

DOE Approves Construction of BNL Child-Care Center

A child-care center able to provide full-time care for up to 100 children of BNL employees has been approved by the U.S. Department of Energy (DOE). Nationwide, this will be the first such facility built by DOE when it is constructed in the apartment area during fiscal year 1990, at a cost of \$750,000.

The child-care center was recommended by the Child-Care Center Committee (CCCC) chaired by Henry Grahn, Associate Director for Administration, following a ten-month investigation into child-care options that might be adopted at BNL.

The committee had been formed in October 1988 by Laboratory Director Nicholas Samios and charged with investigating the feasibility of establishing or sponsoring a child-care center, as well as the possibility of expanding the Recreation Office's children's summer program into an all-day program including children of employees not living on site.

After obtaining approval from DOE for the construction of the child-care facility, the committee's final report was prepared and submitted to Samios on August 4.

Accepting the report, Samios said, "It is clear that the committee took its charge seriously and has produced a credible plan of action for BNL to pursue in addressing child-care needs of present and future employees . . .

"I intend to move forward as rapidly as possible to put a child-care center into operation on the site for the benefit of our staff," Samios continued. "To that end, I will shortly assign responsibility for the child-care function to an appropriate Laboratory organizational unit. In doing so, I will direct the manager of that unit to pursue arrangements to have the child-care center operated through a contract with an organization experienced in the management and operation of child-care centers."

Samios concluded, "I am aware that your committee has done considerable work in drafting a Request for Proposals [RFP] and Statement of Work, which should encourage firms to respond to our needs. I thus expect the RFP evaluation panel that will be formed will solicit membership from those who have served on the BNL Child-Care Center Committee in order to take advantage of all the useful information, insight and exposure to our child-care needs gathered by people who served on this committee."

Those Who Served

Of his committee Grahn said, "They worked very hard. It was breaking ground for the Lab, and none of us had any experience in this area. It was a diverse group, from varied fields and levels, and everyone pitched in. At first we had a lot of divergent opinions, but this report is unanimous in all respects."

In addition to Grahn, those who served on the BNL Child-Care Center Committee were Anne Baittinger, Public Affairs Office (PAO); Michael



In the field behind the Danish House where BNL's child-care center will be erected, some of the members of the Child-Care Center Committee look over early plans: (from left) Renee Flack, Committee Chairman Henry Grahn, Anne Baittinger, Michael Bebon, Susan Foster, Mark Israel and Avril Woodhead. Other members of the committee are M. Sue Davis, Franklin Federmann, Michael Goldman, Peter Haustein and Mary-Faith Healey.

Bebon, Plant Engineering (PE) Division; Robert D'Angio, Personnel Division; M. Sue Davis, Director's Office; Franklin Federmann, Associated Universities, Inc., Internal Audit; Renee Flack, Affirmative Action Office; Susan Foster, Person-

nel and BNL's Employee Relations Counselor; Michael Goldman, BNL Legal counsel; Peter Haustein, Chemistry Department and Brookhaven Council representative; Mary-Faith Healey, Contracts & Procurement Division; Mark Israel, Fiscal Div-

ision; and Avril Woodhead, Technical Information Division and BNL's Women's Coordinator.

Flack, Foster and Woodhead were also among the members of the Lab-wide, ad hoc Child-Care Initiative Committee (CCIC) formed by Brookhaven Women in Science (BWIS) in January 1988. This group surveyed the Lab community in April 1988 to assess the child-care needs and future requirements of BNL employees and guests and to find out if those needs were being adequately met.

The CCIC was chaired by BWIS member Marsha Belford, PAO, who said, "By establishing a child-care center on site and developing associated benefits, BNL will help its employees who are parents reconcile the demands of work and family."

"From the child-care inquiries I've gotten, I predict a BNL baby boom," Belford added. "I hope the new center can accommodate all those pink and blue blankets."

The CCIC also included Patricia Bender, PE, representing the International Brotherhood of Electrical Workers; Peter Cameron, Alternating Gradient Synchrotron (AGS) Department, a concerned parent; Ruth Coughlan, Department of Nuclear Energy (DNE), a concerned parent; Margaret Alexoff, Central Shops Division, a concerned parent; April Donegain, Fiscal, Afro-American Culture Club; Louise Hanson, Department of Applied Science, BWIS; Mary

(Continued on page 2)

In the Affirmative

Shaping a More Diverse Work Force

A lot has happened in his field since Glenn Jennings came to BNL at the end of May to become the Lab's Assistant to the Director for Affirmative Action.

In June alone, the U.S. Supreme Court handed down eight decisions that are generally considered setbacks for affirmative action.

After evaluating these new civil rights rulings and his new environment, Jennings said, "These recent decisions by the Supreme Court gave the impression that affirmative action has come to a halt and that the government isn't interested any longer in enforcing affirmative action or improving the workplace for minorities and women."

But that's just not so, he continued. "BNL is a government contractor, and the government still requires us to pursue affirmative action. In fact, we're beginning to go in a new direction — to go beyond what is required by law."

One indication of this is the Work-Force Diversity Initiative Panel. Jennings is in the process of assembling this panel of Laboratory leaders who will work on new recruitment strategies and training programs for women and minorities.

EEO Compliance: A New Perspective

"This is part of our effort to expand the scope of Affirmative Action and to create a more diverse work force at BNL," said Jennings, "but it's not unique to us. A lot of companies have taken on a new perspective in EEO compliance — work force diversity."

"One example," Jennings continued, "is Lawrence Livermore National Laboratory's establishment of a work-force diversity task force, the focus of which is to develop and implement advanced human resource programs to meet the challenge of changing work force demographics."

EEO — equal employment opportunity — compliance had its roots in the mid-1960s when the civil rights movement culminated in the Civil Rights Act, Title 7, which held that employers cannot discriminate in hiring.

Within a short time, the courts were involved in EEO regulation as class-action suits effectively challenged the hiring practices of major employers, opening new doorways for minorities and women.

EEO was joined by affirmative action in 1968, when President Lyndon Johnson signed Executive Order 11246, which mandated that organizations doing business with the federal government must have a result-oriented plan for enhancing the recruitment and retention of women and minorities in areas from which they had traditionally been excluded.



Glenn Jennings

This concept has not gone unchallenged, and the recent Supreme Court decisions have indeed made it more difficult for individuals to seek redress for alleged discrimination through the federal courts.

What the decisions do not do, however, is change executive order 11246: As a government contractor, BNL is still subject to its requirements on affirmative action.

Good Reasons to Go Forward

Even if that were not so, said Jennings, the Lab would still have good reasons to go forward. First, affirmative action at BNL has been good for the Lab and its employees.

He explained, "BNL has instituted several innovative education and training programs that focus on increasing the flow of minorities and women into 'non-traditional' areas, such as mathematics, the physical and life sciences, and engineering."

Second, the work force will be dominated by minorities and women in the near future, and the Lab, like other organizations, is planning for that day.

(Continued on page 2)

Sculpture on View

The Standard Model (abandoned), a 40-foot-long, steel and glass sculptural installation by Stephen Rueckert, is being shown in the Collider Center, Bldg. 1005S, Wednesdays, Thursdays and Fridays through September 15, from 11 a.m. to 2 p.m.

Taking the Affirmative View



They're a diverse group drawn from all around the Lab, but the ten members of the Affirmative Action Advisory Committee all have one common concern — promoting the Lab's program of actively recruiting, training and promoting minorities and women.

As part of BNL's commitment to a policy of equal opportunity, the committee is appointed by the Laboratory Director, whom they advise on the affirmative action process. The goal of this process at BNL is to have minority and women staffers employed in all categories throughout the Lab, strongly involved educational and training programs, and able to communicate effectively with BNL administration.

In addition to holding monthly membership meetings, the committee meets with the Director annually. Lab employees with ideas or concerns are encouraged to contact any of the committee members: (seated, from left) April Donegain, Chair, Fiscal, Ext. 2459; Cosmore Sylvester, Vice Chair, Light Source, Ext. 2253; (standing, from left) Barbara Simpson, Contracts & Procurement, Ext. 3217; Eusebio Beniquez, Safeguards & Security, Ext. 2238; Marilyn Galli, Technical Information, Ext. 3485; Roger Taneus, Reactor, Ext. 2411; and Jose Sanchez, Plant Engineering, Ext. 2468.

Not shown are Anne Flood, Accelerator Development, Ext. 4779; Bruce Penn, Nuclear Energy, Ext. 7213; and William Sells, Safety & Environmental Protection, Ext. 3277; as well as ex officio members Glenn Jennings, Assistant to the Director for Affirmative Action; Marsha Kipperman, Personnel Division; Frances Ligon, Affirmative Action Office; and Avril Woodhead, Women's Coordinator.

In the Affirmative (cont'd)

In 1988, the U.S. Department of Labor issued its "Work Force 2000" report. This paper projected that, by the year 2000, some 80 percent of new entrants into the work force will be women, minorities and/or immigrants. Further, the aging work force will shrink.

"Of most concern to BNL," said Jennings, "is that the work force will not have the high levels of skills that we are used to here. For example, the numbers of Ph.D.'s will be decreasing. So there will be greater competition in the recruitment and retention of top-notch research talent."

To counterbalance these effects, Jennings said, "the Lab is looking to redistribute the work force. The time has come for some intensive recruitment strategies to find minorities and women to fill openings in targeted scientific and technical areas, and upper-level positions. We'll also increase our training programs, to strengthen the skills of minorities and women, and to encourage the planning of career paths.

"So we must increase our efforts to get people as highly qualified as we want," he continued, "and we're

working closely with BNL management to ensure that we all join together to make work-force diversity a reality. Toward that end, we have heightened sensitivity to diversity and equal opportunity recruitment strategies, while making sure that we retain the high levels of quality and excellence that BNL is known for. I believe that achieving excellence without equity is arrogance, but achieving equity without excellence is mediocrity, and that will not be tolerated."

Photos in this issue
by Roger Stoutenburgh.

Women in Science Summer Meeting

The summer meeting of Brookhaven Women in Science (BWIS) will be held at noon on Tuesday, August 29, in Berkner Hall, Room A. At this regular business meeting, plans for the 10th anniversary meeting will be discussed. Further, the slate of officers will be introduced for fiscal year 1990, and nominations will be accepted from the floor.

Also at this meeting, Vicki McLane, DNE, who is president of the Long Island Chapter of American Women in Science and a former BWIS coordinator, will discuss women-in-science outreach programs on Long Island, their history and future plans. Your input is desired, so please attend, if possible.

Virus Detected In Some Lab Macs

If your Macintosh computer has lately been unbootable or subject to system crashes, it just might have caught a virus, warns Mario Cavallaro of Custom Computer Specialists. He runs the Macintosh Center located in the Computing & Communications Division, Bldg. 515, and he has seen viruses in a few Lab Macs recently.

To confirm this diagnosis in your computer, Cavallaro has a virus detection program, which he will be happy to run for you. Call him to make arrangements at Ext. 3895.

Rx

for a healthy Long Island
blood supply for the
Labor Day Weekend ...

Give blood at BNL's
Special Blood Drive:

Date: Friday, September 1

Time: 9:30 a.m. to 3 p.m.

Place: Berkner Hall

For Appointment: Call Blood
Drive Chair Susan Foster, Ext.
2888.

Note to frequent donors: As the
waiting period between donations
is eight weeks, those who last
gave during BNL's June Blood
Drive can give again at this drive.

Metropolitan Opera Ticket Sale Coming

Family-circle tickets for certain performances of the 1989-90 Metropolitan Opera season will go on sale on Wednesday, September 6, at the BERA Sales Office in Berkner Hall. The complete list of BERA subscription tickets and dates available will

be printed in next week's Bulletin and is now available for your perusal at the Sales Office, weekdays, from 9 a.m. to 2 p.m.

Employees may purchase as many pairs of tickets as they wish. All sales will be final; no refunds or exchanges.

Child-Care Center (cont'd)

McGrath, DNE, Professional Secretaries International; Michael Zguris, AGS, Employee Relations Council; and Jane Setlow, Biology Department, Brookhaven Council.

Sue Ellen Gerchman, Biology, and Carrie Grimshaw, DNE, performed the statistical analysis of the CCIC's employee survey.

This committee's primary recommendation was the establishment of the Lab's own on-site day-care center. Among seven other suggestions, the CCIC also recommended the expansion

of the Recreation Office's children's summer program.

While the child-care center was unanimously approved by the CCCC, Grahn said, his committee's decision to not to expand the children's summer program was also unanimous.

As the final report states, "It was clear to members of the Committee that there would be a significant disruption to the Laboratory if such a program were implemented... After reviewing the results of its survey [of existing facilities in Suffolk and Nassau Counties that provide summer day camps or recreational program], the Committee concluded that sufficient facilities exist on Long Island to meet the summer recreational needs of the Lab's employees." The CCCC published its survey results in the March 24, 1989, issue of the Bulletin.

Another recommendation of the CCIC was adopted after investigation by the Personnel Division: A child-care resource network and referral system was initiated in March and will remain available indefinitely (see notice elsewhere in this issue). In addition, a pre-tax salary-reduction plan, known as a flexible spending account, is under consideration.

The Center's Parameters

By last March, the CCCC had issued an interim report favorable towards the child-care center, recommending that one be established on site, to be run by an outside contractor in a new building in the apartment area.

With these guidelines in mind, the committee has since worked with the

California-based consulting firm of Burud & Associates to determine the child-care center's parameters, which are included in the final report.

Though child-care centers are in operation at two other DOE laboratories — Fermi National Accelerator Laboratory and Lawrence Livermore National Laboratory, they operate in previously existing facilities. "For the DOE to build a facility is a real first nationwide," said Grahn.

Approval to spend \$750,000 in General Plant Project funds to build a new child-care center on site ultimately came from Jerry Bellows, manager of DOE's Brookhaven Area Office.

"I think the Lab is to be congratulated for being in the forefront of DOE contractors in seeking this facility for its employees," Bellows said. "Congratulations are also due to the Child-Care Center Committee. The package they presented to us was so thorough, it made it very easy to provide the approval for a child-care center at BNL."

The funding plan calls for site layout and utilities design in fiscal year 1989, and for building design, construction and start-up in fiscal year 1990. Grahn anticipates, "One year from now, we should be cutting the ribbon."

In addition to the cost of building the new facility, the Lab will also pick up the costs of maintaining the building after its construction. Employees using the center will have to pay the direct costs associated with running it.

Among other things, these costs

will be contingent on the contractor chosen as the Lab's child-care provider. During its investigation, the CCCC was in contact with a number of firms, most of which expressed an interest in obtaining the BNL contract, and many of those, said Grahn, "are clearly capable of doing a good job." The RFP should draw bids from an even larger pool.

In the final analysis, Grahn said, cost will only be one consideration in choosing a child-care provider. "Our name is associated with this, and we want to make sure it's a good center," he emphasized, "a healthy place, a good learning experience."

Many potential contractors have designs for child-care centers that could be adapted for BNL's needs. Whether one of these is chosen or the Lab pursues its own design, the facility will be built in an open field in the apartment area, near the Danish House. It will have about 6,500 square feet, to accommodate 100 children — ideally, 20 infants, 20 toddlers and 60 three and four year olds. This balance will be necessary to keep costs down, as infant care is considerably more expensive than care for older children.

"I don't anticipate 100 kids coming in right away," said Grahn. "All the child-care providers have told us that it can take a year to build up to the maximum because people already have other arrangements or may want to wait to see how it works."

But every step of the way, Grahn said, "I think we are going to be the one DOE will hold up as a flagship in child care." — Anita Cohen

Need a referral for reliable child care? Call:



*The Child-Care Referral Service provided by Creative Child Care Services (CCCS) is free to BNL employees.

Leaving the Lab — After 35 Years or More

At the end of each month, the Bulletin salutes those employees who are retiring with 35 or more years of Laboratory service.

As computer analyst Marilyn McKeown, Physics Department, explained to Bulletin readers in an interview in October 1987, had the times in 1947 been different, she might have celebrated her 40th service year during BNL's 40th anniversary year, 1987.

As McKeown mused, had back then been nowadays, she would never have had to leave the Lab until her retirement.

She could have had a commuter relationship with her husband for the six months he was away, taken a leave of absence to complete her first master's degree, used sick leave after the births of her four daughters and come right back to work after each maternity leave.

Given that the times have changed, McKeown, too, has changed her notion of retirement — to "semi-retirement."

August 31 will be McKeown's last day as a regular BNL employee, after almost 40 years at the Lab, as either a full-time, part-time or contract worker, and with 35 years of accumulated service credit.

Hired on September 2, 1947, as a junior scientist in what was then the Electronics Division, McKeown quit in 1950 to follow her husband Michael

to Illinois, where she took her master's in physics.

After returning in 1951, Lab policy against working through pregnancy forced McKeown to quit again in 1954. Four daughters and some contracted part-time work later, she was rehired as a part-timer in May 1960 and full time in 1975. In 1977, McKeown earned her second master's, in applied mathematics.

Since February 1951, McKeown has been a part of the solid state group in the Physics Department, performing calculations and data analysis, and assisting with others' computer problems.

Working with Kelvin Lynn, McKeown has helped in the development of a real-time data-acquisition system for use with one of Lynn's five positron beam lines. Since fall 1986, she has also undertaken computerized Monte Carlo simulations of positron depth profiles — modeling how positron beams are stopped within different materials.

On September 1, however, she will begin her "semi-retirement" — on a consultant basis, working with John Axe and Laurence Passell, Physics Department.

Again on the computer, McKeown will be writing code for Monte Carlo simulations; this time, she will model the passage of monoenergetic neutron beams through spectrometers, to come up with optimal designs.

"I hope to work on this project several days a week for a year or so before fully retiring," explains McKeown.

"I'm easing out gradually because the Lab is a great place to work," adds McKeown, "and I love the scientific contact. But, I also think that it is time that I start doing more of some of the other things in my life. My husband has been retired from the Lab for six years, and we want to spend more time together — sail more, paint the house, more volunteer work, visit our four daughters and two grandchildren more often — and I want to have more time for my tennis and running."

Though she recently broke two toes while sailing, McKeown has every intention of getting back on the court and the road when she's healed. Last November, she completed the New York City Marathon, her first, both in good time and good company.

"Nicole Bernholz [Safety & Environmental Protection Division], Joan Congemi [Department of Applied Science], Ronnie Evans [Computing & Communications Division] and I had set personal records in the Newsday Half Marathon, in May last year. Joan had always wanted to run a marathon, and, since we were in better shape than ever, we talked about it in the locker room and decided, 'why not?'"

Training together meant running



Marilyn McKeown

after work to each other's houses, about ten miles, and some long runs at the Lab on Saturdays. McKeown also prepared for the 26.2 miles alone, by running before work, from 5:45 to 7:45 a.m., and by running home from work — about ten miles.

On the race day itself, McKeown paired with Evans, while Bernholz ran with Congemi, and each twosome ran the distance at their own pace.

"I won't be there this year, but next year . . . and I won't have to get up at 5:30 before work to get in shape — one advantage of semi-retirement," adds McKeown.

— Marsha Belford

Nursery School Enrollment

School days are almost here, and if you're looking for a cooperative preschool for your three- or four-year-old, what could be more convenient than the Upton Nursery School?

This cooperative preschool is open to families of BNL employees and their relatives. Certified teachers hold classes from 8:30 to 11:30 a.m., Monday, Tuesday and Thursday, in the Recreation Building in the apartment area on site. Parents help as teachers' assistants on a revolving basis and manage the school's business.

You can find out more about the Upton Nursery School, and enroll your child for the 1989-90 school year, on Thursday, August 31, by stopping by the enrollment table that will be set up in the Cafeteria from 11:30 a.m. to 1:30 p.m. Your questions about the preschool will be answered by teacher Renee Bloch and Kathy Hershcovitch, enrollment chair.

For more information, contact Hershcovitch, 331-3785, or Valerie Condemini, 399-1258.

Bowlers Needed

Bowlers are needed this September to form a team for the Mixed League on Thursday nights in Shirley. Singles and couples are both welcome. Anyone interested should call Fern Simes, Ext. 2954.

Women bowlers are also needed this September for the Pink League on Tuesday nights in Port Jefferson. Anyone interested should call Donna Cunningham, Ext. 4599.

Softball

Standings as of August 18

League I	League IV
Not available	Not available
League II	League V
Cutting Edge 11-3	Far Side 9-4
Magnuts 9-4	Sandboxers 8-3
Scram 7-6	Source 7-4
Titans 7-6	7th Inning
Bombers 6-7	Stretch 6-5
CCD 6-7	Underalls 5-7
Phase Out 0-13	Turkeys 5-7
	Mudville
	Sluggers 5-8
League III	Bat Ole Bat
Dirty Sox 12-2	Magic 3-10
Scrambled	
Legs 10-4	
Blue Knights 7-7	
Medical 5-9	
Cocoon 4-10	
Sure Fire 4-10	

Arrivals & Departures

Arrivals

None

Departures

This list includes all employees who have terminated from the Laboratory, including retirees:

Arthur C. McMichael Plant Eng.
Oreste Piro Physics

Football Sign-Up

With the softball season drawing to a close, can the start of the football season be far behind?

The BNL Touch Football League Committee announces that play will begin in September and extend to the end of October. Games will be played at the BERA Recreation Park on Monday and Thursday evenings at 5:20 p.m.

All teams interested may pick up entry blanks and game rules at the BERA Sales Office any weekday from 9 a.m. to 2 p.m.

New teams will be welcome. A players' pool will accommodate those who would like to play but are not included on an organized team's roster. Since no blocking and limited body contact are part of game rules, players of all ages can take part with little fear of being injured.

Contact John Blydenburgh, League Chairman, for more information, on Ext. 2310.

Outdoor Volleyball

The final outdoor, mixed-league volleyball tournament will be held on Wednesday, August 30. Participation is limited to 36 players on a first-come, first-served basis. A \$2 entrance fee is payable on the evening of the tournament (not \$22 as printed in last week's Bulletin). In the event of bad weather, the tournament will be held in the gym.

Contact Kathi Barkigia, Ext. 7661, or Tery Sullivan, Ext. 2840, by Monday, August 28, for more information.

IBEW Meeting

Local 2230, IBEW will hold its regular monthly meeting on Monday, August 28, at 6 p.m. in the Knights of Columbus Hall, Railroad Avenue, Patchogue. On the agenda will be regular business, committee reports and the president's report.

Tennis Champs



The big winner in the finals of this year's tennis tournament was Veronique Szabo (front, right), who recaptured the women's singles crown she won last year and shared the women's doubles title with Eena-Mai Frantz (back, second from left). The men's singles winner was Boris Sinkovic (front, center). Sharing the mixed doubles honors were Mary Lou Abata (front, left) and Om Singh (back, left), while the team of (back, from right) Peter Dull and William Herzog took the men's doubles.

BROOKHAVEN BULLETIN

Published weekly by the Public Affairs Office for the employees of BROOKHAVEN NATIONAL LABORATORY

ANITA COHEN, Editor
MARSHA BELFORD, Assistant Editor
LIZ SEUBERT, Reporter

35 Brookhaven Ave., Upton, N.Y. 11973
(516)282-2345

Cafeteria Menu

Monday, August 28

Soup: Minestrone	(cup)	.75
	(bowl)	.95
Beef roulade w/pot. or veg.		3.10
Fish Parmesan w/spaghetti		3.10
Lite-line: Broiled roast beef au jus & pot. or veg.		3.10
Hot deli: Corned beef		2.85

Tuesday, August 29

Soup: Matzoh ball	(cup)	.75
	(bowl)	.95
Southern-fried chicken w/pot. or veg.		3.10
Baked ziti w/garlic bread		3.10
Lite-line: Stuffed zucchini		2.85
Hot deli: Chicken Parmesan hero		2.85

Wednesday, August 30

Soup: Beef noodle	(cup)	.75
	(bowl)	.95
Cube steak w/mushroom gravy & pot. or veg.		3.10
Chili relleno w/quesadillas		3.10
Lite-line: Fresh market salad		2.85
Hot deli: Open turkey		2.85

Thursday, August 31

Soup: New England clam chowder	(cup)	.75
	(bowl)	.95
Broccoli & chicken au gratin		3.10
Fillet of fish Florentine		3.10
Lite-line: Broiled whitefish		3.10
Hot deli: Pastrami		2.85

Friday, September 1

Soup: Bavarian lentil	(cup)	.75
	(bowl)	.95
Turkey tetrazzini w/pot. or veg.		3.10
Beef noodle casserole		3.10
Lite-line: Mixed fruit salad w/finger sandwiches		2.85
Hot deli: BBQ pork hero		2.85

Classified Advertisements

Placement Notices

The Laboratory's placement policy is to select the best-qualified candidate for an available position, with consideration given to candidates in the following order of priority: (1) present employees within the department and/or appropriate bargaining unit, with preference to those within the immediate work group; (2) present employees within the Laboratory as a whole; and (3) outside applicants. In keeping with the Affirmative Action plan, selection decisions are made without regard to age, race, color, religion, national origin, sex, handicap or veteran status.

Each week, the Personnel Office lists new personnel placement requisitions. The purpose of these listings is, first, to provide open placement information on all non-scientific staff positions; second, to give employees an opportunity to request consideration for themselves through Personnel; and, finally, for general recruiting purposes. Because of the priority preference policy stated above, each listing does not necessarily represent an opportunity for all candidates. As a guide to readers, the listings are grouped according to the anticipated area of recruitment.

Except when operational needs require otherwise, positions will remain open for one week following publication date.

For further information regarding a placement listing, contact the Employment Manager, Ext. 2882.

The vacancies listed below have been exempted by the Director's Office from the current freeze on open requisitions.

LABORATORY RECRUITMENT - Opportunities for Laboratory employees only.

4094. SECRETARIAL POSITION - Requires AAS degree in secretarial science or equivalent and a thorough knowledge of Laboratory policies and procedures. Word-processing experience essential; IBM PC experience desired. Will perform diverse secretarial duties including technical typing, correspondence, processing travel authorizations and vouchers, and maintaining files. Biology Department.

4095. ADMINISTRATIVE POSITION - An AAS degree or equivalent is required. Proven organizational skills, well-developed interpersonal skills and a demonstrated ability to interface with the Laboratory community and outside contacts is essential, as is an extensive knowledge of Laboratory policies and procedures, and experience functioning in an administrative capacity. Experience in a medical environment helpful. Will provide administrative oversight in a day-to-day operation of all office functions in the Occupational Medicine Clinic. Responsibilities will include processing Worker's Compensation paperwork, scheduling physical examinations and certifications and various specialized tests. In addition, will be responsible for all IPAP and JCARS processing. Occupational Medicine Clinic.

4096. TECHNICAL POSITION - Requires an AAS degree in computer science or related discipline and some programming experience. Will be responsible for operating state-of-the-art, computer-controlled scanners on a routine basis, preparation of data base, some data analysis and calculations. Must be able to interact with a large interdisciplinary research group. Chemistry Department.

4097. PROGRAMMING/ANALYST POSITION - Requires BS in a scientific discipline and extensive experience, or an advanced degree and several years' programming experience. Will work on the development of new algorithms and software for use in a range of PDB operations, e.g., the input of new structures in the data base. Work includes participation in the design and development of enhanced data base features. Proficient FORTRAN programming is required, and a background in expert systems is desirable. Chemistry Department.

4098. ENGINEERING POSITION - Requires BSME with experience in machine design as related to machine control and servomotor

control systems. Strong background in precision mechanism design and fabrication techniques required. Working knowledge of AUTOCAD necessary. Will design spectrometers used at the NSLS and HFBR for structural biology research. Reposting of Job #4081. Biology Department.

Motor Vehicles & Supplies

89 KAWASAKI NINJA 600R - mint, black/gray, 1,200 mi., tank cover, 2 helmets, sacrifice at \$4,100 neg. 585-1656.

88 YAMAHA RAZZ MOPED CLASS B - low mi., excel. cond., \$400. Ext. 3783.

87 WILDERNESS TRAILER - 34', 11 factory options, 25' awning, power booster antenna, electric jack, 2 batteries, \$12,500. 654-0810.

87 FIREBIRD - fuel inj., V-6, a/t, p/w, cruise, tilt, am/fm cass., 21k mi., excel. cond., \$8,700. Barry, Ext. 5624.

87 BUICK GRAND NATIONAL - T-type, limited, 3.8 turbo, black, gray leather, full power, alarm, more, \$13,500. 732-9324.

86 FORD ESCORT - a/c, p/s, p/b, 36k mi., asking \$5,000. Ext. 2343 or 563-2889 after 6 p.m.

85 FORD TEMPO - a/t, p/s, p/b, a/c, am/fm stereo, 65k highway mi., very good cond., \$3,200 or best offer. Ext. 3852.

85 NISSAN 300ZX 2+2 - 41k, warranted to 55k mi., digital, T-top, excel. cond., \$10,000 neg. Sue, Ext. 7235 or 395-3529 or Peter, 281-7035.

84 DODGE COLT GTS TURBO - runs well, 125k mi., \$500. Dave, Ext. 4671 or 288-1556.

83 TOYOTA CRESSIDA STATION WAGON - clean, loaded, 72k mi., Don or Sue, 473-6570 after 7 p.m.

82 HONDA CR125R MOTOCROSS - good cond., \$650; '82 KX125, excel. cond., many new parts, \$750. 399-3598 after 5 p.m.

82 DODGE ARIES - best offer. 862-6259 after 6 p.m.

81 MUSTANG - 4-spd., sunroof, radio/cass., p/s, p/b, a/c, new exhaust, clutch & tires, \$1,500 neg. 289-0532.

81 VW JETTA - 4-dr., diesel, sunroof, good transportation, good cond., \$1,000 neg. Ext. 4238 or 286-3509.

81 BUICK SKYLARK - 80k mi., looks good, runs well, \$1,600 neg., must sell. Ramesh, Ext. 4410 or 5678.

81 MERCURY ZEPHYR - 4-spd., 6-cyl., new clutch, exhaust, battery & trans., excel. cond., \$1,500. Ext. 3783.

Boats & Marine Supplies

31' CORVETTE CLASSIC K/CB SLOOP - excel. cond., nice family cruiser, \$16,000. Ext. 2053 or 363-2796.

29' ULRICHSON - fly bridge, FWC, 327 runs well, sleeps 5, galley w/range & oven, elec. head, refrig., excel. cond., asking \$4,500. Jack, 732-2754.

26' SEAFARER - 1981, 3 sails, diesel, pedestal steering, shoal draft fixed keel, KM, DF, VHF, sleeps 5, \$12,500. Bill, Ext. 4752 or 669-0549.

22' TYLERCRAFT SLOOP - c/b, 2 suits sails + furling jib, 6-h.p. Evinrude, sleeps 4, \$2,300 neg. Sue, Ext. 7235 or 395-3529 or Pete, 281-7035.

19'19" OMC - 1970, I/O, 283 cu. in., twin hull, w/accessories & trailer, neg. 288-1707.

19' BOWRIDER CRUISER - 1972, w/1976 115-h.p. Johnson, Coast Guard pkg., trailer w/electric winch, \$3,500. Frank, Ext. 2314 or 567-5131.

19' RENEKEN BOWRIDER - 1984, 120 OMC I/O, new interior, Bemini top, \$3,800. 4666.

15' SILVERLINE - 1969, 33-h.p. Johnson, rebuilt, new chairs, controls, carpet & painted, trailer, asking \$800. Pat, Ext. 4500 or 744-7017.

15' BOAT - fiberglass hull, no motor, almost free, you haul. Kemp, Ext. 7697.

MERCURY OUTBOARD PARTS - for 80-h.p. or 90-h.p., lower unit, controls. 722-4821.

MFG FISHING BOAT - 1974, fiberglass, w/trailer, \$200. Ed, 581-1509 after 6 p.m.

AMF SUNFISH - 1974, sail, booms, mast, rudder & 1985 daggerboard, used 1 season, asking \$800. 286-1097.

MOTOR - 1978, 115-h.p. Mercury, overheated, needs power head work, lower unit excel. cond., asking \$500. Bob, Ext. 4446.

Furnishings & Appliances

KITCHEN SET - octagon table w/leaf, 4 chairs, \$75; breakfast, 2-piece, traditional, 50"lx6'lx16" w, \$225. Bob H. Ext. 4446.

BUNK BED - single, \$10. Ext. 2259.

BEDROOM SET - maple, 2 dressers, vanity w/stool, queen-size bed, 2 mirrors, \$600; twin-size bed, \$35. Pete, Ext. 3868 or 878-1225.

TABLE - stripped pine, farmhouse, \$250; blue hunt board, \$200; red-checked camelback loveseat, \$300; filing cabinet, \$200. Yvonne, 821-9089.

BEDROOM SET - Mediterranean, oak, triple dresser, mirror, armoire, 2 night tables, headboard, excel. cond., \$800. 468-5650, 9 a.m.-1 p.m.

FURNITURE - Colonial sofa, loveseat, 2 swivel rockers, pine end tables, \$450; Lane modern oak/cedar bedroom, \$500. Theresa, 472-1193.

DRESSER - tall, \$40; easy chair, \$25; dining table, \$10. Antonio, Ext. 3369 or 799-7131.

RECLINER/ROCKER - new, gray velour, \$250; organ, dbl. keyboard, foot pedals, rhythm section, excel. cond., \$400. Penny Ext. 2625 or 467-8297.

Tools, House & Garden

KITCHEN CABINETS - metal base, 3, white, 21" wide, drawers & doors, \$15 ea. 727-6481.

GARAGE DOOR - fiberglass, w/tracks & hardware, white, approx. 8' wide, very good cond., \$300 neg. Neil, 732-9423 after 6 p.m.

FENCE - 50' roll, green chain link, \$65. Jim, Ext. 5400 or 878-6098.

JIG SAW - homemade, works well, \$15. Ext. 3783.

AIR CONDITIONER - 110 Vac, 5200 Btu, needs charge, \$20; dehumidifier, working, \$20; bar sink, s/s w/Delta faucet, \$20. Victor, Ext. 2395.

TOPSOIL - fine, screened, delivered, \$20 per yard, 5 yard minimum. 696-6011.

LAWN MOWER - Sears, 3.5-h.p., 20" cut, w/rear catcher, engine runs fine, needs new deck, \$25. Ext. 2616 or 751-5868.

SWIMMING POOL LINER - 4'x18', 2 yr. old, pool hardware, \$50; D.E. pool filter, excel. shape, new screens, 2 yr. old, pump motor, \$100. 924-8558.

CIRCULATOR PUMPS - Grundfos stainless steel, 1-spd., UP 25-64 SF, \$40; cast iron, 3-spd., UPS 15-42 F, \$30. Joe, pager 0925 or 728-1859 eves.

QUARTZ HEATER - gives personal heat, saves energy, new, \$40. Miriam, Ext. 4898.

SOLAR POOL COVER for 12'x18' pool, used once, \$20. Pete, Ext. 4100.

TILES - ceramic, 8"x8", 20 boxes, 25 tiles per box, covers over 200 sq. ft., almond color, \$260/all. Lois, Ext. 4904.

Sports, Hobbies & Pets

PADDLE RACKETS - 2, Marcraft Black Beauty, new, paid \$35 ea., sell for \$20 ea. or 2 for \$35. Tony Monte, Ext. 2050.

BOW - left-handed, 45-pound recurve bear bow w/mounted arrow holder & bow camouflage, \$40. Chris, Ext. 4028.

FISH TANK - 55-gal., w/light, hood, stand & filters, many extras, \$200. Peter, Ext. 2304.

WEIGHT-LIFTING SET - steel, barbell/dumbbell set, w/bench, 130 lbs., \$100. Frank, Ext. 2314 or 567-5131.

GOLF TRAVEL BAG - Spaulding, new, never used, red, \$20. Pat, Ext. 2452.

BICYCLE - man's racing 10-spd., very good cond., \$120. Miriam, Ext. 4898.

BICYCLES - BMX, Haro Freestyle & Diamond Back Turbo, 3-piece cranks w/sealed bearings, \$150 ea. 722-4821.

BICYCLE - 26", exercise bar for bike can be attached for indoor use \$30; punching bag, \$15; clam boat, clam rakes, etc. Ext. 2259.

Audio, Video & Computers

SPEAKERS - Boston Acoustics A-150 three-way system, clean & accurate, good cond., best offer above \$350. Joe, Ext. 4220.

DISC DRIVE - General Data dual, 8", \$25. Victor, Ext. 2395.

SHARP - Linytron 19" TV, 1-yr.-old, \$815; Miele vacuum S2341 10 turbo brush, \$180; queen-size platform bed w/futon, \$165. P. Vincent, 689-8675.

TV - 12" black & white, only 4 weeks old, \$40. Ext. 3727.

TV - 13" black & white, \$20; carpet, orange, 11'x10", nylon, \$25. Bill, Ext. 3369 or 929-6442.

Miscellaneous

TICKETS - 2 to Met Opera, *Aida*, Matinee, Oct. 7, balcony, box, \$19 ea. Bob, Ext. 4637.

SHIP INCLINOMETER - brass, \$20; 13 new stair pads, \$30; hatch plate, \$3; slicing machine, \$20; lawn mower, \$60. Kathy, 744-2203.

WARM-UP SUITS - 2 Adidas, woman's size large, one white w/blue trim, one turquoise, dressy w/fully lined jacket & pants. Ext. 3805.

WEDDING GOWN - informal, gorgeous white, size 8, also headpiece, \$250. Bob, Ext. 7238.

Lost & Found

LOST - pen, Schaeffer, gold, sentimental. Walt, Ext. 4533.

LOST - Lab bicycle on night of Aug. 17-18, Fleming House, locked chain on basket & tag saying "Richardson." Paic, Ext. 4237.

FOUND - pair eyeglasses, gold & black frame, on Technology St. Ext. 4661.

Free

KITTENS - Brookhaven Lab-born. Ext. 2332 or 2333.

WOOD - cut to fireplace length, you carry away. Ken, Ext. 2935 or 928-1290 after 7 p.m.

RANGE/OVEN - Tappan, top exhaust hood, coppertone, you pick up. 286-0336.

CLOSET DOORS - 2 pairs, slidings w/ tracks; white porcelain cantilever bathroom sink w/ baseplate. Ext. 4206 or Ext. 7037.

Yard & Garage Sales

WADING RIVER - basement sale, electric contour bed, \$100; occasional chairs, sewing machine, VW car rack, \$15, good bargains. 929-4688, for appt.

BELLPORT - 2-family sale, furniture, new & used items, collectibles, Aug. 26 & 27, 9 a.m.-3 p.m., 94 Circuit Road. 286-9560.

Car Pool

BOHEMIA-OAKDALE-SAYVILLE - need 2 more drivers for car pool, also can meet at Exit 59 LI Expressway. Frank, Ext. 2314.

PLAINVIEW - N. State Exit 37 or LIE Exit 45, easy off/on/park, have 3, need 1. Howard, Ext. 3766.

PATCHOGUE - van pool seat open, leave name & number. Ext. 4669.

Real Estate

Real Estate advertised for sale or rent is available without regard for the race, color, creed, sex or national origin of the applicant.

For Rent

BELLPORT VILLAGE - secluded, 2 bdms., 2 full baths, furn., decks, hot tub, \$1,350/mo. Susan, Ext. 2888 or 286-0422 after 6 p.m.

CENTER MORICHES - 2-bdrm. apt., recently renovated, \$650/mo. + util. Ext. 4547 or 878-1178.

CENTER MORICHES - 1-bdrm. apt., l/r, eik, w/w, skylights, 1 person, no pets, \$625/mo. incl. util., 1 mo. sec. 878-8064.

EAST SETAUKET - room, priv. ent., bath, prof., nonsmoker, \$75/wk. incl. util. 689-9234.

FARMINGVILLE - 1-bdrm. furn. apt., l/r, full bath, kitch., for one person, nonsmoker, no pets, \$550 + sec., incl. utilities, cable, avail. 9/1. 736-3384 after 6 p.m.

PORT JEFFERSON - 3-bdrm. house, play room f/p, fenced-in yard, garage, \$995/mo. 924-5329 or leave message at 345-0299.

RIDGE - furnished studio apt w/fenced-in yard, 5 min. from Lab., \$450/mo. 744-8632.

ROCKY POINT - cozy, 1-bdrm. house w/fp, blocks from beach & 15 min. from lab, oil heat \$600/mo. + util. 922-2024.

ROCKY POINT - 1-bdrm. apt., full bath, kitch w/dw, a/c, 12 min. to Lab., \$625/mo. + elec., avail. Sept. 7. 821-3618 after 6 p.m.

RONKONKOMA - Lake Hills, large, 2-bdrm. apt. eik, full bath, w/w, cable, priv. ent., nonsmoker \$850/mo. incl. util., refs. & sec. req., avail. 9/1 981-3519 after 6 p.m.

RONKONKOMA - Nob Hill, 2 bdrm. condo, all appl., w/w, patio, a/c, pool, tennis courts, club-house, avail. October, \$900/mo. refs. & sec. req. Ext. 4525 or 981-4696 after 6 p.m.

SHIRLEY - 4 rooms, full bath, 10 min. from Lab., clean, quiet person or couple, \$600/mo. + util. 567-8645 after 5:45.

NORTH SHIRLEY - 1-bdrm. apt., full bath l/r-kitch. combo, w/w, 3 miles to Lab., \$600/mo. incl. util. & cable. 395-9112.

SOUND BEACH - 1 bdrm., full bath, kitchen-l/r combo, cable, priv. ent., 15 min. to Lab., \$625/mo. incl. all. 744-3284 after 5 p.m.

WADING RIVER - 3-4 bdms., Colonial, 2 baths, SWR schools, north of 25A, near beach. 929-4477.

WADING RIVER - 1 bdrm., priv. ent., N. 25A, near beach, immed. occup. 929-4477.

YAPHANK - 3-bdrm. condo, 2 baths, bsmt., all appl., w/w, pool, tennis, clubhouse, no pets. 473-1732 eves.

CATSKILLS - 3-bdrm. chalet w/sleeping loft, near Hunter & Windham Mts., fully furnished, great for swimming, rafting, fishing, golfing, hiking, etc., Kay, Ext. 4501 or Bea, Ext. 3642.

For Sale

BELLPORT VILLAGE - 2-bdrm. ranch, large living area, eik, att. gar., 12'x20' screened patio, fenced rear yard, goldfish pond, \$140,000. 286-0795.

CENTER MORICHES - 3-bdrm. ranch, 1 1/2 baths, gar. full bsmt., large shed, 1/3 acre on cul-de-sac, \$142,900. 878-0175.

MASTIC - 3-bdrm. ranch, 1/4 acre, 1 1/2 baths, den, fin. bsmt., deck, appl., house fan, 3 ceiling fans, shed, fence, near school, shopping, 15 min. to Lab, asking \$115,000. 265-2366 after 6 p.m.

MASTIC BEACH - 3-bdrm. ranch w/detached gar., Florida rm., f/p, 80'x100', low taxes, alum. siding, full financing avail. Sue, Ext. 7235 or 395-3529.

MIDDLE ISLAND - Coventry Manor, 3-bdrm. townhouse, 2 baths, kit., l/r, d/r, laundry rm., 5 app., cac, pool, tennis, encl. patio, \$106,000. Rosalie, Ext. 3160 or 289-5704 after 5:30 p.m.

NORTH PATCHOGUE - 3-bdrm. ranch, f/p, large kitch., appl., low taxes, ig sprinkler, louvered porch, \$132,900. 289-1870 eves.

PORT JEFFERSON - 4-bdrm. Colonial, full bsmt., 2-car gar., 2 baths, cac, all oak floors, walk to harbor, village, mint cond., priced to sell. 474-1482 eves.

ROCKY POINT - 3-bdrm. high ranch, l/r w/brick fp, cath. ceiling, d/r, large kit., 2 baths, bsmt., cac, deck, 2-car gar. w/elec. doors, beach rights, 0.34 acre, \$162,900. Kochman, 744-1057.

ROCKY POINT - Pickwick Cape, 4 bdms