

DOE's 30-Day Action Plan Revealed at BNL: Outlines Culture Change for BNL, DOE

Martha Krebs, the Director of the Department of Energy's (DOE) Office of Energy Research, released the draft "DOE Action Plan for Improved Management of Brookhaven National Laboratory" to the staff and local media in meetings at BNL on Tuesday, June 10.

In doing so, she stressed the need for ER, which provides the majority of the Lab's funding, to reorganize so it can be a more effective landlord of BNL and the other national labs under its jurisdiction. She also emphasized the necessity for Brookhaven's leadership and management structure to be tied to environment, safety & health (ES&H) responsibility and accountability from the top down.

"This action plan is the next step in the culture change taking place in DOE and at BNL," Krebs commented to one group of scientists from various departments and divisions randomly gathered for a roundtable discussion during the morning of her visit.

Krebs met with two such groups that day, as well as with the staff of BNL's Chemistry Department and DOE's on-site Brookhaven Group. Stating that her report is a draft, Krebs said, "I'm here, in effect, to take your temperature — I need your feedback for myself and to convey within [DOE headquarters]," she told the first



Roger Stoutenburg

(From left) DOE's Martha Krebs, the Director of the Office of Energy Research, and Lyle Schwartz, AUI President and BNL Interim Director, contemplate questions from the press, following Krebs's release of DOE's Action Plan for BNL.

roundtable group.

On May 1, Krebs was charged by Energy Secretary Federico Peña with devising this Action Plan within 30

days, in response to findings of the Integrated Safety Management Evaluation (ISME) of BNL.

(continued on page 2)

Sr-90 Found South of Underground Tank

Recently received test results show that strontium-90 (Sr-90) is the only other radioactive element besides tritium present in groundwater immediately south of a now empty underground collection tank located 45 feet south of Bldg. 801.

These findings are consistent with earlier results, released March 27, showing signs of a radioactive substance other than tritium.

The peak concentration of Sr-90 is 566 picocuries per liter (pCi/L) of groundwater. None of the radioactivity associated with the former contents of this tank has impacted on-site drinking water wells. The U.S. Environmental Protection Agency's drinking water standard for strontium is 8 pCi/L.

The tank is 1.5 miles north of BNL's southern boundary; strontium travels about 25 feet per year in the groundwater. The Office of Environmental Restoration will install additional temporary monitoring wells further south of the tank to assess the extent of the contamination, which will be cleaned up under Superfund.

Built in the 1940s, the tank had formerly received drainage from three locations: the High Flux Beam Reactor; Bldg. 704, the fan house of the Brookhaven Graphite

(continued on page 2)

At Southampton Town Meeting, Forbes Vows Not to Close BNL

Confronted by a mixed crowd of environmental activists and BNL supporters at a boisterous Southampton public meeting, U.S. Representative Michael Forbes said he would be "ever-vigilant" in his oversight of BNL's environmental problems, but he would "vehemently oppose any effort to close the laboratory."

The meeting, held Friday evening, June 6, at Southampton Town Hall, was one of three environmental town meetings arranged by Forbes. More than 70 people crowded into the room, with some standing during the entire two-hour meeting.

The other two environmental town meetings were held June 7, in Smithtown and Medford. John Waggoner, Executive Manager of the U.S. Department of Energy's (DOE) on-site Brookhaven Group, was an invited speaker at the Medford meeting.

Forbes and the other speakers, Robert DeLuca, the President of the environmental organization Group for the South Fork, and Vito Minei, the Program Manager for the Suffolk County Department of Health's (SCDH) Peconic Estuary Program, touched on a variety of East End environmental issues, including protection of local estuaries, brown tide and the preservation of open space. During the question-and-answer period, however, the audience focused mainly on groundwater contamination at BNL.

While criticizing DOE and the Laboratory management for what he called lax oversight and environmental mismanagement, Forbes praised the valuable contributions of Lab employees, and spoke of the importance of BNL to Long Island's economy. He also emphasized that it was important to act responsibly and not overreact.



Congressman Michael Forbes

"The Laboratory has been recognized nationally and internationally for its work," Forbes said. "We have to be mindful that we don't throw the baby out with the bath water."

Several BNL supporters at the meeting tried to put the risk from the tritium plume in perspective. For instance, Stephen Schwartz, Department of Applied Science, who is active in the *ad hoc* group Brookhaven Scientists Association, mentioned that the total amount of tritium in the plume, 5 curies, was approximately one-fifth the amount of tritium found in a self-illuminating exit sign, which are distributed widely in public buildings and can be purchased through the mail. Schwartz also praised Forbes for his "levelheaded stance with respect to the tritium plume."

"A responsible public official has to put things in perspective, and I commend you for doing so and continuing

(continued on page 3)

Brookhaven's Management Systems Improvement Program on Right Track

One action put forth by Martha Krebs in her 30-day plan (see story above) is already being put into action via BNL's Management Systems Improvement Program (MSIP).

Aimed at integrating ES&H into all the Lab's programs, the MSIP is being developed by BNL's interim management team headed by AUI President and Interim BNL Director Lyle Schwartz and Interim Deputy Directors Peter Bond and Mike Bebon, in conjunction with members of the directorate, department chairs, and the managers of the Public Affairs Office (PAO) and the Human Resources Division (HRD).

Schwartz, Bond and Bebon are reviewing the MSIP and other activities of the interim management team and Leadership Council with employees through a recently inaugurated series of meetings with departments and divisions around site.

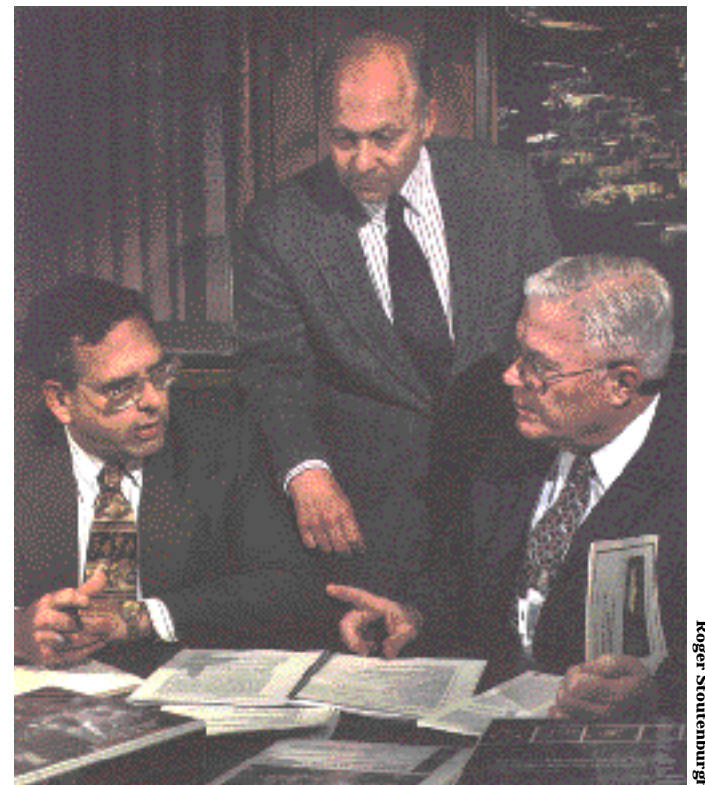
They are being helped with the MSIP by Paul Rice, a management consultant to AUI who worked successfully with the management of Pacific

(From left) Mike Bebon, Peter Bond and Paul Rice discuss the development of BNL's Management Systems Improvement Program.

Northwest National Laboratory during its Operations Improvement Program. As Rice had pointed out to the Leadership Council, though the public's ES&H expectations took a jump up in the 1980s, BNL is not starting from zero. Bebon explains, "Many of the requirements are already being met, but we have to identify the gaps and develop the system to fill them."

In fact, within Krebs' Action Plan, DOE acknowledges the MSIP as the mechanism by which BNL can bring about the required change in management and conduct of operations. Specific details on the plan's implementation are expected by July 15.

(continued on page 3)



Roger Stoutenburg

Krebs Report (cont'd.)

Undertaken following the December 1996 discovery of a long-standing leak of tritium-containing water from the spent-fuel pool of the Lab's High Flux Beam Reactor, the ISME was produced by DOE's independent Office of Oversight and presented on May 1 to the Lab staff and members of the surrounding community by DOE's Assistant Secretary for ES&H, Tara O'Toole, under whose oversight the ISME had been performed.

Krebs's Action Plan is structured to enable DOE and BNL to work "together to improve the way they protect the environment, provide for the safety and health of employees, and address local community concerns and interests while conducting world-class science. . . . This plan establishes critical actions that will continue the ongoing effort to build trust and confidence within the Long Island community, and to ensure that world-class science is performed safely, responsibly and openly. In effect, this plan is a road map for improvements . . ."

Six-Point Plan

The plan responds point-by-point to the findings outlined in O'Toole's ISME report and establishes milestones to be met within the next two months: First, to clarify roles and responsibilities, the Action Plan calls for DOE, in its role as landlord of BNL and its other labs, to establish clear lines of responsibility for the labs' infrastructure and ES&H activities.

"This Energy Secretary holds ER responsible," reported Krebs. Consequently, when a new contract is in place, the Brookhaven Group will report directly to ER; after the first year of the new contract, the effectiveness of that reporting relationship will be reviewed.

Before the Brookhaven Group begins reporting to it, ER will establish a Headquarters-Brookhaven Management Council, which will be composed of principal secretarial officers sponsoring research or supporting operations at the Lab, as well as representatives from the Offices of Field Management, ES&H, and the Chief Financial Officer. As a result, ER and the other offices within DOE that fund BNL activities will "speak with one voice" to the Brookhaven Group, especially regarding ES&H.

The Management Council "will not only handle BNL's problems, but will also serve as a model for all ER and [DOE's Defense Programs] labs," stated Krebs.

Second, to strengthen management processes and organizational infrastructure, Krebs's plan calls for DOE to coordinate the distribution and use of ES&H and infrastructure funds for all its labs. According to Krebs, the hope is that funds can be used more effectively in these tight-budget times, compliance can be improved, and problems prevented.

"We will be using a corporate budget-formulation and execution process to track our ES&H and infrastructure investments," explained Krebs. Full implementation of this process is expected for fiscal year 2000.

Third, so research and ES&H activities can be balanced, Krebs recommends that ER, as BNL's landlord, be reorganized so as "to ensure that decisions regarding ES&H funding, prioritization, and implementation are [performed] thoughtful[ly], timely and [as] a part of the everyday work."

To centralize ES&H and infrastructure oversight of the labs within ER, Krebs will establish the position of ER Associate Director for Laboratory Operations and ES&H. In addition, ER will compare its labs' practices in these areas to the best standards established by private industry and other research & development institutions.

BNL Opens Door to 1,000 Local High School Students

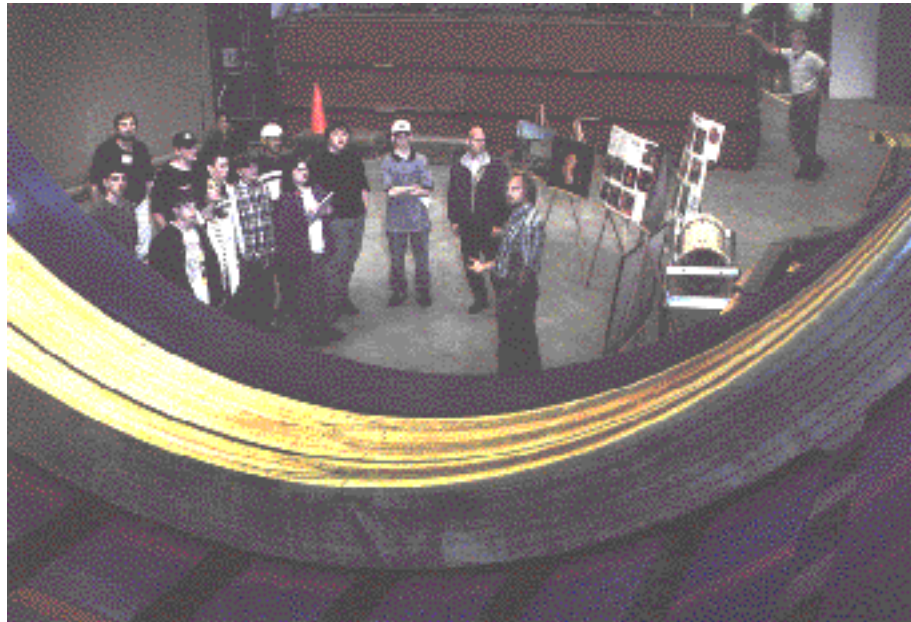
About 1,000 high school students from 16 Suffolk County school districts visited the Lab on Friday, May 30, to learn about the research done at BNL, and to see some of the facilities and departments.

Organized by Janet Tempel and her staff in the Museum Programs of the Public Affairs Office, the event featured tours narrated by BNL tour guides and staff at the various facilities and projects that the students visited in physics, chemistry, biology, and medical and environmental technologies.

In addition to the facilities pictured here, students visited the Alternating Gradient Synchrotron, the Scanning Transmission Electron Microscope and the Tandem Van de Graaff.



At the National Synchrotron Light Source, a high school student sits in the chair at the facility where researchers are developing angiography, a noninvasive technique for detecting blockage of the heart.



At the Relativistic Heavy Ion Collider Project, high school students are introduced to the intricacies of the gigantic STAR detector, which will help physicists understand the events that last occurred in the first instants after the Big Bang.

— Photos by Roger Stoutenburgh



At the Department of Advanced Technology, high school students learn about BNL-developed methods for safe handling and disposal of radioactive and chemical wastes.

Fourth, to improve processes to establish and track ES&H priorities, the Action Plan demands change in the ES&H culture at both DOE and Brookhaven through a formal management mechanism.

Specifically, Krebs cited the Management Systems Improvement Program (MSIP, see story on page 1) being developed by the interim management team to integrate ES&H into all management actions at BNL, to improve communication with internal and external stakeholders, and to encourage the community's participation in the Lab's decision-making.

As Krebs informed the roundtable group, "One step that is already under way is the MSIP, which is about finding ways within the Lab to assure DOE that science and safety are integrated."

Krebs's fifth recommended action is to expand the community's involvement in BNL through improved and expanded Lab outreach. Sixth, Krebs specifically recommends including the local public and national scientific community in the decisions regarding the restart of the HFBR.

As was noted in the Action Plan: "Community relations was one of Secretary Peña's greatest concerns about the activities at Brookhaven National Laboratory. . . . Although the Laboratory had met its legal obligations, including Superfund environmental requirements, and conducted outreach such as tours and meetings, the Laboratory did not have a systematic approach and commitment to interact with the local community. Secretary Peña has made it clear that this will change. . . . The interim approach [that] DOE and [BNL] have taken to handle the tritium plume related to the [HFBR] serves as a model for community involvement in decision-making."

Roundtable Discussion

After listening to Krebs's outline of the draft action plan, many of those

present at the first roundtable expressed concern regarding contractor accountability, more concern about the selection of a new contractor to manage and operate BNL for DOE, and the most concern about that contractor's selection of a new director for BNL.

"We are not going to give direction to the contractor through the Brookhaven Group," stated Krebs, "but the contractor is responsible for quality science and site ES&H." As Krebs explained, the contractor's self-assessment and the assessment by the Brookhaven Group will be compared in negotiating a management fee based on the contractor's performance.

In response to a question regarding whether the contractor's role is to make policy and/or take action, Krebs commented, "If the contractor is large, then it can draw upon its other resources," which is advantageous in situations warranting action.

Depth, Experience, Perspective

Based on the criteria that DOE recently released in the *Commerce Business Daily* (see Brookhaven Bulletin, May 30, 1997), "we are calling for an organization with more depth, experience and perspective than AUI," stated Krebs.

"AUI lost touch with how a modern institution has to be managed in a public environment," said Krebs. "It operated in a time scale and with an organization that is today perhaps only suited for a university. One of the problems with AUI is its Board [of Trustees]: It relies upon the capacity and experience of the members of its board, and those members serve as individuals, [not as representatives of their home institutions]."

Concluded Krebs, "AUI, as currently configured, is not acceptable [as a contractor for BNL]."

Because DOE is opening up the contractor-selection process to teams of profit and nonprofit organizations,

concern was expressed that, if a team were chosen, then assigning responsibility and accountability would be made even more difficult.

"I agree," stated Krebs. "Teams have their benefits and drawbacks. There is no simple way to make these things work."

With regard to contractor selection, one problem brought to the table was that there is no formal mechanism whereby the input of the Lab's staff, especially the scientific staff, can be collectively sought, a problem that has prompted Lab scientists independently to form two *ad hoc* groups: Brookhaven Scientists Association and the Friends of Brookhaven.

It was also discussed that the requirement that prospective contractors name a director and directorate with their proposals has all but eliminated the possibility of staff input into that important decision.

In response, Brookhaven Group Executive Manager John Wagoner has agreed to look into ways that Brookhaven staff can give their input to potential contractors.

— Marsha Belford

Sr-90 South of Tank (cont'd.)

Research Reactor, which had ceased operating in 1968; and Bldg. 801. Sludge and a total of 750 gallons of standing water were removed from the tank in March 1997, after analysis showed high levels of tritium and radioactive cesium-137, Sr-90, and radium-226. Disconnected from its water sources, emptied, sealed and monitored for additional water accumulation, the tank is no longer a source of environmental contamination.

Groundwater south of the tank was tested because the tank is suspected of having leaked at the intersection of one of its concrete walls and a stainless steel duct that traverses the tank; groundwater in that area flows south.

MSIP Initiatives (cont'd.)

The MSIP is organized into three initiatives: leadership, communications, and integrated safety-management systems (ISMS).

As is noted in the Krebs' plan, "Key to success is strong leadership. . . . [T]he new director of [BNL must have] a vision for change and . . . [a commitment to] integrating excellence in ES&H with excellence in science."

Thus, the leadership initiative is being designed to increase senior management's focus on ES&H in four ways: first, by assigning formal ES&H roles, responsibilities, authorities and accountabilities to BNL's senior managers; second, by designing performance goals and feedback systems for managers and organizations within the Lab; third, by establishing a management-internship and executive-development program for future Lab managers; and fourth, by improving institutional planning.

As part of the leadership initiative, Schwartz and BNL's senior managers have already made several structural changes in the Lab's management: creating Bebon's post as Interim Deputy Director for Operations, and ES&H, and Peter Bond's position as Interim Director for Scientific Programs; having the PAO and HRD managers report directly to the Interim Director; and forming a Leadership Council.

According to the Krebs's Action Plan, the MSIP's "Communications Initiative will include working in partnership with DOE at all levels to improve relationships with all stakeholders."

Actually, the communications initiative encompasses both Actions 5 & 6, which call for expanded community involvement and outreach in general and particularly regarding the High Flux Beam Reactor restart.

To put the communications initiative in practice, Lynch and others are drafting a strategic communications plan, which will discuss methods of interacting with employees, community members, elected officials and the media; reviewing tools and resources; and assigning roles and responsibilities.

Finally, the ISMS initiative is designed to integrate ES&H into all BNL work and to manage its practice systematically. In practice, this has meant that the need for more and better training, process development, and review and documentation of BNL processes is being assessed, so Brookhaven's ES&H performance can be raised to today's best standards.

The result will be a Lab-wide emphasis on improved work planning and procedures, risk evaluation and resource allocation, and performance-measurement and reporting systems.

"Though we are still in the formative stages and open to input, the MSIP is clearly providing the framework by which we will integrate ES&H protection into everything we do," concludes Bebon. — Marsha Belford

Two BNL Workers Accidentally Exposed To Low-Level Radiation From Cobalt-60

On Monday, June 9, two High Flux Beam Reactor (HFBR) workers were accidentally contaminated with very low-level radiation. A single particle of radioactive cobalt-60 was found on the clothing of each worker.

The extremely low dose of radiation produced by one particle of cobalt-60 poses no health threat. Routine decontamination procedures were done; the incident was reported to federal, state and local authorities. A BNL team is investigating this incident.

A preliminary assessment revealed that a worker in an HFBR storage area had been handling mock-up fuel elements, which contain no uranium and are used for testing. Upon leaving the storage area, the worker set off a radiation monitor. He notified radia-

tion-protection workers, whose survey of the storage area showed cobalt-60 contamination on some of the mock-up fuel elements in that area.

Other mock-up fuel elements had been moved on June 4 to a machine shop adjacent to the reactor building; they were examined and also found to be contaminated. A second worker, who had handled these elements in the shop, was found to have contamination on his shoe. As a precaution, this worker's car and home are being surveyed for contamination.

The HFBR was shut down for routine maintenance in December 1996 and has remained closed after the discovery of a tritium leak from the reactor's spent fuel pool, which is now being remediated.

Summer Blood Drive

There's still time to sign up for BNL's summer blood drive, to be held at the Brookhaven Center, June 18 & 19, from 9:30 a.m. to 3:00 p.m.

Every pint is needed to make sure that Long Island's hospitals have an adequate blood supply this summer, so everyone is encouraged to donate. Lab employees, summer students, retirees, friends and family members are all welcome.

Please help save a life — donate blood. Contact Susan Foster by e-mail at foster2@bnl.gov to set up an appointment by including your preferred date and time. Foster will confirm your request, and it's up to you to mark your calendar. Those without e-mail should call Foster, Ext. 2888.

Computing Corner

The Computing & Communications Division (CCD) offers the following:

EXCEL

A few places remain for beginner EXCEL training on June 17.

MIX Meeting

Real computing with PCs and management of Pentium clusters will be the topics at the next Monthly Information eXchange (MIX) meeting, at 11 a.m., Wednesday, June 18, in Room B, Berkner Hall. All are welcome.

Visual Basic, ACCESS

Courses planned for July and August are: Introduction to Visual Basic, three days; Visual Basic for ACCESS, two days; and ACCESS Security, one day. All are \$205 per day.

For registration information and course outlines, call Pam Mansfield, Ext. 7286 or e-mail pam@bnl.gov.

Forbes Town Meeting (cont'd.)

to do so," Schwartz said.

Another BNL supporter at the meeting, John Larese, Chemistry Department, said that he had personally checked with the U.S. Environmental Protection Agency and the SCDH. "They told me there is absolutely no public health hazard," he said.

"The long and short of it was — it's a political issue," Larese said, prompting snickering and expressions of disbelief from other members of the audience.

Despite the testimony of BNL scientists, the activists were not convinced. The Group for the South Fork, for example, is pressing Forbes and U.S. Senator Alphonse D'Amato to establish independent oversight of the environmental cleanup, DeLuca said.

"Given the situation at BNL, there is a need for independent and third-party oversight of the tritium plume

New Bond Account

On May 1, CREF introduced a new, inflation-linked bond account that can ease inflation's long-term impact on TIAA-CREF retirement funds. The new account, usable for both accumulation and payout, will contain mainly inflation-indexed U.S. Treasury securities, first auctioned in January by the federal government; other inflation-indexed securities; and a money-market component.

For a booklet and prospectus on the new account, call TIAA-CREF, (800) 842-2733, Ext. 5509.

For more information and updates on employees' benefits, see the Benefits News bulletin board located by the Benefits Office in the Human Resources Division, Bldg. 185.

Outreach Rescheduled

The Outreach workshop "The Media's Effect on Children," which was scheduled for Tuesday, June 17, has been postponed until the fall.

An Outreach workshop on "Coping With Teenage Lawyers," has been added to this season's schedule: It will be presented by clinical psychologist Val Brown and be held on Friday, June 27, at noon. For more information, see the June 20th Brookhaven Bulletin.

Volunteers Needed

Healthy men and women who are at least 20 years old are needed to volunteer to participate in brain-imaging studies.

A fee will be paid, and supervisory approval is necessary. For more information, call Naomi Pappas, Ext. 2694.

cleanup effort to confront or validate what's being done," he said.

Many of the activists at the meeting were visibly angry about what they believe is a health risk caused by the tritium plume.

"This is a catastrophe waiting to happen," said Pete Maniscalco of the activist group, Campaign to Close the Brookhaven Reactors. The group wants to close the reactors at BNL and shift the focus of research on-site to emphasize non-nuclear technologies, Maniscalco said.

One woman in the audience said that the tritium plume would definitely cause cancer in at least a few people. "This is an extremely dangerous, imminently dangerous situation for our lives!" she said, to applause from some in the audience.

But if a person drank water from the most contaminated part of the plume every day for a year, then they would receive a dose of radiation

Coming Up

Radoslav Adzic, a scientist in the Department of Applied Science, will give the 328th Brookhaven Lecture on Wednesday, June 25. His talk on "Surface Electrochemistry: Surface Science With Potential" will begin at 4 p.m. in Berkner Hall.

50th Anniversary Events

The following events are being offered on Sunday, June 29, as part of BNL's 50th-anniversary celebration:

Community Day

Tell your neighbors, relatives and friends: BNL is holding an open house from 10 a.m. to 5 p.m. on Sunday, June 29. As on BNL's successful Family Day held June 7, visitors to the Lab on Community Day will be able to board buses outside Berkner Hall which will stop at various Brookhaven facilities — so the community can see for themselves what goes inside the Lab.

The places that will open their doors to one and all on Community Day include (in alphabetical order): the Alternating Gradient Synchrotron, Biology Department, Chemistry Department, Computing & Communications Division, Department of Advanced Technology, High Flux Beam Reactor, Instrumentation Division, Medical Department, Office of Technology Transfer, Relativistic Heavy Ion Collider, Science Museum, Tandem Van de Graaff, and Waste Management Facility.

In Berkner Hall, the community can also enjoy exhibits and the video show "Quest" all day and purchase refreshments until 2 p.m. Community Day is being organized by the Museum Programs of the Public Affairs Office.

Sidewalk Art Show

Artists, photographers and sculptors are invited to show and sell their works at the BNL Art Society's Sidewalk Art Show, which is also being held on Sunday, June 29, but from noon to 6 p.m. in front of the Brookhaven Center.

Of course, visitors to Community Day and those only interested in art are invited to view and purchase the art on display.

The works of all artists are welcome, whether or not the artist is a BNLer. To register, call Liz Seubert, Ext. 2346, or Bob Chrien, Ext. 3903, by Monday, June 16. The display fee of \$20 is waived for BNLers and high school students.

equivalent to moving from Long Island to Denver and living there for a year, said Garman Harbottle, Chemistry Department. Denver receives higher levels of atmospheric radiation because of its altitude.

Harbottle also spoke against the \$20-million effort to recirculate the tritium plume, which is now underway.

"I, as a taxpayer, resent spending government money to remediate what is essentially pure water," he said, prompting applause from about half the audience.

When questioned after the meeting, however, Forbes said that the remediation project was inevitable at this point.

"The public, rightly or wrongly, has lost confidence," he said. "We need to restore that confidence, and the way to do that is to deal with the problem. The long-term survival of the Laboratory depends on the effectiveness of the cleanup." — Dan Ferber

BROOKHAVEN BULLETIN

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

ANITA COHEN, Editor
MARSHA BELFORD, Assistant Editor

Bldg. 134, P.O. Box 5000
Upton NY 11973-5000
Tel. (516) 344-2345; Fax (516) 344-3368

World Wide Web:
<http://www.pubaf.bnl.gov/bulletin.html>

The Brookhaven Bulletin is printed on paper containing at least 50 percent recycled materials, with 10 percent post-consumer waste. It can be recycled.



Anyone for Tennis?

June 19: Tennis Fun Night

A casual, mix-and-match doubles fun night will be hosted by the Tennis Committee on June 19, with the rainedate of June 20. To find a tennis partner, bring your racket, some tennis balls if you have them, and stop by the courts after 5 p.m. You'll become part of an ever-changing doubles team, meet new people and have fun! For more information, call or write Joe Carbonaro, Ext. 5139, joe1@bnl.gov; or Rita Kito, Ext. 3320, kito1@bnl.gov.

Summer Court Reservations

Two tennis-court reservation systems will be in effect weekdays from June through September 27 at 11:30 a.m. to 2 p.m. and 4:30 to 7 p.m.

Under the advance-reservation system A, players may reserve three of the courts for weekday play the day before play. The on-court scheduling system B offers the three remaining courts to players who sign the blackboard at courtside at the time of play, first-come, first-served.

The complete rules for both systems are posted courtside and in the BERA Sales Office, Berkner Hall.

First Bash of Summer

The Brookhaven Center Club will hold its first Summer Bash of 1997 on Thursday, June 19. All are invited to enjoy DJ music from 6 p.m., new food specials, and — maybe — the luck of the draw in a raffle of two Mets' tickets. Center hours are 5-11 p.m.

Canoeing the Peconic

All are invited to join the BERA Mountain Club canoe trip on Sunday, June 22, for a leisurely paddle down the Peconic River to Riverhead. Meet at 10 a.m., at the launch area on Connecticut Avenue by the railroad tracks south of Grumman; bring sunscreen and lunch.

The club has a few canoes for members — annual dues are \$10/family, \$5/individual. Call Nancy Kuehner, 878-6947, for more information.

BERA Bridge Club

The BERA Bridge Club will play duplicate bridge every other Wednesday, starting at 7:15 p.m., as follows: June 18; July 2, 16, 30; August 13, 27. All games will be held at the Brookhaven Center, except those of June 18 and August 27, which be held in the Cafeteria. For more information, call Morris Strongson, Ext. 4192, or Willem Van Asselt, Ext. 7778.

Arrivals & Departures

Arrivals

None

Departures

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

James Safranek.....NSLS

**Classified
Advertisements**

Placement Notices

The Laboratory's placement policy is to select the best-qualified candidate for an available position. Candidates are considered in the following order: (1) present employees within the department/division and/or appropriate bargaining unit, with preference for those within the immediate work group; (2) present employees within the Laboratory; and (3) outside applicants. In keeping with the Affirmative Action Plan, selections are made without regard to age, race, color, religion, national origin, sex, disability or veteran status.

Each week, the Human Resources Division lists new placement notices, first, so employees may request consideration for themselves, and, second, for open recruitment. Because of the priority policy stated above, each listing does not necessarily represent an opportunity for all people.

Except when operational needs require otherwise, positions will be open for one week after publication.

For more information, contact the Employment Manager, Ext. 2882; call the JOBLINE, Ext. 7744 (344-7744), for a complete list of all job openings; use a TDD system to access job information by calling (516) 344-6018; or access current job openings on the WorldWideWeb at <http://www.bnl.gov/JOBS/jobs.html>.

SCIENTIFIC RECRUITMENT - Doctorate usually required. Candidates may apply directly to the department representative named.

SCIENTIST - Trained in nuclear or high-energy experimental physics, with experience in detector hardware and/or electronics. Will participate in the Central Tracking Group of the PHENIX experiment at RHIC, especially in time-expansion chamber construction. Contact: Edward O'Brien, Physics Department.

POSTDOCTORAL RESEARCH ASSOCIATE - Trained in chemical or atomic physics. Experience preferred in ultrashort laser-pulse and coherent, short-wavelength (UV/XUV) generation. Will join the Photoinduced Molecular Dynamics Group and be involved in evaluating quantum-control methods for manipulating molecular dynamics. Contact: Louis DiMauro, Chemistry Department.

POSTDOCTORAL RESEARCH ASSOCIATE - Trained in physics or materials science, with a strong background in structural analysis as well as electron microscopy. Experience desired in determination of crystal structure, defects and interfaces using electron microscopy imaging, diffraction, GIF, holography, spectroscopy and computer simulation. Will use new JEOL 300 kV FEG transmission electron microscope to study high-temperature superconductors, hard magnets and other materials. Contact: Yimei Zhu, Department of Applied Science.

LABORATORY RECRUITMENT - Opportunities for Laboratory employees.

DD 0088. ADMINISTRATIVE POSITION - (term appointment) Requires extensive background, skills and experience with word processing and desktop publishing tools, as well as strong communication and organization skills, to work in the Protein Data Bank (PDB) Outreach Group. Responsibilities include quarterly production and distribution of CD-ROM and newsletter, administration of license agreements with affiliated data centers, and support for the PDB Help Desk. Experience using spreadsheets and databases in PC or UNIX environments desirable; science background in chemistry or biology beneficial. Biology Department.

OPEN RECRUITMENT - Opportunities for Laboratory employees and outside candidates.

MK/AUI. AUDITOR POSITION - (term appointment) Requires a bachelor's degree in accounting or business administration, several years' relevant auditing experience, and excellent analytical and written and oral communication skills. Will assist in the completion of financial, subcontract and management-systems audits. Associated Universities, Inc.

NS 3220. PROGRAMMER/ANALYST POSITION - Requires a BSCS and at least three years' experience in Oracle applications development and programming. Expertise in Oracle tools, Developer 2000 or other GUI, and Pro-C in a UNIX/PC environment necessary. Experience with environmental databases, knowledge of Perl, and implementation of client-server technology desirable. Will include developing a suite of applications including forms and reports for data entry, and querying and reporting for an Oracle environmental database. Will also be responsible for development, implementation and documentation of data QA/QC processes. Office of Environmental Restoration.

NS 3221. ENVIRONMENTAL SCIENCE ASSOCIATE - (term appointment) Requires an MS in hydrogeology and one to three years' experience in: hydrogeologic and environmental data representation and visualization using various computer software applications, including the interpretation of Long Island hydrogeologic data and construction of hydrogeologic cross-sections and maps; coordination and oversight of environmental sampling programs, and environmental data reporting and report preparation. Must have working knowledge of drafting, GIS, contouring and spreadsheet software applications (AutoCAD, GIS-Arc View, Surfer, Lotus and Excel preferred). Office of Environmental Restoration.

NS 2250. PROJECT ENGINEERING POSITIONS - (two) Requires BS/MS in electrical or mechanical engineering and extensive experience in the design, procurement, fabrication and installation of complex and varied components for multimillion dollar projects. Experience with detectors used in particle physics is a plus. Will be responsible for supervising the technical aspects of the U.S. Atlas Project; including costs, scheduling, QA and project integration. Physics Department.

NS 3357. QA-QM/ENGINEERING POSITION - Requires a bachelor's degree or equivalent in quality management or organizational development, and at least five years' experience in the development and implementation of quality-management programs. Excellent communication and computer skills are necessary (EXCEL, ACCESS, PowerPoint and WWW). Will be responsible for the effective implementation of quality-management and quality-assurance projects in the Plant Engineering Division, including review and analysis of mission, organizational design and management structure; design and development of quality-improvement projects; conducting QA assessments, etc. (reposting) Plant Engineering Division.

DD 3723. ECOLOGY ASSOCIATE/ENGINEERING POSITION - Requires BS in engineering or science, as well as experience with electronics assembly and troubleshooting, and working with construction trades. Additional requirements include knowledge of the operation and maintenance of PCs, and the ability and willingness to work routinely at heights of up to 100 feet. Position requires flexible work schedule, with frequent extended or weekend hours, and travel to various experimental site locations. Responsibilities include assisting in the design, construction and operation of large-scale experiments in the USA and abroad. Position is based at BNL, but requires extended periods at field sites. Department of Applied Science.

DD 4053. TECHNICAL POSITION - (Crane and Elevator Inspector) Will perform inspections of overhead

cranes, hoists and mobile lifting equipment; perform inspections of passenger and freight elevators; and witness acceptance tests of new elevators and cranes. Will develop procedures for material-handling operations, and develop and implement training programs related to material handling. Will also perform construction-safety inspections and evaluate rigging plans. Must have significant previous experience as well as training in crane and hoist inspections and rigging safety. Excellent communication, demonstrated interpersonal and computer skills (MSWord, WordPerfect, Access, EXCEL) are required, as is the ability to maintain certification for ANSI/ASME QEI-1 Qualified Elevator Inspector. Safety and Environmental Protection Division.

