

VSPP

What's in a name?

When you see information regarding the recent Voluntary Separation Payment Program (VSPP), you would think the premise is simple—the company will pay you to leave. But is it that simple, and what does a VSPP mean for Y-12 now and in the future?

Debbie Shecterle, senior vice president and chief Human Capital officer, sat down and discussed some of the details of the current program and explained how the changes occurring now will affect the way Y-12 hires in the coming years.

What caused Y-12 to offer a Voluntary Separation Payment Program?

Every year, we update the National Nuclear Security Administration's (NNSA)

Workforce Restructuring Plan, which is the procedure used any time work force numbers are reduced.

We have been anticipating restructuring at Y-12, as have many of the other sites in the Nuclear Weapons Complex, so we decided to take action in FY 2008 to prepare for the cost reductions necessary in FY 2009 and FY 2010. We looked at our budgets for the next two fiscal years and determined what work could be funded with our anticipated budgets.

Is that how the 300–400 range was determined for those needing to leave the payroll?

That range is merely an estimate because when you look at budgets, you are

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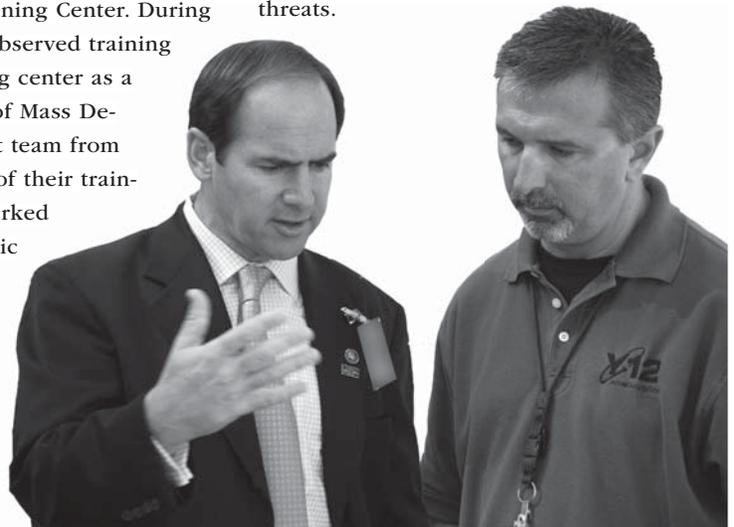
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Spotlight on training facility

Derrick Dameron (right) of National Security Programs and Tennessee Congressman Zach Wamp discuss Y-12's Nuclear and Radiological Field Training Center. During a recent visit, Wamp observed training and toured the training center as a 14-member Weapons of Mass Destruction Civil Support team from Ohio trained. As part of their training, the Ohio team worked through several realistic scenarios including a "dirty bomb" in a building and a radiological device found in a van. Wamp said Y-12 is the perfect training ground for the civil support

teams, calling the training they receive at Y-12 important to helping the National Guard be prepared to respond to potential threats.



A first-ever feat for Y-12's Retired Systems Program



Completing the dismantlement of four weapon systems in FY 2007 was a first-time-ever feat for Y-12's Retired Systems Program. To commemorate this significant accomplishment, the National Nuclear Security Administration Retired Systems Program Manager Wendy Baca was presented with a framed copy of the article describing the program's accomplishments that was published in the winter 2007 issue of *The Y-12 Report*.

Making the presentation was Dan Linehan (left), Y-12 former Retired Systems program manager; Les Reed (near right), Y-12 vice president of production; and Harvey Rice (far right) of the Y-12 Site Office. Not pictured is the current Y-12 Retired Systems program manager, Brian Gullett. Baca received the framed article while visiting Y-12 for program briefings recently.

“I can say at this point that an involuntary reduction in force is not being considered.”

— Debbie Shecterle



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calculating a total reduction in expenses, which does not equate precisely into numbers of people.

Another factor that keeps that range so fluid is that we will not have final budget numbers for FY 2009 and FY 2010 until we are well into those fiscal years. If unexpected funding is located for a program, then the number will fluctuate.

Why are there two VSPPs?

VSPPs are driven by a number of employment laws, but primarily, a second program was necessary to accommodate the hourly employees' contract between the company and the Atomic Trades and Labor Council.

The salaried program allowed for employees to self-nominate with approval on a case-by-case basis. On the hourly side, the selection process is based on seniority—the most senior members of each craft that requires reductions get first choice of enrolling—so the documentation is different. Each of the VSPPs must have NNSA's approval before they can be implemented.

How will this affect the way Y-12 hires future employees?

We are being more strategic about our recruiting. We are looking at our needs now and in the future and deciding what skills are needed.

Projects such as the Uranium Processing Facility are defining a lot of those needs. Right now, 300 more engineers are needed for it. Also, as our Complementary Work projects progress and multiply, we will need to determine their needs and hire accordingly.

These VSPPs are not like programs of the past at Y-12 because we have not experienced this kind of transformation before. What we are doing is shaping our work force to best fit our future.

FIRE DEPARTMENT MEMBERS SAVE ONE OF THEIR OWN

For members of the Y-12 Fire Department, their recent emergency medical service training brought the unexpected when their co-worker and friend, Bobby Winkle, went into cardiac arrest.

“We were in training when Bobby made a gasping sound,” said Assistant Chief Scott Vowell. After determining Winkle wasn’t breathing, Bob Strunk, Danny Lawson and Daniel Lawson worked a “full arrest,” meaning Winkle was in full cardiac arrest.

“It’s difficult to work on someone you know,” Danny said. “You have to keep your emotions in check and take care of the patient no matter what.”

Daniel agreed. “It is scary because this is someone you know, but at the same time, we react just as we are trained to do and provide adequate care. You have to block out who it is and give them the care they require just as anyone else.”

“It was a hard day, especially after knowing Bobby for 17 years,” Danny said. “It was a time of teamwork. We’re like brothers and sisters.”

The three guys were quick to point out the entire shift worked as a team. Daniel said, “The rest of the crew did what they needed to do by obtaining the equipment needed for the situation. Due to our being on the second floor, it took everyone as a team to take him downstairs.”

Winkle said, “These guys did a great job. I wouldn’t be here today if it wasn’t for the folks in the department.”

As Chief Scott Hackler said in an e-mail to the department, “Watching this family react as a team and provide the ultimate and highest level of service (a save) makes pride seem a weak description. Make the most of each day because we never know when the last one will arrive.” It’s a lesson we all need to heed.



The D-shift of the Y-12 Fire Department: front row, left to right: Tony Penery, Larry Alcorn, Andy Short, Gary Bradshaw and Gene Stevens. Back row, left to right: Theresa Hubbs, Brock Rains, Danny Lawson, Brian Reynolds, Keith Bean, Rick Dettmering, Daniel Lawson and Bob Strunk. Not pictured: Gary Brooks, Paul Davis, Fred Tipton and Bobby Winkle.

Helping children one step at a time

Tennessee First Lady Andrea Conte leads a procession of walkers down North Main Street in Clinton to mark the opening of the Clinch Valley Children’s Center, a place where medical, mental health, legal, law enforcement and social services are provided to help physically and sexually abused children in Anderson County. As part of the ceremony, Michelle Reichert, vice president of Environment, Safety and Health, presented a check for \$25,000 to the center. The check was the first half of B&W Y-12’s \$50,000 commitment to the center.



Employees drive GREEN



These Y-12 drivers represent the more than 40 employees who drive hybrid or alternative fuel vehicles. Consider these vehicles; you might end up with more green in your wallet while improving the greenery of our environment.

Oliver's Catering serves about 1,000 meals in the Jack Case Center cafeteria every work day, averaging about 20,000 meals a month. Here's a monthly breakdown by the numbers:

IT'S A MOUTHFUL!

90 gal mayo

500 lb deli meat

1,100 lb bread

2,400 lb chicken

2,520 hamburgers

3,150 lb french fries

5,000 lb produce

5,500 drinks

Hybrids, alternative fuels, biodiesel, E85—all buzz terms in today's marketplace to describe vehicles that are environmentally friendly and are advertised to be easy on your wallet. A recent survey shows that more than 40 Y-12 employees agree.

"I drive a hybrid because I wanted to save money on gas and have a vehicle that would be less harmful to the environment," said Tameka Taylor of Engineering.

Keith Koehler of Production agreed. "The vehicle offers better fuel economy for the size and is a cleaner engine for the environment," he said.

One advantage several drivers share is the quietness of the motor. Koehler said, "When you are traveling through a wilderness area, the only noise you hear is the small whirl from

the electrics and the wildlife—unlike its gasoline counterpart where the engine drowns out the babbling brook and other wildlife sounds."

These drivers also like investing in a technology that will help America's environment and economic stance. Zeni Schleiter of Information Technology said, "When we bought a new car, my husband and I decided hybrids had been established long enough to be reliable. I like the idea of investing in a technology that I would like to see promoted."

As Maria LeTellier of Engineering said, "The more people invest in these cars, the more improvements the car companies will make. One day it will be economically advantageous for all cars to be hybrid or alternative."

Oliver's offers MEALS TO GO

Larry Garner, Oliver's Cafeteria owner/operator, and Diana Gutman, cafeteria manager, are really excited about offering "Meals to Go" to Y-12 employees.

"We were amazed at the number of survey responses we received," Garner said. Starting May 12, a 90-day trial period began. If responses are good during this trial period, the service will continue.

An online ordering system allows orders to be placed for a week at a time or daily, as long as orders are submitted by 11 a.m. on the day the order is to be picked up. The menu will be the same as that offered at lunch. In addition, premade sandwiches and the salad bar can be added to the order when you check out.

Garner researched containers to use for Meals to Go. "We wanted to provide Meals to Go in the greenest form possible," Garner said. "The containers we chose for entrees and vegetables are reusable plastic. You can microwave food in them and store leftovers in the refrigerator." The cost difference between Styrofoam and these reusable containers is minimal and will result in a "nominal fee" for packaging being added at checkout to the meal prices, which remain the same as lunchtime prices.

Pizza is on the menu each day, and you can order it either cooked or prepared and ready to cook at home.

What's for dinner? Check out the week's menu and see what Meals to Go is offering.

Three hams tune in

Do you know a ham? An amateur radio operator, or ham, communicates on radio frequencies that stretch across the country and around the globe. The term “amateur” means the communications cannot be made for commercial purposes. There are about three million hams worldwide.

Three hams at Y-12 are Mike Watkins (Public Affairs and Communications), Paul Chapman (Environment, Safety and Health) and Jeff Parrott (Applied Technologies). All three became interested at an early age, and their enthusiasm has grown over the years. Watkins’ car is equipped with a hand-held set, so he is able to communicate wherever he goes.

Hams are required to pass licensing exams that test knowledge of key concepts at three levels of skill. Chapman said you can get started with an investment of less than \$200.

Ham radio is not just a hobby—it provides a vital service. What if electricity and other services are interrupted in an emergency? Ham radio repeaters are widely located and often solar powered with battery backup to provide communication when no other method is available. Hams in New Orleans helped during the Hurricane Katrina disaster, and local hams set up a control center in Morgan County to provide links when a tornado disrupted communication among emergency services. Local hams also participate in the Sky Warn network of storm trackers to report weather conditions in our area.

Parrott said, “It’s a great hobby for extending friendship, whether it’s in your home county or a friendly overseas country.” By the way, “ham” is a nickname that started as an insult but now is a welcome term for a proud amateur radio operator. Just ask any ham.



Mike Watkins (right) and Paul Chapman sign off on their mobile amateur radio units with 73s—hamspeak for best regards.

SERVICE



ANNIVERSARIES
May 2008

57 years

Production: James E. Thompson Jr.

41 years

Facilities, Infrastructure and Services:

Don P. Campbell Jr.

Safeguards, Security & Emergency Services:

Wendell W. Jones

35 years

Safeguards, Security & Emergency Services:

Robert L. Walker

30 years

Engineering: William R. Brock, Ethel E. Dukes and Gregory S. Smith

Environment, Safety and Health: Ivy M.

Lalonde

Facilities, Infrastructure and Services:

Frank A. Cappiello Jr., William E. Johnson,

Charles D. McFalls, Gary K. Parks and

Michael D. Thompson

Information Technology: Cynthia A. Serbin

Production: William G. Arnwine Jr., Mary C. Brewer, Kenneth P. Brown, Tony H. Dutton, Emma M. Jordan, Michael N. Malcolm, Barbara N. Massengale, George T. McCollom, James A. Vermillion and Stephen H. Young
Public Affairs and Communications: Karen M. Dobbs

Quality Assurance: John T. Keylon

Safeguards, Security & Emergency Services:

Jerry L. Foster

25 years

Defense Programs Management: Anita L.

Glover and Peter E. McKenzie

Facilities, Infrastructure and Services:

Virgil E. Phillips

Legal: Florence J. Wilson

20 years

Document and Property Management:

Nancy D. Williams

Information Technology: Kimberly S. Smithson,

Robert L. Sudderth and Linda P. Weaver

Quality Assurance: Larry P. Burnett

Safeguards, Security & Emergency Services:

Michael E. Murray and Brock A. Rains

In memoriam

Rayford L. Ahl, an engineer in Facilities, Infrastructure and Services, passed away April 16. He had 31 years of company service.

“I remember Ray as being very safety conscious. He would come up with safety slogans to use in crew briefs,” said co-worker and friend Peno Campbell. “He was a shy man, but as you got to know him, he would open up and be one of the best friends a man could have. I could go on with nice things to say about Ray, but the truth is, all good things are true about Ray.”



A swinging good time

Electrician Billy Ray Carter tees off at the Labor/Management Golf Tournament held recently at Centennial Golf Course in Oak Ridge. With 104 players and 26 teams, the event had its biggest turnout ever.

“This tournament is a good way to help bolster relations between the union and management,” said Kimberly Mitchell, the job steward for material clerks. “It’s a good opportunity for us to get together and have some fun outside of the workplace.” Mitchell helped coordinate the tournament, which included door prizes and lunch.

Brenda Hunter, Internal Audit director and whose winning team scored 11 under par, said, “It has always been important to me that management work with labor and take an active role in supporting events like these. They are fun, and we get to know each other better.”

Following are the top three winning teams.

FIRST PLACE: Brenda Hunter, David Bunn, Chuck Lane and Joe Aylor

SECOND PLACE: Steve Jones, Jerry Polson, Tony Hendricks and Charlie King

THIRD PLACE: Billy Ray Carter, Mike Anderson, Danny Scott and Don McKenrick

What you do



counts

As an electrical lineman, Donald Bates finds his job uplifting.

The view from a bucket Lineman helps ‘transform’ Y-12

Donald Bates spends a lot of time up in the air. He and six other electrical linemen in Facilities, Infrastructure and Services’ High-Voltage Maintenance organization keep Y-12’s overhead power distribution equipment working.

The linemen are the ones on the ground wearing orange tops or in the aerial lift buckets wearing fire-retardant clothing, rubber-insert gloves and other protective equipment or doing a bit of climbing. Safety comes first around the power lines and transformer banks that hang up to 90 feet in the air.

Most days, the men spend their time maintaining or replacing the poles that have been in service for 40 to 50 years. They’re also the ones called in when bad weather causes a power outage.

Bates, a third-generation Oak Ridge Reservation employee with 27 years experience, still remembers the blizzard of 1993. He and other linemen spent 40 straight hours at the plant. They were called in after seven transformers faulted during the severe storm. It seems that accumulating snow entered the transformer windings, causing the arc faults that occur when water meets electricity.

A lot has changed since then, but what hasn’t is that the linemen are a tight-knit group with complete faith in each other. “In this area, Y-12 is known as the lineman’s heaven for several reasons,” Bates said. “Safety is key, there’s not a lot of hot-wire work, and the job location could be different every day.”

Oh, and don’t forget the adventure of climbing those 90-foot-tall poles.

Found at Y-12: A four-legged Clover Employee trains puppy as service animal

Who would ever think that a life-enhancing, sometimes life-saving resource could begin as a fuzzy little puppy? Public Affairs and Communications' Mary Murray recently brought home an 8-week-old female, black Labrador Retriever puppy who will live with her and her daughter Jessica for the next year as part of the puppy raising program for Leader Dogs for the Blind of Rochester, Mich.

This future leader dog's name is Clover, and her mission is to learn house manners, basic obedience and good etiquette while learning as much about the world as possible. The more Clover sees and experiences during the first year of her life, the more adapting and calm she will be when exposed to future experiences. Now 4 months old and growing every day, Clover already has been to local restaurants, retail stores, church services, horse stables, a children's museum, scouting and school events, and even to work at Y-12.

You can spot Clover by her official blue leader dog jacket, which means she's "working" and should be treated like any other assistance dog. When she is not in her jacket, Clover can relax a little and be a regular puppy.

When Clover returns to Leader Dogs for the Blind next February, she will be thoroughly evaluated for medical soundness and personality traits. Puppies that pass this evaluation are then trained one-on-one for the next four months by a professional instructor. The instructor carefully matches each leader dog with an individual who is legally blind. The new team trains together at Leader Dogs for the Blind for a month before leaving the facility and returning home.

Leader dogs are provided completely free to qualified individuals. Leader Dogs for the Blind is funded by donations from Lions and Lioness Club members, individuals, foundations and corporations dedicated to community service.



If you would like to be a dog trainer like Mary Murray (shown here), contact Leader Dogs for the Blind at (888) 777-5332 or visit www.leaderdog.org

FORE! Y-12's contribution to golf

If you've visited the Y-12 History Exhibit Hall in the New Hope Center, you know Y-12 has experience working with NASA.

Because of the relationship built during the blood in gravity (BIG) project for the Gemini program, NASA returned to Y-12 when they needed to bring samples of moon rocks back to Earth during the Apollo program. Y-12 employees designed and manufactured a special aluminum box, the moon box, fabricated from a single piece of aluminum.

One moon box is on display at the exhibit hall as is one of the Gemini BIG devices. Y-12 historian Ray Smith said, "These two artifacts draw a crowd on each tour that visits."

Smith explained the history. "When the moon box was being created, NASA made several visits to Y-12. On one visit, NASA requested Y-12 to fabricate an item that was designed quietly, drawn on a napkin at lunch, while the astronaut was talking with some Y-12 employees."

According to Y-12 retiree Gordon Fee, who recalls retiree Bill Thompson telling this story, "The astronaut was overseeing the Y-12 work on the moon box. At lunch one day he said, 'We have this tool called the multi-purpose tool, and I want a new head made for it.'" Fee continued, "The astronaut proceeded to sketch out what he wanted. Nobody even said what it was, and when Y-12 made the shipment, they had made a special attachment for that multi-purpose tool that ended up hitting a golf ball on the moon."

You have to wonder what par that course is.

"I've got this idea, and I can't put it in an official drawing."

— NASA astronaut visiting Y-12



Medic Blood Drive

June 2-5

Locations:

Jack Case Center
Pine Ridge
9201-3
New Hope Center

Bring Our Children To Work Day

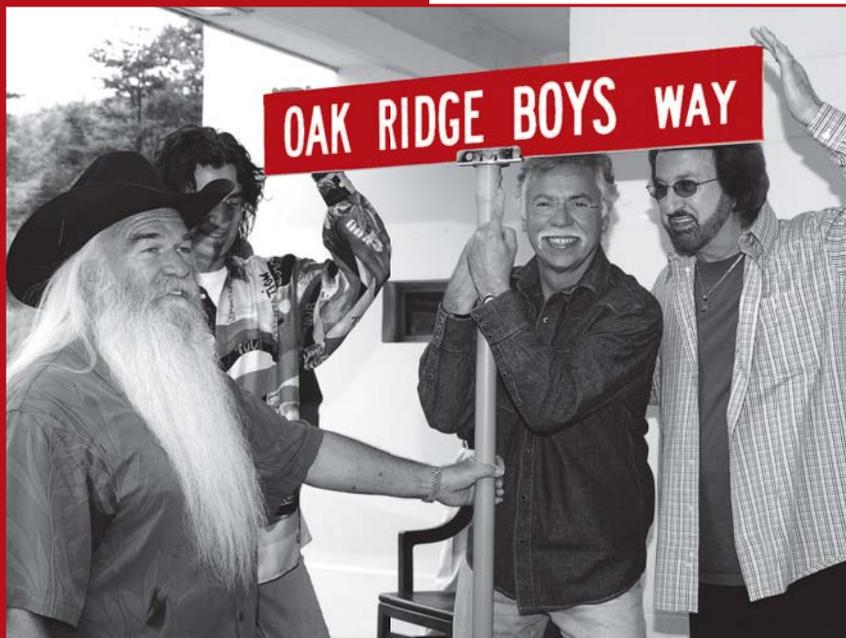
June 5

Contact Alice Brandon

(aim; 576-2963)

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The history behind the secret

For the past four years, B&W Y-12 and the City of Oak Ridge have partnered to co-sponsor the Secret City Festival, to be held June 20-21.

You may question why B&W Y-12 sponsors this event. According to Ray Smith, Y-12 historian, "The Secret City Festival is one of the primary means we use to help the community and tourists better appreciate the special place that is Y-12—a national resource and a local treasure."

As in past years, Y-12 again will offer behind-the-scenes tours. On June 20 from 9 a.m. until 3 p.m., visitors with proof of U.S. citizenship

(passport or birth certificate) and a picture ID can get an overview of the site from Chestnut Ridge and learn about Y-12's unique past in the Y-12 History Exhibit Hall, located in the New Hope Center.

Although not on the tour this year, in 2005 Building 9204-3 (Beta 3) was included. A tour was provided to more than 2,000 tourists, giving them a chance to experience the World War II atmosphere that still exists in the Beta 3 calutron control room and showing them the racetrack of calutrons that remain on standby there.

Make plans to attend this award-winning festival. Visit the event's website (<http://www.secretcityfestival.com>) for more information.

Last year, the Secret City Festival won an award for the above photograph taken of the Oak Ridge Boys (last year's musical guest) by Y-12 photographer Kathy Fahey. Ray Smith, Y-12 historian, said, "The Oak Ridge Boys later called to request permission to include this photo in their calendar. Kathy, ever humble, beamed at the news."