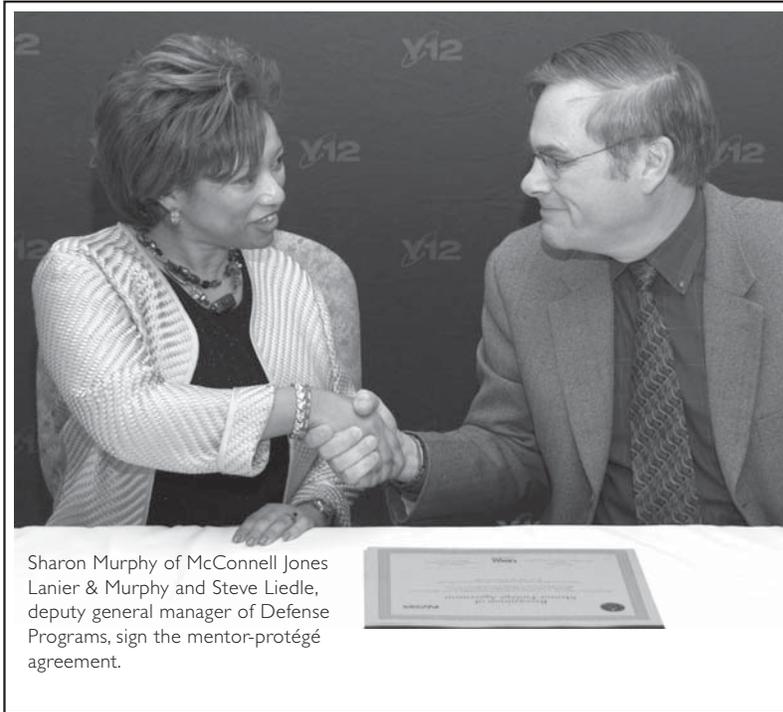


Y-12 welcomes eight new protégés

February 20 was a significant day for BWXT Y-12 as it signed its 20th mentor-protégé agreement, the most for any site in the National Nuclear Security Administration's Nuclear Weapons Complex, at the annual Mentor-Protégé Forum.

"We have chosen you as the 'cream of the crop.' When you grow, we grow. We gain a lot out of our mentor-protégé relationships. It's a win-win for those involved," Edwena Crowe, division manager of Information and Materials told the eight new protégés.

Companies signing agreements were BR2C, Huntsville, Ala.; Cavanagh Services Group Inc., Salt Lake City, Utah; DCS Electronics Inc., Maryville; Elvado Environmental, Knoxville; McConnell Jones Lanier & Murphy, Houston, Texas; Microwave Synergy, Chattanooga; RAM/VITEC Inc., Knoxville; and Southern University, a Historically Black College and University in Baton Rouge, La.



Sharon Murphy of McConnell Jones Lanier & Murphy and Steve Liedle, deputy general manager of Defense Programs, sign the mentor-protégé agreement.

"We have won a number of awards for our participation in the [U.S. Department of Energy] Mentor-Protégé Program. The awards aren't that important—it's what the award signifies that is important," Steve Liedle, deputy general manager of Defense Programs, said.

Current Y-12 protégés encouraged the new protégés in their endeavors. "The Mentor-Protégé Program can be used to expand your business. Be actively involved in the program and combine competing and mentoring activities. Pursue teaming opportunities among protégés to help each other," said Susana

"We've got a great group of protégés, and our Y-12 mentors who work with those protégés are sharing their expertise and knowledge."

—Gloria Mencer, Socioeconomic Programs manager

Navarro-Valenti, president of Navarro Research and Engineering.

The Mentor-Protégé Program is designed to encourage DOE prime contractors to assist small disadvantaged firms certified by the Small Business Administration under Section 8(a) of the Small Business Act, other small disadvantaged businesses, women-owned small businesses, HBCUs, and other minority institutions of higher learning and small business concerns owned and controlled by service-disabled veterans.

Teresa Knight of Readiness in Technical Base and Facilities, a mentor to Hazelwood Enterprises, said, "The program has been rewarding because it has afforded an opportunity to assist a small business in efforts to grow and diversify."

After the signing, the new protégés attended a program orientation and toured Y-12.

Payroll to make money-saving changes

Effective April 1, Payroll and Tax Administration will no longer print and mail pay stubs to employees. Monthly and weekly employees will be required to have direct deposit. These changes do not apply to employees covered by the Atomic Trades and Labor Council, the United Steelworkers or the Construction Trade Union contracts.

Electronic pay stubs have been available for several months through YSource. This option is safer and more secure and does a better job of protecting employees' privacy than paper pay stubs. Employees who want a hardcopy can simply select the print option within eStub.

Employees affected by the change to mandatory electronic transfer will be contacted. For more information, contact John Hagen (54h; 576-2153).



Wamp visits Y-12

The federal government is broadening its mission base in Oak Ridge, according to U.S. Rep. Zach Wamp, R-3rd District, who visited Y-12 March 2.

“The face of Y-12 is changing rapidly, and this is an exciting time in East Tennessee.

“We are strong and getting stronger,” Wamp said, standing outside the New Hope Center on the outskirts of the Y-12 National Security Complex in Oak Ridge.

Private sector investments, like the New Hope Center and the Jack Case Center, are “innovative, creative and futuristic,” Wamp said.

Investments in science and technology that come from the private sector are important to the future of Y-12 and the Oak Ridge National Laboratory, and such investments “do a lot for our national and international reputations,” helping to broaden the missions of Y-12 and the lab, the congressman said.

Wamp toured the New Hope Center and Jack Case Center at Y-12. Employees currently working in more than 20 separate buildings at the Y-12 site may move in to the new facilities this summer.

—Condensed from *The Oak Ridger*, March 4



U.S. Rep. Zach Wamp (right) recognizes the importance of Y-12's changing landscape as construction on the New Hope and Jack Case centers nears completion. Y-12 President and General Manager George Dials (left) and about 1,500 other Y-12 employees will move into one of the new buildings.



Mentor Donna Bennett (right) congratulates mentee Mary Johnson. Johnson is one of the 36 mentees who recently graduated from the 2006 Mentoring Program.

Y-12's graduating class

The 2006 Mentoring Program graduation held recently recognized the 36 mentees and their mentors who participated in the program's sixth year.

The program has been an important part of the mentees' indoctrination to Y-12. “The program has been very valuable,” said mentee Michelle Poore, who provides web programming and database support to Information Tech-

nology. “Learning the history of Y-12, talking to managers about their career experiences and meeting co-workers who are also new hires have helped me grow.

“I especially like having a mentor within my own organization who could directly help me with work-related questions and share his knowledge,” said Poore, whose mentor is Kim Cobb.

Conversely, Weldon Hammond of Information and Materials learned a different perspective from his mentor, Bruce Cox of Quality Assurance. “Connecting with someone in a different organization—learning the breadth and depth of what they do—has been very helpful,” said Hammond. Hammond handles contracts for off-site leases as well as helps to develop small-business initiatives.

Joan Cronan, the University of Tennessee's women's athletics director, spoke at the ceremony, emphasizing the importance of the three C's: competition, confidence and communication. Those achieving the five-year mentoring milestone this year were Sam Lariviere, Environmental, Safety and Health; Alan Moore, Manufacturing; Glenn Pfennigwerth, Engineering; Burt Tackaberry, Information and Materials; Paul Wasilko, ES&H; and Jim Zonar, Productivity and Process Improvement.

The Mentoring Program is targeted for new hires who are recent college graduates. New hires are paired with experienced employees for a formal program of mentoring that includes one-on-one sessions to work through problems and issues, career planning, organization and program overviews, and facility tours.

To become a mentee or mentor, contact Sharon Price (usp; 576-7803), manager of the Mentoring Program.

Y-12 working with local schools

BWXT Y-12, Anderson County High School and Oak Ridge High School are working together on a manufacturing partnership—a program that provides workplace skills and hands-on design and manufacturing experience for students interested in manufacturing and technology.

Preston Cloud, of organizational development at BWXT Y-12, and Keith Wilson, a Y-12 electrician and member of the Atomic Trades and Labor Council, are the program coordinators.

“We have identified a need for skilled labor in this area, and we are developing this partnership to better equip students leaving high school in both technical skills and the so-called ‘soft skills’ like work habits, accountability and leadership,” Cloud said in news release.

The manufacturing partnership provides subject-matter experts from BWXT Y-12 to spend one day per week interacting with students on a professional basis to give them a broader perspective on working in a technical environment.

Y-12 subject-matter experts will go to the schools and give presentations on topics such as job skills and responsibilities and expectations in the workplace.

—Condensed from *The Oak Ridger*, Feb. 22

HEUMF on track

Ted Sherry, the federal boss at the Y-12 nuclear weapons plant, said he believes the problems that disrupted construction of the plant’s new uranium storehouse are a thing of the past.

“There are still things we need to do, but I am totally confident in the team that we’ve put together and the processes we have put in place that we are recovering HEUMF from the issues that we had.”

The Highly Enriched Uranium Materials Facility is about half finished, with a price tag of about \$500 million.

About a year ago, construction of the high-security facility was put on hold after it was found that insufficient rebar—reinforcing steel—had been installed in parts of the new building.

Officials later determined that, even though the rebar did not match the original design specifications, it was sufficient to move forward with the project. There were, however, plenty of changes made—including a slew of new quality-control measures and more oversight managers (federal and contractor).

“The work force out there is fully staffed,” Sherry said. “We’re going full bore.”

Completion is scheduled for 2009, with full operations there a year later. The facility will house the nation’s primary stockpile of bomb-grade uranium.

—Condensed from *The Knoxville News-Sentinel*, Feb. 28

Y-12 Employees’ Society

Say

YES

to yes.

New officers and board members for the Y-12 Employees’ Society have been elected.

The officers are president: Ala Montgomery; vice-president: Gina Davis-Lee; secretary: Amy Alley; and treasurer: Anna Lisa Conover.

Newly elected board members include social: Rashaun Williams; discounts (vendor): Bridget Correll; discounts (tickets): Ryan Hay; travel (local): Lisa Harris; travel (distance): Charlotte Schaefer; sports: Pete McKenzie; membership: Naila Howell; and publicity: Kevin Alexander.

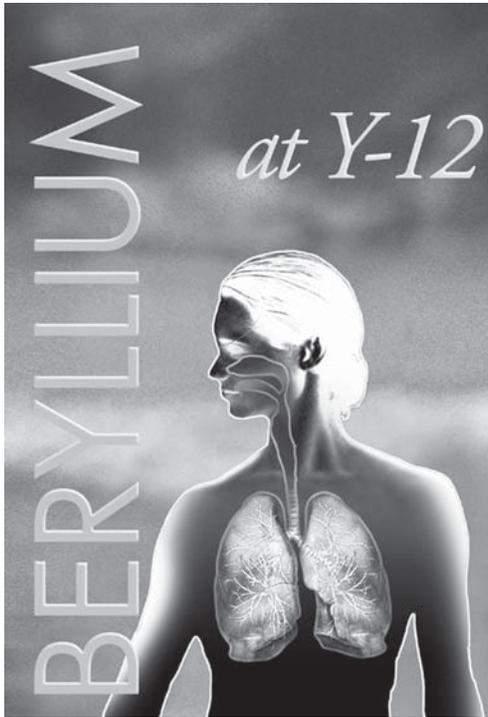
The YES board looks forward to serving Y-12 employees. If you have suggestions or comments, please visit <http://www.y12.doe.gov/community/yes/>.

YES call for softball teams

Interested in signing up for the 2007 YES softball league? Now’s the time.

The entry deadline is April 20 for team rosters and registration fee. All team members must sign a waiver and have eligibility verified before the start of league play. Register online at <http://www.y12.doe.gov/community/yes/sports.php>.





Beryllium test results

During August, September and October 2006, BWXT Y-12 experienced a significant increase in the number of abnormal beryllium test results, so even if you're not personally affected by the high number of abnormal beryllium lymphocyte tests—or BeLPT—you may wonder what it means to employees.

In an effort to determine the cause of the increase in abnormal tests, Environment, Safety and Health took a number of actions, including evaluating possible workplace exposures, tracking work histories of affected personnel, splitting blood samples between independent labs and hiring an expert consultant to evaluate the situation.

Lee Newman, MD, a professor from the University of Colorado and an expert on beryllium disease and the BeLPT, conducted an independent investigation in December 2006 and January 2007 at the request of ES&H's Industrial Hygiene Department.

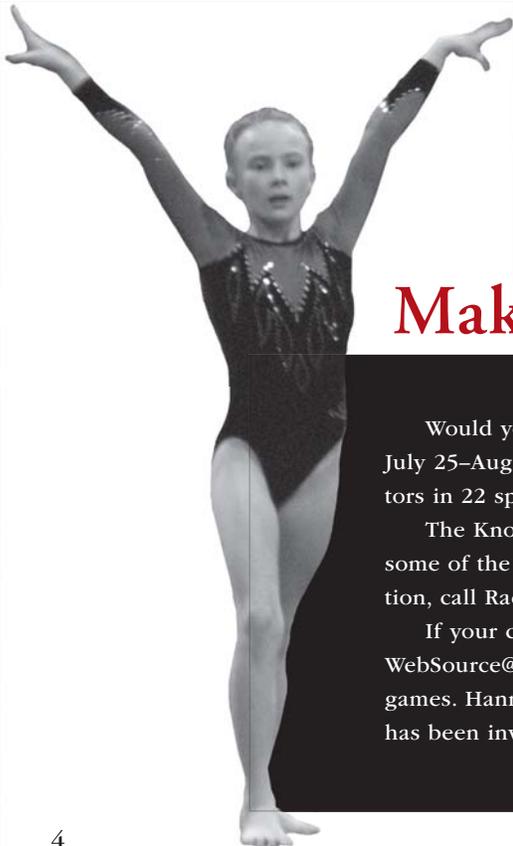
Newman presented the results of his investigation to Y-12 management, beryllium worker groups and staff, and included the following conclusions:

- The increased number of abnormal results was primarily caused by the replacement of laboratory equipment at the Oak Ridge Institute for Science and Education, or ORISE, testing laboratory.
- New equipment calculated results differently, causing a spike in abnormal results.
- Abnormal results occurred at sites other than Y-12 during this same time period.
- The ORISE laboratory has taken steps to prevent reoccurrences.
- Twenty-one of 25 tests were incorrectly reported as abnormal.
- The tests for these 21 employees have been repeated and found to be normal in both the ORISE laboratory and an independent BeLPT laboratory at National Jewish Medical and Research Center in Denver.
- The ORISE laboratory has historically maintained one of the best track records for performance of the BeLPT among the four U.S. laboratories that conducts these tests.

Trends in the BeLPT laboratory results will continue to be monitored closely for consistency.

Detailed assessment of job- and task-related exposures will continue to be performed by Industrial Hygiene when individuals are newly found to have abnormal BeLPT results.

For more information about the BeLPT, contact ES&H's Tom Ford (rtf; 576-7182) or Dr. Otis Cosby (oto; 574-1571).



Make an impact on a young athlete

Would you like to volunteer at the XLI AAU Junior Olympic Games to be held in Knoxville July 25–Aug. 4, 2007? Now is your chance to make an impact on the more than 17,000 competitors in 22 sports who will strive to reach their dreams this summer.

The Knoxville Tourism and Sports Corporation is soliciting volunteers from Y-12 to fill some of the more than 3,500 volunteer slots. If you can volunteer or would like more information, call Rachael Silver of the Knoxville Tourism and Sports Corporation, 342-9108.

If your child or grandchild is competing in this year's Junior Olympics, send an e-mail to WebSource@y12.doe.gov. A participant list will be publicized on YSource in advance of the games. Hannah (shown here), Beth Eckerman's (Public Affairs and Communications) daughter, has been invited to qualify for the gymnastics competition.

Don't forget!

Y12-024, *Smoking Policy*, has been revised. Changes in effect March 31.

Visit YSource for more information.

Perfect attendance recognition program discontinued

Beginning with CY 2007, BWXT Y-12 will not continue the Perfect Attendance Recognition Program, at least as we know it today. (Employees with perfect attendance in 2006 will still be recognized with a certificate and \$25 gift card.)

“We’re looking at better ways to use our funds to recognize achievement and productivity,” said Steve Weaver of Labor and Employee Relations in explaining the senior managers’ decision to discontinue the program.

“We want to take those dollars spent acknowledging employees’ attendance and spend them on recognizing employees’ achievements,” added Debbie Shecterle, Human Resources division manager.

About \$40,000 was spent in 2005 to recognize the more than 900 employees with perfect attendance.

“Discontinuing the current program certainly doesn’t mean that attendance is not important,” said Weaver. “We acknowledge and appreciate the dedication it takes to be at work every day, and this decision is not meant to diminish that accomplishment.”

For more information, contact Steve Weaver (sdx; 576-8426).

Y-12’s first product shipped in ‘briefcase’

A most delicate operation took place near the center of Building 9733-1 during the Manhattan Project days at Y-12. With extreme care, the Y-12 output of almost pure uranium-235 was readied for shipment to Los Alamos.

In *The New World*, by Richard G. Hewlett and Oscar E. Anderson Jr., the following description is provided regarding the transportation of uranium-235 from Y-12 to Los Alamos.

“Transporting the precious material to Los Alamos involved all the melodrama of an undercover operation. Since air travel seemed too risky, the Army shipped the product by rail. The containers of uranium tetrafluoride were placed in special luggage. At 10:30 a.m. on specified days, armed couriers wearing civilian clothes took the shipments to Knoxville in an unmarked Chevrolet sedan with Tennessee license plates. At 12:50 p.m., the couriers left for Chicago in a private compartment aboard the ‘Southland.’ Arriving in Chicago the next morning, the Oak Ridge couriers were met by Chicago couriers who boarded the Santa Fe ‘Chief’ for the long ride West. The next day at 2:10 p.m, a car from Los Alamos met the train at Lamy, a way station in

the New Mexico desert. There was some danger that conductors, porters, and station attendants might come to recognize the couriers

no matter how hard they tried to make themselves inconspicuous, but train transportation was cheap and relatively safe.”

That “special luggage” mentioned in the book was a briefcase-type container with two coffee-cup-sized gold-lined nickel containers. The briefcase was strapped to the arm of an Army lieutenant who was dressed to look like a salesman.

This method of shipment kept folks in Knoxville asking, “What’s going on over there at Y-12?” They never saw anything being shipped out because they did not expect the product to be shipped in something as small as a briefcase.

Do you have a story to tell? Contact Ray Smith with suggestions for future stories of Y-12’s unique history and heritage (srd; 576-7781).



Making her mark on nuclear engineering

Most college students do not expect to be the first graduate in their program of study, let alone the first graduate of a program of its kind in the state, but that's just what Patricia Glenn, a Y-12 co-op, is. Glenn holds the first bachelor of science degree in nuclear engineering from a university in South Carolina. That distinction alone is pretty impressive, but it gets better. She's also the first student to graduate with an undergraduate degree in nuclear engineering from a Historically Black College or University in the nation.

Glenn attended college at South Carolina State University where the NE program is jointly conferred by the University of Wisconsin-Madison. Glenn received a U.S. Department of Energy full academic scholarship and graduated cum laude last August.

While at Y-12, Glenn has worked in Systems Engineering and at MS Technology Inc. In her last rotation, she worked in Criticality Safety and Environment, Safety and Health.

Glenn has always had an interest in nuclear weapons and during college gained an interest in the medical side of nuclear engineering as well.

In Crit Safety, she worked with computer codes such as SCALE and MCNP for parametric studies. In ES&H, Glenn learned about the field of medicine and how Y-12 handles radiological control. Glenn said, "Working in ES&H enriched my

experience because I learned so much about Y-12 outside of the manufacturing scope."

Glenn concluded, "I am an advocate for co-ops and internships. I have learned so much outside of the classroom both academically and professionally and have gained valuable work experience that has helped cultivate me as an engineer and will assist me in future endeavors."

Glenn is one young engineer who will make an impact in the nuclear field. She has high aspirations and credits her vast support network and prayer for helping her to achieve thus far. Included in her future plans, among many things, is graduate school.



Patricia Glenn

What you do counts

"When you're right nobody remembers, and when you're wrong nobody forgets," said recently retired Y-12 staff meteorologist Gary Worley, recalling a saying from his 20 years of service as a weather forecaster in the U.S. Air Force.

For the past 10 years, though, Worley has left weather forecasting to local television and the National Weather Service Office in Morristown. As staff meteorologist at Y-12, Worley said he believes that meteorology "becomes more of an operational need to contribute to readiness and safety and mission success."

At the Y-12 National Security Complex, Worley specialized in meteorological monitoring and atmospheric dispersion modeling that was crucial to safe, secure operations.

"When something goes wrong," said Worley, "the meteorological equipment and the computers and the displays are expected to be working. The dispersion meteorologist is expected to be among the first to arrive in the Emergency Operations Center."

Worley was most satisfied with his work on the issue of wind.

"Y-12 has a complex pattern of winds attributable to the nearby terrain. I wanted to address the technical need for meteorological monitoring in the heart of Y-12, in addition to monitoring at the East and West end towers that have operated since 1984."

The new tower near the Plant Shift Superintendent's Office is the most visible of the contributions that are among the legacy of Worley's years in Emergency Management.

Y-12's new staff meteorologist, Tom Bellinger, has been on site since last June working on transition activities with Worley.



Improving the lines of communication

Two better, more efficient ways to ask questions (or express concerns) and get answers go online April 2. That's when the Employee Concerns Program and Q&A Connection replace No More Surprises as Y-12's primary web-based Q&A communication forums.

Building on the best features of No More Surprises—a user-friendly, convenient channel to get helpful information—the new tools encourage more open communication between employees and management.

Why the change?

Many of the 539 NMS survey respondents believe NMS has become a substitute for two-way communication between employees and their management. Responders noted that the process for answering questions has too many steps that lengthen the response time. The survey results also indicated that NMS

has become more of a blog or chat line rather than a workplace communication tool.

What's the best way to get answers to your questions or concerns?

Your supervisor or manager. A tool or system, no matter how comprehensive and user friendly, can never replace human interaction. We should feel comfortable raising questions and issues with our management without fear of reprisal and have confidence that concerns will be resolved fairly. Knowing, however, that isn't always the case, the Employee Concerns Program or Q&A Connection is available when you're unable to get questions or concerns addressed through your supervisor or manager.

For more information, see the March 12 YSource community story or contact Employee Support Services (574-7744 or 574-7755).

Who needs pictures?

If you come across old Y-12 photographs as you clean out your office, you may wonder what to do.

Do not toss unwanted photos in the trash. Take them to Y-12 Photography where they will be reviewed for classification and then forwarded to Y-12's National Historic Preservation Act Office for possible preservation.

If you have any questions about how to dispose of Y-12 photographs, call Terry Marlar or Linda Cantrell at 574-1287.

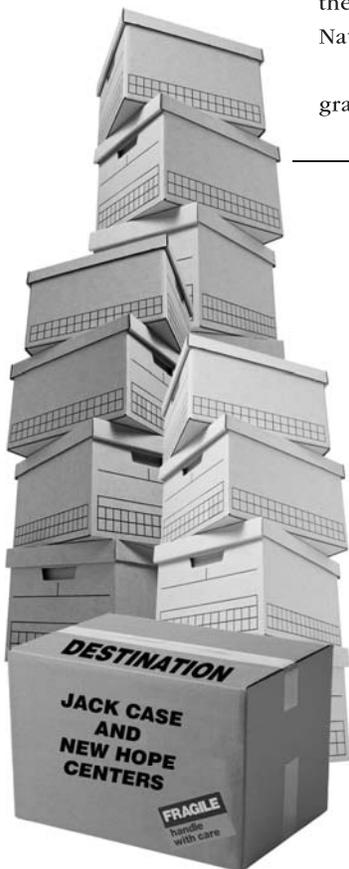


Moving tips

As the Jack Case and New Hope centers near completion, many of us will be cleaning out our files in preparation for the move. As you sort through those files, Classification and Information Security personnel urge you to consider the following tips.

- Dispose of classified and sensitive (Official Use Only and Unclassified Controlled Nuclear Information) documents properly (reference Y19-203 and Y19-206).
- Consult a derivative classifier if you are uncertain of a document's classification.
- Ensure your move coordinator is aware of your needs for classified storage/repositories and secure telephone units.
- Work with your division computer security officer to transfer any Unclassified National Security Related and classified clients or machines.
- Keep classified and unclassified materials separate when discarding information. Use cover sheets and envelopes.
- Contact the Classified Matter Protection and Control program manager if you discover document markings that you don't recognize.

Obviously, the pressure to prepare for the move will only increase in the coming months, so taking a few minutes each day will save some headaches this summer. Take the time to protect classified matter and prevent incidents of security concern.



Did you know?



With moves into the Jack Case and New Hope centers planned for July, we have approximately four months (or about 72 work days) to sort, shred, survey, store, pitch, clean and move out of existing spaces. At a time when it seems as though much is changing at Y-12, some things (like security) will not change. Following are some points to consider as part of the upcoming moves:

- Security will not change. The same rules will apply. Need to know and proper open-office etiquette will remain top priorities. Employees must be sensitive to open discussions both inside and outside Limited Areas, be aware of our co-workers' need for quiet and, of course, protect classified information at all times.
- Document management should be near the top of every employee's to-do list.
- In destroying non-record documentation, employees must verify that documentation does not need to be retained to meet records management retention requirements.
- The Shred-It truck is now providing service monthly. Check the schedule posted on YSource and on the Records Management and Document Control website. Unclassified, official use only and unclassified controlled nuclear information eligible for destruction can be shredded using this process.
- Combined, the buildings have nearly 70 meeting spaces, accommodating from four to 400 people. Jack Case and New Hope each have one 400-seat auditorium.

- Conference rooms will be listed on the YSource reservation system. They will not be "owned" by location.
- Supplies, Storage and Repositories are shared spaces of varying sizes throughout the buildings that will house copiers, fax machines, plotters, shredders, large printers, etc. There are 20 SSRs in Jack Case and nine in New Hope.
- Copiers will be provided through a plant-wide contract. Equipment (specific to each organization's needs) will be furnished by tenant organizations.
- A plant-wide office supply charge number will be used for basic supplies and paper.
- Only conservative business-type calendars and office décor should be displayed. At all times, work spaces should be in appropriate order for customer visits.
- Workstations and offices may be personalized, but nothing should exceed the height of the workstation or extend into the hallway.
- No large plants; small plants on desks are fine.
- Workstations have eight electrical outlets.
- Boxes may not be stored under desks or in workstations.
- Ear buds/earphones, CD players and radios are permitted outside Limited Areas. Inside Limited Areas, prior approval by the technical security manager is required. Ear buds/earphones are required in Non-limited Areas.
- When carrying food and drinks, they should be covered to prevent spills.
- Cell phones will be allowed in the New Hope Center.

Watch YSource, YLights, *The Y-12 Report* and the *BWXTymes* for more construction and move updates.

BWXTymes

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<http://www.y12.doe.gov/news/bwxtymes.php>

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