhaps most importantly, he is a trusted and compassionate person of high integrity. As a national laboratory, you could not be in better hands.

My high degree of confidence in the University of California's commitment to science, LANS's competency in management, Mike's abilities as a leader, but most importantly, the quality of the people at this laboratory, allows me no doubt as to the great future of Los Alamos.

[Below] is a message from Mike that summarizes the messages he presented [at the meeting].



Mike Anastasio

In my Jan. 11 letter to you, I noted that I would be able to share more fully information about LANS once the protest period concluded. That period ended on [Jan. 17], so I am pleased to provide you now with another update on the transition, our management team and other important topics.

First, I realize everyone is anxious about his or her benefits under the new contract. The request for proposal required that the benefits package offered to current UC/Laboratory employees be substantially equivalent to your current benefits package. Additionally, Source Evaluation Board Chairman Tyler Przybylek made two commitments:

1. NNSA would provide employees and retirees an opportunity to comment on the substantial equivalency of the successful bidder's benefits proposal before it approved the bidder's plan; and

2. Employees would have 60 days to review the benefits package and make a decision regarding employment. NNSA plans to provide comment opportunities in mid-February. More information on that process will be provided to you over the coming weeks. LANS plans to extend offers by mid-March, providing you a 60-day review period.

I know you are also interested in the members of my leadership team and our vision for the Laboratory. The leadership team was selected from the four parent companies that comprise LANS: Bechtel National Inc., the University of California, BWX Technologies and Washington Group International. I chose the key personnel to ensure that we can accomplish true integration. These individuals are experts in their fields, have a passion for what they do, are committed to the overall success of the Lab as a national security science laboratory and appreciate the importance each of you brings to the Laboratory's success. The team was introduced by me [Jan. 19] at the all-hands meeting and is listed on the LANS Web site at www.lansllc.com online.

Integrating all aspects of our organization is key to our management approach. This means every individual at the Laboratory is critical to ensuring success. Integration involves both the scientific side of the Lab and the business and operational components. Integration can be a scientist executing an experiment with the support of engineers, technicians, safety experts and procurement specialists. Likewise it's reflected in the integration of ideas from scientists with vision from the leadership team.

In addition to integration at the Lab, we proposed integration across the NNSA complex. Given that the LANS parent organizations manage six of the eight NNSA sites, this effort is very realistic. We will pursue it through a special committee of the LANS Board of Governors. The Board of Governors is composed of proven leaders from the scientific, academic and business communities. In addition to providing rigorous corporate governance, the Board of Governors will ensure best practices and timely allocation of resources from the parent organizations of LANS.

Altogether, our management team and integration approach, with your support, will ensure that the Lab will foster an environment of scientific excellence. Science is not only critical to support the weapons program, it is also critical in anticipating the future needs of the country. Scientific excellence will, to a large degree, determine the future direction of the Laboratory.

Finally, as citizens of the Northern New Mexico community, you want to understand more about the role LANS will play in supporting our region. Integration between the Laboratory and the community is essential, and we are committed to fostering our relationship with Northern New Mexico. LANS will augment the existing Laboratory community support, and we will focus on community development, education and charitable giving. I intend to update you on those initiatives at a later date.

Speaking for our entire leadership team, we are honored to be a part of the next chapter in the distinguished history of Los Alamos National Laboratory.

The times they are a chang'n



by Tom Bowles,
chief science officer

With the transition from the University of California to Los Alamos National Security, LLC to operate the Laboratory already under way, we are facing a period of significant change. In addition, there are changes in the weapons complex and the threat reduction arena. As a result, our national missions are evolving at the same time that management of the Laboratory is changing.

As is usual, these changes are causing stress. Part of that is reflected in the frustration with the Hiring Council. Since I am a member, I thought I should provide my perspective on the council. As Director Bob Kuckuck stated at the last all-hands meeting, reductions in funding for the nuclear weapons program drive us to limit external hiring. However, this should not constrain staff movement within the Lab. The council is aware of the concerns that we have made it harder for staff to move around the Lab, and we are now working to reduce the involvement of the Hiring Council in transfers within the Lab. We also continue to recognize the need to hire postdocs and students and allow them to transition into permanent positions at the Lab. But the bottom line is that we cannot afford to bring large numbers of additional staff into the Lab and the Hiring Council will continue to look carefully at all proposed external hires.

On the management side, LANS was selected to run the Lab based on the strong management team they have, and the approach they proposed. LANS has a number of talented managers who will be implementing changes that will improve our performance in operations. This in turn will improve our ability to do science. And from my own interactions with Mike Anastasio, who will be directing the Laboratory come June, I know that the health and vitality of science and engineering will be a strong factor in decisions about how to manage the Laboratory. While some aspects of the transition will undoubtedly be stressful and at times confusing, I am optimistic that we have a bright future ahead.

Domenici: Teamwork will ensure bright future for Laboratory

by Ed Kellum

Laboratory employees need to work together as a team to put Los Alamos back in the national mind-set as the premier science laboratory in the world. That's the message New Mexico Sen. Pete Domenici, R-N.M., gave the work force at an all-employee meeting.

Domenici's talk focused on the future of the Laboratory after the recent contract decision by the National Nuclear Security Administration to award a new management and operating contract to Los Alamos National Security, LLC, a consortium led by the University of California and Bechtel National Corp. Los Alamos National Security, LLC begins operating the Laboratory on June 1.

Domenici, who noted that Los Alamos has a bright future, also praised the job Laboratory Director Bob Kuckuck has done leading the Lab. "He [Kuckuck] has told me that he thought with this new change, things were just going to be fine here at Los Alamos. And I am glad to hear that from him," said Domenici.

"I think we are here because after a very arduous competition a group prevailed and from what we can tell, that team ... the Los Alamos National Security LLC is an appropriate winner, and they are going to do an excellent job running the Lab with you, for us and for America's future," said New Mexico's senior senator.

Domenici said he's aware of scientists' concerns with the bureaucratic process. "I am not freeing you of any jobs that you have, because if you have them you have to do them. But I am convinced that many of you are right ... We have to reduce the bureaucracy and free up the scientists to do more of what they want to do under the guidance and map that is set by our federal government," said Domenici. "I am encouraged that this new group will make things a little more scientific and a little less regulatory up here."

Domenici told employees that a team effort will be needed to move the Laboratory back into the national mind-set as the premier science laboratory in the world. "Everyone is going to have to work as a team to make a difference. We do not want anybody to be second-guessing which is the greatest science laboratory in the world ... That is why we are all working so hard, but that will not happen unless you all work together," he said.

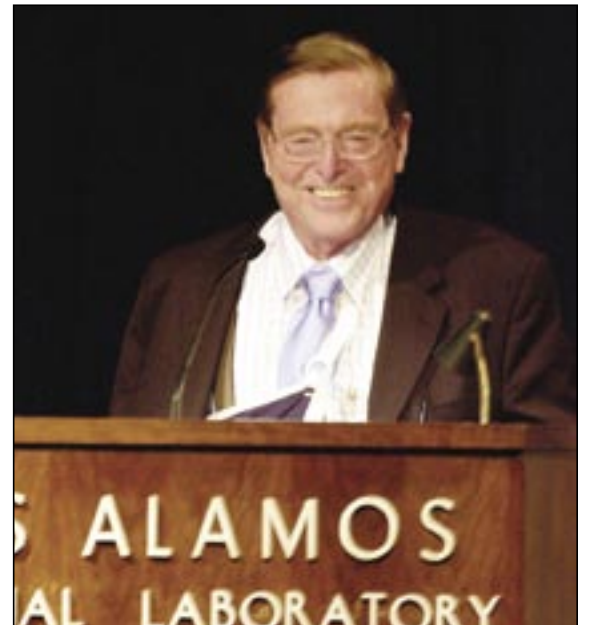
"We hope there are new ideas, new visions and new challenges for scientific growth at the labs ... Clearly it should be your goal to make the operations at the Laboratory on par with the scientific excellence for which it is known," he said.

Domenici then addressed the younger members of the work force. He challenged them to be more active in the Lab's future and take leadership roles. "We cannot allow people like you and institutions like this to become some kind of endangered species. The future success of this lab will depend upon whether we are successful in educating a new generation of scientists," he said.

He also briefly touched on proposals to address the nation's future competitiveness in the math and sciences, increasing funding to physical sciences, a Laboratory Directed Research and Development level of 8 percent for all engineering or scientific institutions and 30,000 meritorious scholarships for young students in the fields of math and science.

Domenici also encouraged Lab staff members to take an active role in the community. "You [Lab employees] are part of an organization that is part of a city. That means you have to be participants ... you ought to support the development of commercial businesses in your town," he said.

Domenici later took part in the groundbreaking of phase one of the Chemistry and Metallurgy Research Replacement project at TA-55. The CMRR complex will replace the 53-year-old CMR building at TA-3.



Sen. Pete Domenici, R-N.M., addresses the Laboratory work force at the Administration Building Auditorium at Technical Area 3.

NNSA to hold employee/retiree benefit plan meetings

The National Nuclear Security Administration will host a series of poster board meetings at which the Lab's new contractor, Los Alamos National Security, LLC will present Laboratory employees with the pension/benefits plan it is proposing. NNSA will take comments on whether the proposed plan meets the "substantially equivalent" requirement of the LANS contract.

The meetings will be held on the following dates at the times and locations listed:

• Feb. 16 — Los Alamos, 9:30–11:30 a.m., Administration Building Auditorium (badge-holder only)

• Feb. 16 — Los Alamos, 6–8 p.m., Los Alamos High School

• Feb. 21 — Santa Fe, 6–8 p.m., TBD

• Feb. 22 — Española, 6–8 p.m., TBD

Representatives from LANS will explain to employees, retirees and the community how their plan compares to the existing UC pension/benefits plan. Attendees can submit comments to the NNSA. Comments will be accepted on index cards during the briefings and by e-mail at: inputonlansbenefits@doeal.gov. NNSA will collect and consolidate the comments received and determine if changes to the LANS pension/benefit plan are necessary. The proposed new pension/benefits plan will be posted on the Laboratory, LANS and NNSA Transition Web

sites on Feb. 14. The comment period will run from Feb. 14–24.

For more information, see a NNSA news release at www.lanl.gov/news/newsbulletin/pdf/NNSA_Benefits_012506.pdf online.

For the latest information on meeting locations, check the Transition Web site at transition.lanl.gov.

See Page 4 for more information on the transition

Los Alamos Transition Project information

Editor's Note: Rich Marquez, leader of the Transition Team, writes a weekly column on the transition project that is posted to the Transition Web site at transition.lanl.gov. Following are his last two letters.

Integration of activities

Jan. 23 — Integration of Transition activities continues to occur between the Laboratory, Los Alamos National Security, LLC and the National Nuclear Security Administration. Most notable this week is that a process has been established to allow LANS to address questions submitted to the Laboratory Transition Web site.

While it is apparent that questions related to the LANS pension and benefits plans continue to dominate FAQ submissions, it is important to remember that questions related to specifics of those plans cannot be answered until the plans are officially rolled out. The rollout of those plans will be consistent with the process established by Source Evaluation Board Chairman Tyler Przybylek, who made two pledges to Laboratory employees:

- NNSA would provide employees and retirees an opportunity to comment on the "substantial equivalency" of the LANS benefits proposals before NNSA approved the plans.
- Employees would have 60 days to review the benefits plans and make a decision regarding employment.

Consistent with those pledges, the current plan is that employees will be given opportunities in mid-February to comment on the proposed benefits and pension plans through a process that will be announced in the coming weeks and that LANS will extend employment offers to employees in mid-March.

Once specifics of the plans are known and released, the LANL Transition Team will work diligently with the LANS transition team to provide answers to questions about the plans on the Transition Website. Meantime, the LANL Transition Team is working with LANS to review other LANS-related questions that have been submitted and to provide answers to those questions in the coming weeks. Although the FAQ process for the LANL Transition Website was never intended to address very specific, personal questions (dozens of such questions

have been submitted), Transition teams from LANL, LANS and NNSA are working together to provide as much information as possible as quickly as possible on topics of interest, based on submitted questions.

It appears, from website statistics, that many employees are looking exclusively to the FAQ section for information. There is much more information available throughout this site, including weekly messages, a recent statement by Ambassador Linton Brooks regarding portability of benefits between NNSA/DOE sites, helpful articles for coping with transition/change, links to the LANS and Los Alamos Site Office (LASO) transition websites, information on UC retirement workshops and presentations and more.

The Transition Team is always looking at ways to improve this website and communication activities. Those with suggestions on how to make this site better, more useful or more helpful may also use the Questions link to submit those ideas to the team.

Team members from LANL, LANS and NNSA are collaborating to integrate activities to ensure a smooth transition that will preserve and foster LANL's tradition of providing great science and technology in pursuit of our national mission while pursuing excellence in operations and business.

Transition phases

Jan. 12 — Ongoing communication and planning is key to completing a complex transition over the next five months. The LANL Transition Team is meeting frequently with the Los Alamos National Security, LLC transition team, led by Tom Gioconda, and the NNSA Los Alamos Site Office transition team, led by Jan Chavez-Wilcynski. All three teams are working to integrate project plans. Teams will continue to track progress and work on initiatives to assure a smooth transition.

LANS' Tom Gioconda has presented the basic approach that LANS is taking toward transition: the first priority is people. The LANS team is on schedule for delivery of pension/benefits packages for approval by the government. Plans are that LASO will have approved the LANS pension/benefits packages so that by March 15, LANS can issue offers of employment and employees will have the information they need to make their personal transition decisions over the 60 days between mid-March and mid-May.

The second phase of the LANS transition is "places," which will start up in March. During this phase LANL will support LANS on facility condition assessments, inventories, and other activities to document existing conditions at the Lab. LANL team members will work with LANS beforehand to plan this phase to minimize impacts to ongoing mission, science, and operational activities.

The final phase of the LANS transition is "processes." During this phase, LANS will review all Laboratory policies and procedures. In this process, LANS can adopt existing policies and procedure or identify policies or procedures that need changes before June 1.

Tom Gioconda has told our team that "LANS is excited to be part of Los Alamos and each member of the LANS team will lean forward to learn more about the Lab and its people in the weeks ahead."

Because communication is key to a successful transition, all three teams are working on a joint communications plan. LANS and LASO have agreed to LANL's proposal that all communication be handled through the LANL Transition Team. A "zipper plan" that clearly identifies counterparts and communication channels among LANS, LASO, and LANL is under development (my counterparts are Tom Gioconda and Jan Chavez-Wilcynski, for example). As we integrate our project plans, we'll be broadening the communication and expanding the zipper plan. Zipper plans will be placed on this web page to identify key contacts on each transition team. If employees use the zipper plans as they are intended, we can maintain orderly and responsive communications.

It is important to reiterate that LANL and LANS have clear roles and responsibilities during the transition. LANS has a contract with NNSA to lead the contract transition and we're committed to supporting LANS to make transition as smooth as possible. LANL is focused on achieving its UC contract programmatic and operations performance objectives. One of our three contract performance objectives (Appendix F) captures NNSA's expectations that we minimize disruption to the workforce and mission operations while minimizing the cost to the government during transition. The other two Appendix F objectives capture our responsibility to deliver on mission and science and key operational initiatives, such as the Operational Efficiency Project.

Brooks ...

continued from Page 1

NNSA will collect and consolidate the comments and determine if the LANS pension/benefit plan is substantially equivalent to the UC plan.

The second phase will commence after the new benefits are approved. During this phase comprehensive briefings will be conducted by both LANS and UC so that you can compare the options that you have in great detail.

The third phase will run concurrently with the second and will consist of one-on-one counseling sessions provided by LANS and the University of California. The one-on-one sessions will provide an opportunity for you to get individualized answers to your specific questions and situation.

Please take the opportunity to inform yourself about the LANS pension/benefit plan so you can compare your options in great detail. I know this is important to you and will help you determine your path forward. I look forward to working with you in the future.

Thank You

Linton Brooks, NNSA administrator

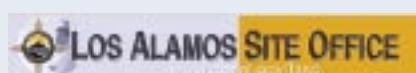
On-line resources for information about the Laboratory's contract transition



transition.lanl.gov



lansllc.com/index.html



www.doeal.gov/LASO

Speaker: Leadership must be earned

Towns gives King Jr. Day talk

by Kaiti Sul Hwa Ferguson

“Leadership is accorded to those we respect. You don’t get to be a leader because you think you ought to be, because you demand it, because you think you deserve it, because you’ve been around the longest, because you dress the part and carry the right brief bag, or even because the project to be led is your idea,” Eleanor S. Towns said at a talk at the Laboratory.

Towns was the featured speaker for the Lab’s annual Martin Luther King Jr. observance.

During her talk, Towns weaved together the life and the work of the civil rights leader with her personal experiences as a regional forester, and what it means to lead. Towns said leadership starts with a vision and must include preparation and readiness to endure. For both Towns and Martin Luther King Jr., she said, their leadership abilities were tested during times of controversy and crisis.

Towns has a reputation as an extraordinary motivator, manager of chaos, mediator, and woman who consistently performs under challenging circumstances. She was granted Meritorious Presidential Rank from President Clinton. Towns is the only black female to be a regional forester in the 100-year history of the U.S. Forest Service, and served as the top U.S. Forest Service official during the Cerro Grande Fire in 2000.

In concluding her talk, Towns revisited and summarized her main points and said, “We want desperately to have leaders who can walk with kings and visit the New Orleans Superdome; leaders who, when there is a crisis, can respond from the heart with unscripted empathy; leaders who are not afraid to cry; leaders who have sense enough to know when they should be afraid; leaders who can say, ‘I don’t know’ and who can occasionally roll without handlers or lawyers.



Eleanor S. Towns

“We want leaders who are present and who lead in the present, instead of scripting every movement to position for the future,” Towns continued. “We want leaders who will do the right thing at the right time while they have the power and the opportunity.”

Her talk, “Dare to Lead,” was sponsored by the African American Diversity Working Group, the Office of Equal Opportunity and Diversity (HR-OEOD) and the Diversity Affirmative Action Board.

Computer Vision Syndrome ...

continued from Page 2

- **Monitor glare** — Light that is reflected off the screen can degrade the image, causing eyestrain or visual discomfort.
- **Contrast and brightness** — Poor contrast between characters and monitor screen background color or between the brightness of the monitor and the brightness of the office space behind the monitor.
- **Monitor refresh rate** — Too slow a refresh rate can cause the screen to appear to flicker, especially in your peripheral vision.
- **Inadequate vision breaks** — Constant work at your computer focusing your eyes at the same distance without appropriately timed vision breaks
- **Vision correction** — Multi-lenses, such as bifocals, can cause computer users to assume awkward postures in order to see the screen clearly. Out of date prescriptions also can contribute to eyestrain.
- **Presbyopia** — Presbyopia is the normal

age-related loss of a person’s ability to focus their near-vision sharply. Research indicates presbyopic workers over age 40 are at increased risk for symptoms associated with CVS.

To reduce the risk of CVS

- Blink frequently. Use moisturizing eyedrops if eyes begin to feel dry or gritty. NOTE: Moisturizing eyedrops do not contain vasoconstrictors and do not ‘get the red out.’
- Adjust the distance of the monitor from your eyes by holding your arm straight out with your palm straight up. Adjust the height of the monitor so that you are looking 10 to 20 degrees below horizontal.
- Enlarge the size of the font or the scale of the document to a size that is comfortable to view.
- Reduce glare on the monitor by reducing overhead lighting where possible; using variable lighting that is indirect or shielded; positioning your monitor at a 90 degree angle to your office window; closing the blinds; and/or using an anti-glare screen.
- Adjust the brightness of the monitor or of the room so that the screen and all objects within your field of view while computing have nearly equal brightness, and

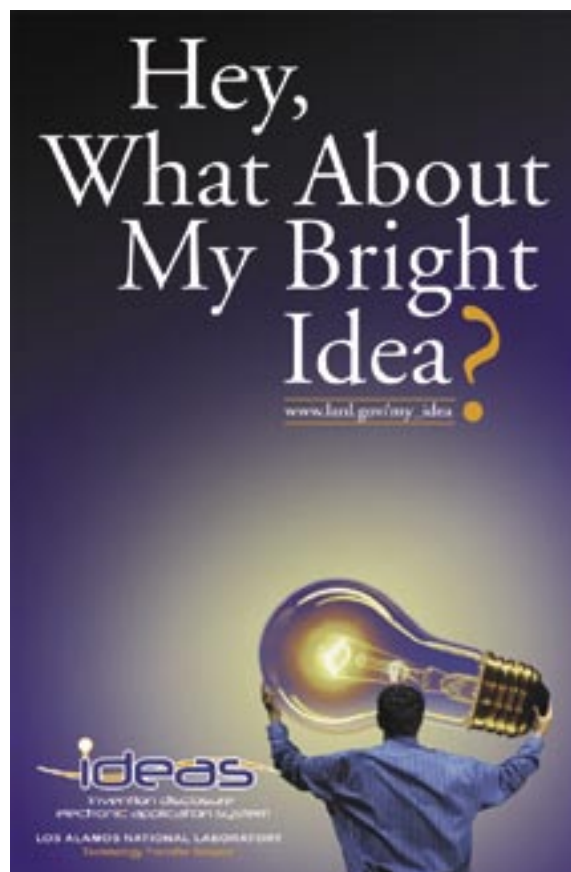
intense or uneven lighting in your field of vision is avoided. Try turning off unnecessary lights or having some light bulbs removed.

- Adjust the screen settings so that the contrast between the screen background and the characters is high, (such as black characters on a white background.)
- Adjust the refresh rate of your monitor to at least 70 Hertz. Ask a computer support person for help if necessary.
- Use the 20/20/20 Rule. Every 20 minutes, take 20 seconds and look 20 feet away.
- Schedule regular eye exams, so prescription lenses can be updated as your vision changes. Consider computer glasses, especially if you wear bifocals.

Computer vision resources

Employees who may be experiencing symptoms of CVS should take action to reduce their risk. If necessary, call Occupational Medicine (HSR-2) at 7-7839.

Don’t wait until symptoms get worse. For information about CVS, the Laboratory’s ergonomics program, scheduling an ergonomic evaluation of workstations and computer glasses, go to www.esh.lanl.gov/~ergonomics/Welcome.html online.



Did you know?

Bifocals

Most bifocal wearers will eventually need computer glasses for computer work. This is because bifocals are designed to read at a distance of about 16 inches, whereas the monitor is usually from 20 to 30 inches away. In addition, bifocals are often angled downward at a greater angle (25 degrees) than the optimal viewing angle of the monitor. Consequently, to see the monitor clearly, many bifocal wearers lean forward in their chairs and tilt their heads back, increasing their risk of neck and back strain.

Glare

To see if glare is a problem, try holding a piece of cardboard over the top edge of the monitor to block the light from reaching the screen (or hold the cardboard along the side edge of the monitor if the light source is a window). See if the contrast and clarity of the images on the screen improves.

So... what do you think?

Q: How important is it for you to feel that your work is valued and that your thoughts and opinions are respected by your managers at the Laboratory?



Art Garcia of the Human Resources (HR) Division

I believe that contributing and having it appreciated is probably the greatest reward in working. Appreciation for a job well done can be more rewarding than even monetary rewards.



Dave Allen of Weapons Response (ESA-WR)

It's extremely important. That is why as a new employee I came to the Lab. And just as important, I like knowing that the work I do is really important, and I want to be able to contribute and that my contribution is valued.



Christa Lopez of the Research Library (STB-RL)

It is extremely important that you feel like you are part of a team and it takes the whole team working together. It also is important to be able to communicate your ideas and have them be accepted since we all have different ideas and opinions.



Alex Brugh of Network Engineering (CCN-5)

"To paraphrase my colleague, Dave [Allen], I believe it is very important."



Clara Cusumano of Thermonuclear Applications (X-2)

It's very important, and I am fortunate enough to have managers that think so also.



Rae Arguello of Institutional Industrial Hygiene and Safety (HSR-5)

It's very important. Management support and acknowledgement provides a good work environment. I hope the transition brings the same acknowledgement of employees that the current management provides.

PEOPLE



Resnick named Bioscience (B) Division leader



Gary Resnick

Gary Resnick is the new Bioscience (B) Division leader.

"I'm extremely pleased to have the opportunity to lead the staff of Bioscience Division as we transition to the Los Alamos National Security contract," he said. "I have managed bioscience labora-

tories for most of my career, but I anticipate that the opportunity to provide leadership to such an accomplished group of multi-disciplinary investigators and support staff will be the pinnacle of my career."

Before coming to the Laboratory in 2001, Resnick was the director for chemical and biological defense at the Defense Threat Reduction Agency. Previously, Resnick worked at the U.S. Army's Soldier Biological and Chemical Command as the director of research and technology and also worked as technical director for the U.S. Army Dugway Proving Ground.

As division leader, Resnick oversees approximately 350 B Division employees and carries out major programs in support of biothreat reduction, cellular and molecular biology, environmental and pathogen microbiology, genomics and proteomics, structural and computation biology, bio-inspired materials, molecular synthesis, and instrumentation and diagnostics.

Preceding his position in B Division, Resnick worked at the Laboratory's Center for Homeland Security as the associate center director for chemical and biological defense.

Resnick holds a doctoral degree in microbiology from the University of Rhode Island, a master's degree in medical science from Long Island University, and an undergraduate degree from Cornell University in ecology and mammalian physiology.

Seidel certified as project management professional



David Seidel

The Project Management Institute certified **David Seidel** as a project management professional. This certification is considered to be the most recognized and respected global credential within the project management profession.

The program he completed involved submitting an application that contains at least 4,500 hours of

verifiable project management experience, three years of project management within the past six years, and 35 credit hours of project management education. If the application is accepted, a four-hour certification test follows, which requires a passing score of at least 137 of 200 multiple-choice questions. In order to maintain membership as a certified project management professional, the individual must commit to 60 hours of continuing education every three years and adhere to PMI's project management code of conduct.

For Seidel, this certificate is not simply another plaque to add to his wall of accomplishments. "It also indicates that you have and can apply knowledge of project management methodology, rather than just relying on hard work and organization skills," he said.

Seidel joined the Laboratory 16 years ago and currently is a technical staff member in Emergency Planning and Preparedness (EPP).

Balice new member of AFE Board of Directors



Randy Balice

Randy Balice of Ecology (ENV-ECO) is a new member of the Board of Directors of the Association of Fire Ecology. The AFE is a national organization of professionals dedicated to promoting the knowledge and practical application of fire ecology in land management.

They develop symposia and short courses and provide information to teach the importance and application of using fire in land management.

Balice was elected to a three-year term beginning this month. The duties of the AFE Board of Directors include attending meetings, implementing the bylaws of the AFE and promoting the wise use of fire. He will "function as a point of contact to foster communication and interaction between the AFE and professional fire managers and lay personnel from Northern New Mexico and the Southwest," according to Balice.

Becoming a member of the Board of Directors of the AFE is a "great opportunity to promote collaboration toward common goals in fire management," said Balice. "I am honored with the opportunity to share information that will help us reduce the fire hazards and manage the wildlands at Los Alamos in a cost effective and proactive manner."

Balice recently was elected as the new chair of Ecological Society of America's Statistical Ecology Section and has been active in teaching, research and professional service in both ecology and statistics.

Balice has worked at the Laboratory since 1996 and has a bachelor's degree in biology and a master's degree in geography from the University of Utah. He received a doctorate in forestry, wildlife and range sciences from the University of Idaho in 1990.



For Laboratory closures, delays or early dismissal information, call UPDATE at 667-6622 or 1-877-723-4101 (toll free).



January employee service anniversaries

35 years

Robert Haight, LANSCE-NS

30 years

Lee Dalton, FM-DF
Robert Day, PADNWP
William Earl, C-ADI
S. Peter Gary, ISR-1
Philip Goldstone, ADWP
Beverly Gonzales, T-14
Steven Jaramillo, P-23
Henry Lucero, AA-3
Lloyd Ortiz, HSR-4
Charles Villareal, NWIS-TA54E
William Watson, ISR-5

25 years

Thomas Beery, DX-TSO
Anselma Bustos-Gonzales, OEEI
Gail Flower, IM-1
Marjorie Gavett, PS-1
Johnny Herrera, ORG-DEV
Tommy Herrera, DX-2
Keith Hosack, P-22
Steven Long, SUP-5
Anthony Lucero, HSR-2
Leonard Martinez, CCN-1
Cleo Naranjo, B-2
Cecilia Olivas, DIR
Joseph Ortega, PCO
Joseph Ortiz, ESA-WDS
Michael Padilla, SUP-3
Phillip Palmer, C-SIC
Bruce Reinert, EES-7
Steven Smith, D-4
Donna Vigil, CFO-1
Kyle Wheeler, IM-1

20 years

Lydia Apodaca, NMT-16
Gregory Bird, NMT-1

Steven Buelow, C-PCS
Rhonda Carter, P-24
Timothy Cash, MSM-5
Rebecca Cortesy, HR-SC
Sumner Dean, CCS-2
Edward Dooley, N-3
Allen Epperson, HSR-2
Robert Estep, N-2
Steven Eversole, DX-6
Cyndee Fresquez, SUP-3
Karen Grace, ISR-4
Douglas Kothe, PADNWP
Danny Martinez, NMT-2
Jeanette Martinez, MSM-DO
Carla Martinez, HSR-12
Jeff Martinez, SUP-2
Suzanne Padilla, IM-9
Matty Perez, CCN-5
Charles Radosevich Jr., NMT-5
Michael Randow, C-CSE
Kersti Rock, CCN-5
Juanita Romero, ESA-WDS
Ronald Salazar, NWIS-TA54W
Tina Sandoval, ENV-WQH
Cindy Sandoval, CCN-3
Scott Schilling, ESA-WDS
James Scovel, CCS-3
Brian Smith, ESA-WSE
Richard Staroski, NWIS-WMISO
Kathleen Straw, C-CSE
Michael Trujillo, NMT-7
Robert White, LANSCE-OPS

15 years

Stanley Bodenstein, NMT-11
Jeff Carmichael, ENV-SWRC
James Danneskiold, N-DO
Paul Dowden, MST-STC
Candace Frostenson, CCN-4
David Hayden, LANSCE-IC
Jeffrey Hoffman, HSR-4

Steven Love, ISR-2
Sean Reilly, C-SIC
Scott Robinson, ISR-4
Brad Thurgood, CCN-2
Laurie Waters, D-5

10 years

Toru Aida, X-7
Richard Elliott, ESA-WOI
Thomas Ilg, ESA-WDS
Loan Le, C-PCS
Jessica Martinez-Aragon, CFO-1
Jennifer Rudnick, B-DO
Joseph Sanchez, ENG-DECS
Cecilia Sanchez, CCN-12
Loren Sivils, PADNWP
Linda Zwick, ESA-WDS

5 years

Genevieve Bartlett, CCS-1
Shannon Duran-Dinwiddie, ENV-WQH
Eitan Frachtenberg, CCS-3
Greg Goddard, B-2
Jeffery Golden, ISR-5
Li-Wei Hung, P-21
Debra Johnson, NMT-5
Ann Kaul, X-1
Garrett Kenyon, P-21
Randall Lewis, C-CSE
Pilar Marroquin, LANSCE-IC
William Mills, FM-DX-ESA
James Nunez, CCN-9
Cathy Pacheco, NMT-15
Thomas Proffen, LANSCE-LC
Jiang Qian, LANSCE-LC
Michael Rivera, MST-10
Joseph Sullivan, C-INC
Ryan Toya, CFO-3
Scott Valentine, NMT-16
Joe Watts, NMT-11

In Memoriam

Betty Linke

Laboratory retiree Betty Linke, 72, died Nov. 13, 2005. She was born in Darrington, Wash.

In 1957, Linke began working at the Laboratory in the Theoretical (T) Division as a group secretary. In addition to T Division, she worked in the former Personnel (PER) Department and Medium Energy Physics (MP) Division until her retirement in 1990.

She is survived by her husband, Marvin; sons Paul and Michael; daughters Kathleen Davis and Janet McFarling; and numerous grandchildren.

Jerry Wackerle

Laboratory retiree Jerry Wackerle died Nov. 14, 2005. He was 75.

Wackerle came to the Laboratory in 1956 as a staff member in the former GMX Division. In 1982, he began working in the former Dynamic Testing (M) Division where he remained until his retirement in 1993.

Wackerle received his bachelor's, master's and doctorate degrees in physics from the University of Kansas.

He is survived by his daughters Lise Smith of Nevada and Merry Wood of Florida; sister Jayne Wackerle of Washington; and numerous other relatives.

Juliamarie Andreen Grilly

Laboratory retiree Juliamarie Andreen Grilly died Nov. 29, 2005. She was 80.

In 1946, Grilly earned a bachelor's degree in bacteriology (now microbiology) from the University of Minnesota. In 1947, she began working at the Laboratory as a senior technician in the Biomedical Research Laboratory doing histology, cytology and autoradiography. Her specialty became photomicrography and she won several awards from the photographers association. She retired in 1980 as a staff member in the former Life Sciences (LS) Division.

Grilly is survived by her husband, Edward; stepson David Grilly of Seven Hills, Ohio; stepdaughter Janice Carey of Lompoc, Calif.; and numerous other relatives.

Charlie "Cobb" Stallings

Laboratory retiree Charlie "Cobb" Stallings died Dec. 2. He was 66.

Stallings retired from the Laboratory last spring after 32 years of service but most recently was an affiliate in Weapons Code Development (X-3). He came to the Laboratory as a staff member in April 1973, but had worked at Los Alamos as a student dating back to 1961.

Stallings was a veteran of the Marine Corps. He earned a bachelor's degree in physics from University of New Mexico and graduated from Los Alamos High School.

He is survived by his wife, Cathy, an affiliate in Network Engineering (CCN-5); daughters Cori Grider and Michelle Stallings, of Los Alamos; Gail Taunt of Atlanta; son Lance of Bozeman, Mont.; one granddaughter; a sister, Lena Mae Reid of Albuquerque; and a cousin, James, of Los Alamos.

Thomas Granich

Laboratory employee Thomas Granich, 32, died Dec. 4.

Granich first came to the Laboratory as an undergraduate student in 1992 where he worked in the former Materials Management (MAT) Division. He returned to the Laboratory in July 2005 and was working as a waste management specialist in Waste Management — Infrastructure, Solid Operations (NWIS-WMISO).

He is survived by his wife, Penny, an employee in Physical Chemistry and Applied Spectroscopy (C-PCS); children Randy McCarthy and Rheanna; parents, Thomas J. Granich of Security and Safeguards Deployed Services (S-9) and Patricia Granich of Project Management Deployed Services (PM-DS); brother Jarett Granich of Project Controls (PM-4) and wife, Amy of the Human Resource Service Center (HR-SC); sister Sabrina Miller of Security Integration (S-2); and numerous other relatives and friends.



DOE technology supports NASA mission to Pluto

Los Alamos scientists are part of a team of researchers who developed the power sources for the New Horizons spacecraft, which launched Jan. 19, on a mission to Pluto and its moon Charon. The deep space battery technology was developed by the Department of Energy's Los Alamos, Idaho and Oak Ridge national laboratories. This technology will play a key role in the first NASA mission to the last planet in our solar system.

Each laboratory played an integral role in the development, assembly and testing of a radioisotope thermoelectric generator or "RTG" — a power system or "space battery" that provides an uninterrupted and reliable source of heat and electricity in remote and harsh environments such as deep space. The RTG will provide power and heat to the New Horizons spacecraft and on-board scientific equipment through the radioactive decay of nuclear material. The heat generated by this nuclear material is converted into electricity by solid-state thermoelectrics. RTGs, which have been used by NASA for nearly 40 years, enable spacecraft to operate at significant distances from the Sun or in other areas where remote solar power systems would not be feasible.

Los Alamos purified, pelletized into a ceramic form and encapsulated the plutonium; Oak Ridge National Laboratory developed and fabricated the material used to encapsulate the plutonium; and Idaho National Laboratory assembled and tested the RTG and safely delivered the flight-ready RTG to the Kennedy Space Center.

Drilling activity under way at Lab material disposal area

At right, Larry Lopez of Los Alamos Technical Associates screens core samples for volatile organic compounds using a photoionization detector at Technical Area 50 MDA C. The Environmental Stewardship (ENV) Division is investigating material disposal area "C" for remediation. Investigations include drilling boreholes around the site boundaries and measuring for radioactivity and volatile organic compounds. MDA C was established in May 1948 and served as the main Laboratory disposal facility for approximately 20 years. The site covers about 12 acres. The inventory at TA-50 MDA C is distributed among 108 shafts and seven pits formerly used for burial of waste.



At left, Jon Marin, left, of Los Alamos Technical Associates discusses the data collected from a borehole being drilled earlier this month at TA-50, MDA C with Barb Stine, principal deputy associate director in the technical services directorate, during a management walkaround. Photos by Kathy DeLucas

Site Office endorses Lab's Environmental Management System



The National Nuclear Security Administration's Los Alamos Site Office recently endorsed the Laboratory's Environmental Management System.

The Environmental Management System is part of the Lab's compliance with Department of Energy Order 450.1. The order requires DOE sites to establish an EMS "to implement sound stewardship practices that are protective of the air, water, land and other natural and cultural resources impacted by DOE operations, and by which DOE cost-effectively meets or exceeds compliance with applicable environmental, public health and resource-protection laws, regulations and DOE requirements.

Los Alamos Site Office Manager Ed Wilmot based his assessment on an independent audit last fall of the Lab's EMS program. "Because there are no major nonconformities, the organization should proceed with plans to self-declare conformance of this Environmental Management System (EMS) with DOE Order 450.1-1," Wilmot wrote to NNSA headquarters in a Dec. 12, 2005 memo. "[Los Alamos] has established a robust EMS that has the potential to fundamentally reduce environmental risk to mission operations," Wilmot added.

Wilmot also noted that the findings of the pre-assessment audit were supported by the draft Office of Oversight ES&H systems report, which stated that the "Los Alamos Site Office and [the Laboratory] has devoted appropriate levels of attention and resources to implementing the EMS and these programs are generally comprehensive and effective."

As part of compliance with the DOE order, Laboratory organizations were required to develop division environmental action plans. Those plans can be found on the EMS Web page at ems.lanl.gov/ online.