

THE BLUEPRINT UPDATE

In the months since we first began discussing the Blueprint with employees, we've put a tremendous amount of effort into laying the groundwork for many of the projects it includes. This special edition of the Bulletin is designed to show some of the substantial progress that's being made across the Lab — in both our science and our operations directorates.

I'm very encouraged by our Blueprint progress so far. The highlights, for me, are that we have aligned our expertise in life sciences, environmental science, and climate within the Environment & Life Sciences Directorate, and, similarly, aligned our applied science, engineering, and commercialization expertise within the Global & Regional Solutions Directorate — and that we've hired two very talented and respected ALDs (Gerry Stokes and Reinhold Mann) to manage them. Also, our strong group focus on safety appears to be paying off in the form of fewer accidents and injuries, and we've gotten some positive feedback on traffic safety improvement as well. Finally, one of the Blueprint goals is to provide our researchers with updated facilities — and the work under way at the Interdisciplinary Science Building is an exciting precursor of things to come.

While all this activity is going on, I know from my recent discussions with staff that some of you still do not have a clear picture of what we are doing, why we are doing it, and what role individual employees play in this process. My goal here is to answer some of these questions and address the concerns you've shared.

It's important to understand the impetus behind the Blueprint. Although I've said repeatedly that we need to "grow the Lab," some have asked, "Why can't we leave things as they are and continue down the path we were on?" That's an excellent question. The short answer is that we do not have the funds needed to invest in our future — we are basically treading water. If we want to sustain Brookhaven as a premier basic science and technology laboratory, a "center of excellence" in accelerator science and technology, and an institution with impact from discovery through deployment, we'll require additional investment funds.

We have three primary options for increasing our investment funds. We can raise the "tax" on money coming into the Lab (overhead rates), but that decreases our competitiveness for new projects and limits growth. We can cut costs, which will help a little, but not enough to be the main part of our strategy. Or, we can find a way to bring in more research dollars while minimizing cost increases.

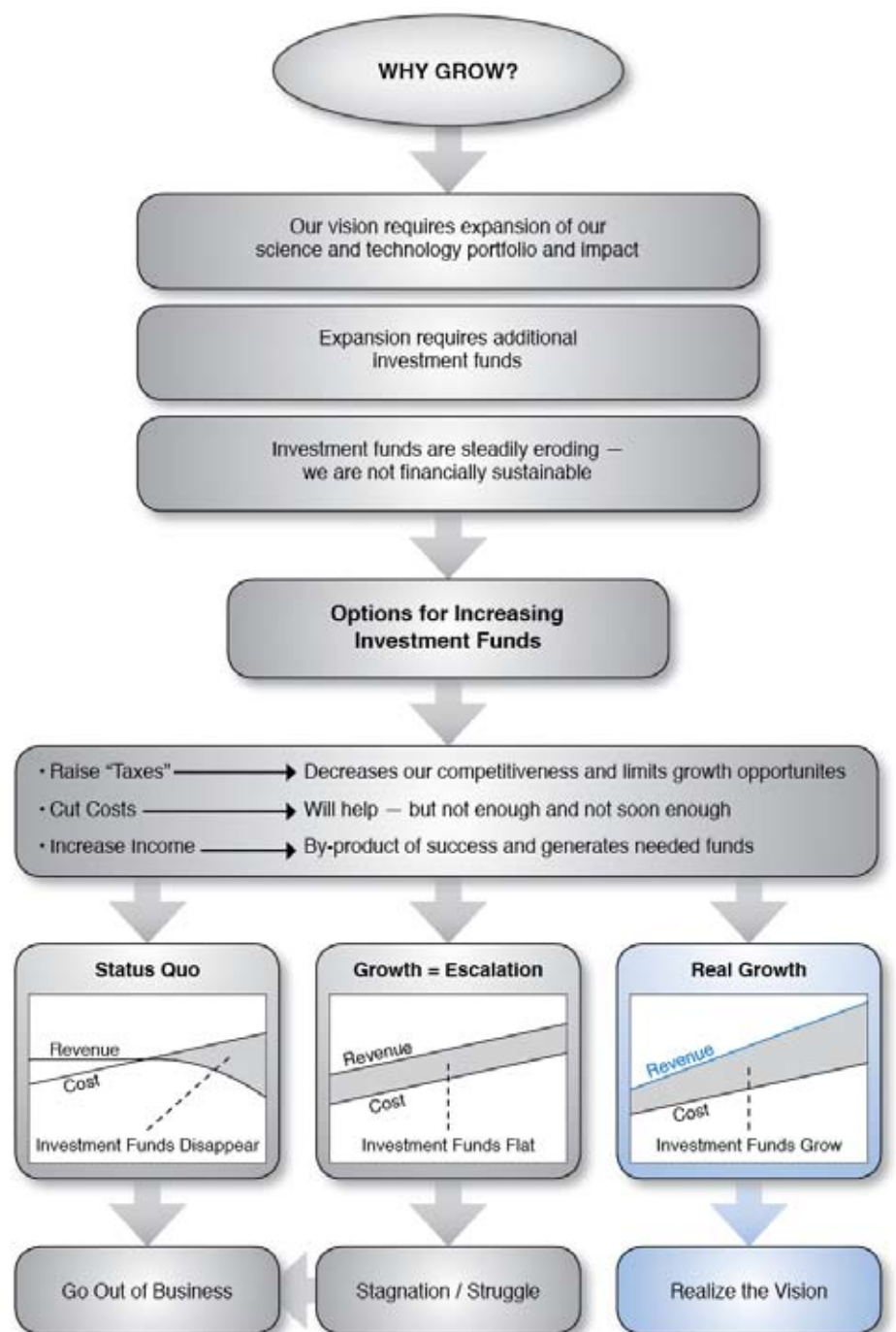
A "Catch-22" comes with this last solution, however: we need growth to yield the investment funds we need to grow. How do we break into this cycle? The Blueprint's answer is to continue to grow our basic research...

See [Lab Director Aronson's Blueprint Update](#) on pg. 4



By Sam Aronson

Roger Stoutenburgh D0150405



One Lab, One Team

Teamwork, Respect Help Us Reach Common Goals

At the start of my BNL career, I worked with technician Jack Fuhrmann (now retired) to design and build a vacuum chamber for experiments I wanted to do at the National Synchrotron Light Source. I had just completed my doctoral degree and was pretty sure of myself and of how things ought to be done.

I had never before encountered the level of professional accomplishment that our technical staff offers in designing and building sophisticated instrumentation — a unique feature of the national laboratories. It was a game-changing moment for me to realize how well Jack and I complemented each other. The instrumentation we designed together was world-class, and it was eventually commercialized. I've never forgotten the inspirational conversations we had and will always be grateful to Jack for showing me how well a national lab can work when we share our expertise. The bottom line:

We are much greater than the sum of our parts when we work together as "One Lab/One Team."

Our science and technology mission here is more important and exciting than most any on Earth. In broad terms, our mission is nothing less than finding the key steps to turn around the nation's energy and climate problems (the most important problems of this generation) and understanding the origin of the universe!

Each of us, whatever we do here, contributes to those goals — and all our goals — just by working at the Lab. And, if our Lab strategy is clear and properly aligned, then everyone can see how their jobs contribute to...

See [One Team](#) inside.



By Doon Gibbs

Roger Stoutenburgh D0011104

How Will It Affect Me?

We have gone through many significant changes over BNL's history. We've designed, built, used, and closed many key scientific facilities (like the Graphite Reactor and Cosmotron), and replaced them with new ones (like the Relativistic Heavy Ion Collider and Center for Functional Nanomaterials, among others). This tradition of change continues as we build the National Synchrotron Light Source II (NSLS-II) and transition over staff as we close the NSLS. Each of these changes was simultaneously exhilarating and scary, as fundamental change always is. Looking back, these changes were bold, but essential to keeping us at the leading edge of science. They changed the careers of some employees, altered the nature of jobs, and created exciting opportunities for many. It was painful at times, but we absorbed the changes, took



By Mike Bebon

Roger Stoutenburgh C017-45-98

care of each other, adapted, and emerged stronger.

Looking to the future, we again need to change to support our vision for BNL a decade from now. The Blueprint will evoke the same unsettled emotions that always accompany major change. But, as in the past, we expect that the Laboratory will

be a stronger, more efficient, and even more exciting place to work as a result.

Our expectation is that Blueprint will set the stage for an era of personal and program growth and diversity. It will change some of our jobs, but will not result in reductions in staff. Much work that is needed is not being done now. One focus of Blueprint is to revitalize our business processes, eliminating waste and freeing people up for more significant and rewarding work while enhancing their personal and professional growth. Rather than...

See [Affecting Me](#) inside.



Roger Stoutenburgh XXXXXX

Roy Lebel, who heads the Quality Management Office, discusses Blueprint with his group — one of many similar meetings being held across the site.

Affecting Me from pg. 1

...staff reductions, our concern is ensuring a top-notch workforce for BNL as the “Boomer” generation exits the workplace and the competition for top talent intensifies. To meet these challenges, Blueprint includes a new approach to managing human resources and to preparing our staff for future career success, producing an unprecedented decade of exciting career opportunity at BNL. Perhaps most significantly, Blueprint envisions a Brookhaven National Laboratory where we are one lab and one team that leverages the power of broad mutual respect and cooperation. By adding operational support to science directorates and absorbing the work-



Roger Stoutenburgh CN7-45-98

load that previously sapped the time and energy of our science leaders, these leaders will be able to immerse themselves in science, pursuing new directions and exploring growth opportunities. We'll empower science directorates to manage their operations, select the support services they need, and insist on the quality they deserve.

Our staff will work in mission-ready facilities, professionally managed by Facilities & Operations in close coordination with science operations managers. We will all enjoy new opportunities and an improved quality of life as Laboratory growth allows new investments. So, will all this work go exactly as planned? Probably not. We'll have some false starts and dead ends along the way. But we will keep at it, changing and evolving as necessary. Blueprint is a multi-year journey that we are on together as One Lab. We need all of your thoughts, ideas and patience as we build the Laboratory's future greatness.

My Role in the BLUEPRINT



R.S. D5040410

Gerry Van Derlaske, NSLS-II Project

“As a member of the Blueprint’s Integrated Facility Management working group, my job is to represent the NSLS-II Project, and the building managers, assuring that what they’ve established — a commitment to safety and security, as well as productive relationships between our researchers and Facility and Operations — is all incorporated in the new Integrated Facility Management model. The Integrated Facility Management team is committed to provide safe, compliant, efficient and mission-ready facilities for world-class research — and we will deliver.”

One Team from pg. 1

...the whole, and how they fit into DOE’s overall mission to “discover the solutions that power and secure America’s future.” Sharing important, over-arching goals is just one of the ways in which we become “One Lab.” Given that, it is surprising that we are sometimes as fragmented and parochial as we are. For example, many of us — myself included — often refer to the



Roger Stoutenburgh D0011104

“science side” or the “support side.” Or, we identify with our directorate, department, or division so strongly that we lose sight of the interests of others, and, ultimately, the best interests of the Lab. I’m not saying that these distinctions aren’t useful — sometimes we must focus on a particular support activity or science initiative to move it along. But, that should be done within the context of the larger goals of the Lab. “One Lab” also applies to how we treat each other. Brookhaven supports a workplace in which all employees are expected to treat each other with respect. That policy is often tested: our best ideas need to be critically analyzed if they are to be successful — but it needs to be done in a respectful way.

Another area where we test this policy is in job performance. We expect high-level (but safe) performance, which often requires a dialogue on suggestions for improvement. We can do a better job of this at all levels. Several aspects of the Blueprint are designed to help bring us together. Expanding leadership training, developing Laboratory core values and behaviors, and communicating a broad understanding of our Laboratory strategy and vision are part of the answer. Another part is developing initiatives that will require contributions from multiple directorates to succeed. One example of this involves our energy and climate initiatives, which will bring together staff and management from four directorates (Environment & Life Sciences, Global & Regional Solutions, Basic Energy Sciences and Light Sources) to work on solutions to key scientific challenges. Another involves our aspiration to build and operate an electron-ion collider, e-RHIC, the next phase of RHIC. This effort will lead to collaboration among our accelerator scientists and staff in Light Sources and Nuclear and Particle Physics as they work together to develop an advanced free electron laser based on the electron beam in e-RHIC, with far-reaching applications in science at BNL and beyond. This combination of training, behavior, communication, and collaboration is key to the Blueprint and will move us as a Laboratory toward the “One Lab/One Team” philosophy.

My Role in the BLUEPRINT



R.S. D4610410

Amber Aponte, Environment, Safety, & Health

“I participate on the joint ES&H/CEGPA Safety Communications Team, which is advancing the Blueprint goal of improving safety performance through effective communication. The team analyzes safety issues and develops ideas for articles, videos, and data for the Safety Resources website. My role is to help improve the flow and quality of communications. It’s been challenging, instructional, and inspiring to be part of this process.”

Environment and Life Sciences (ELS) Directorate Update

The Lab's new Environment and Life Sciences (ELS) Directorate was formed to combine expertise from across the Laboratory and integrate research aimed at creating a sustainable planet.

For example, in the new directorate, the Lab's atmospheric scientists will continue to gather data to build better models of how clouds form — with an emphasis on the role of aerosols — in order to inform and develop better climate models. But because the changes in climate predicted by these models will change the characteristics of plant growth, it makes sense to integrate the Lab's programs that investigate these responses into an overall approach to climate change science. This includes research currently under way in both Environmental Science and Biology, such as studies of how plants grow under altered climate conditions, how climate change affects the genes expressed in plants, and how naturally occurring bacteria that reside within plant tissues aid plant growth, possibly mitigating the effects of climate change and helping to sequester excess carbon.

This integrated research program will make use of the unique, world-class imaging facilities available at Brookhaven, including the National Synchrotron Light Source, the Scanning Transmission Electron Microscope, a cryo-electron microscope, a high-field magnetic resonance imaging scanner, and positron emission tomography. With these facilities, scientists can determine molecular and cellular structures to infer functional relationships, and monitor how whole plants take up, allocate, and make use of nutrients and metabolites. In addition to aiding our understanding of plant responses to climate change, these studies will unravel the details of plant cell wall structure and key enzyme mechanisms that may help us improve the production of useful plant products, such as oils, and optimize the conversion of plant matter to biofuels.

With a research background at the intersection of physical and computational sciences with life and environmental sciences, and past leader-

ship positions in renewable energy at Battelle — and the DOE BioEnergy Science Center at Oak Ridge National Laboratory — our new ELS Associate Laboratory Director, Reinhold Mann, is well qualified to lead this new integrated approach to sustainability.

While pursuing this strategy, ELS will also continue some of Brookhaven's traditional biological and medical research, ideally attracting outside funding as part of our goal of increasing "work for others." For example, studies aimed at deciphering the structures of proteins as a way to understand and combat disease will continue in the Biology Department. Recent studies using x-ray crystallography and cryo-electron microscopy have revealed details of a cellular mechanism essential for the survival of tuberculosis bacteria, pointing the way to the design of new anti-TB drugs. Similar structural work on the toxins that cause botulism may lead to new treatments and vaccines, which could be a major factor in mitigating fear of this potential bioterrorism agent. Additionally, our well-respected programs in neuroimaging will continue to investigate intriguing medical issues, such as the neural circuits underlying depression and links between obesity and addiction.

Like the cross-disciplinary approach to climate and sustainability, these Life Sciences studies make use of tools and methods that capitalize on Brookhaven's breadth of scientific expertise.



Joseph Rubino D2590406

By Fritz Henn

Update on the Global and Regional Solutions (GARS) Directorate



Roger Stoulenburgh D1971008

By Gerry Stokes

On October 1, 2009, the Laboratory established the new Global & Regional Solutions (GARS) science directorate. This new directorate was among the first elements to emerge from the Blueprint. GARS includes the Energy Sciences & Technology Department, the Nonproliferation & National Security Department, and the Office of Technology Commercialization & Partnerships, now led by its new manager, Walter Copan.

The GARS Directorate will expand BNL's strengths in applied science and engineering, especially in the areas of energy and national security. This growth is expected to diversify the Lab's "work for others" portfolio, reaching outside DOE, outside the federal government, and outside government funding sources. The goal is to increase by a factor of two or more the Lab's funding from sources other than DOE's Office of Science over the next five to 10 years.

We expect this new directorate to strengthen the Lab in a number of important ways, including:

- Strong, innovative applied R&D programs, coupled to BNL's internationally recognized, respected, and attractive strengths in nanoscience and materials science
- National and regional impact through accelerated deployment of technology, and strong regional partnerships with industry and universities
- Tangible commercial value for the nation, the region, and the Laboratory through identification, enhancement, and deployment of intellectual property
- Increased revenues through growth in new funding
- Better balance at BNL between scientific discovery and technological accomplishment

I've presented our strategy for the GARS Directorate to the Lab's Policy Council, the Science And Technology Steering Committee and the Brookhaven Site Office, and it has been received as an effective plan to meet the Directorate's mission.

The strategy has three related elements:

- Developing a strong connection between the basic research strengths of the Lab and scientists focused on applied research
- Enhancing strategies and mechanisms for attracting funding from non-SC customers in DOE, other federal agencies, state and local governments, and the private sector
- Advancing a strategy for the long-term development of the Lab's applied-science portfolio

GARS is working closely with the Basic Energy Sciences Directorate to collaborate on research areas of common interest that have high commercialization potential. Examples include superconducting materials for grid cables, thermoelectric materials for heat recovery, nanomaterials for solar photovoltaics, and battery materials for energy storage.

Our strategy acknowledges that new energy materials and new fuels, for example, will require new industrial processes if they are to be put into widespread use. We expect engineering to evolve to meet this challenge in innovation. In the 21st century, full-scale simulation using models will be an essential part of developing and implementing new systems, and those models must be tested on pilot-scale facilities. We will have to decide whether we as a Lab should be involved in this stage of the research, and in which areas, as we move forward.

We see this as an exciting time for the GARS Directorate and the entire Laboratory as we advance our plans for growth. As this project progresses, we will continue to keep everyone informed via the Lab's electronic and print communications.

What's Different About the Blueprint Approach To Safety?

Many of us have seen new Laboratory improvement plans that seemed to come and go. The Laboratory had good intentions in launching them — in fact, programs that aim to ensure the safety of our employees, guests, and visitors are moral imperatives. Initiatives like these may have begun on the heels of a significant event or injury and resulted in short-lived improvements, but all too often, the initial activity and benefits faded in time. Our hard work did not lead to lasting improvements.

Our performance history tells us that we have not completely solved the underlying causes of our safety problems. Although we treated some of the symptoms, we never fully understood the problems that we needed to fix. There is no other explanation for our track record. In hindsight, it is no surprise that we've seen recurring problems.

So what's different about the Blueprint's ap-

proach to safety? In my opinion, we now have a much better understanding of our underlying problems and have developed a comprehensive solution. Beyond each employee taking responsibility for the safety of themselves and others, another essential piece involves improving our leadership behavior and effectiveness. We certainly haven't been shy about saying that, and our plans for improving leadership are bold and comprehensive. They are also designed to yield lasting improvement.

One of the actions that we are taking is defining Laboratory core values and behaviors that we will expect our leaders and managers to exhibit. In addition, we will introduce management training at all levels, and require that our leaders participate. Importantly, we will be requiring that our managers — in fact, all of our staff — be accountable for their actions as a part of their performance evaluations in a

whole new way. In this respect, every member of the Policy Council — the Laboratory's senior leadership team — has pledged in writing to the BSA Board that they will adhere to these expectations — something for which they will be held accountable. These and other actions in the Blueprint are being tracked in a project format and may be seen on the Blueprint website at <http://intranet.bnl.gov/blueprint>.

All of these steps taken together represent a new kind of interaction with DOE where the Laboratory proposes and takes responsibility for the improvement plan and is then itself held accountable to DOE through BSA.

Those are some of the differences of the Blueprint approach to safety.



Roger Stoulenburgh CNE701

By Les Hill



Roger Stoutenburgh D0150405

By Sam Aronson

...portfolio and build the science case and political support for eRHIC, our proposed next big machine, while increasing our emphasis on programs that have significant growth potential — like energy, nanoscience, and applied research. In the short term, while we start this cycle of growth, things will be tighter, but as our

revenues start to outpace our costs, we'll have an opportunity for real investment to expand our science and technology portfolio and the impact of our research.

There's another angle to consider — to successfully attract additional funding, we must make the Laboratory more competitive. The Blueprint does this by revamping many of our processes, operations, and organizations to enhance our ability to control the cost of doing business and improve the quality of our work. This is key to our success.

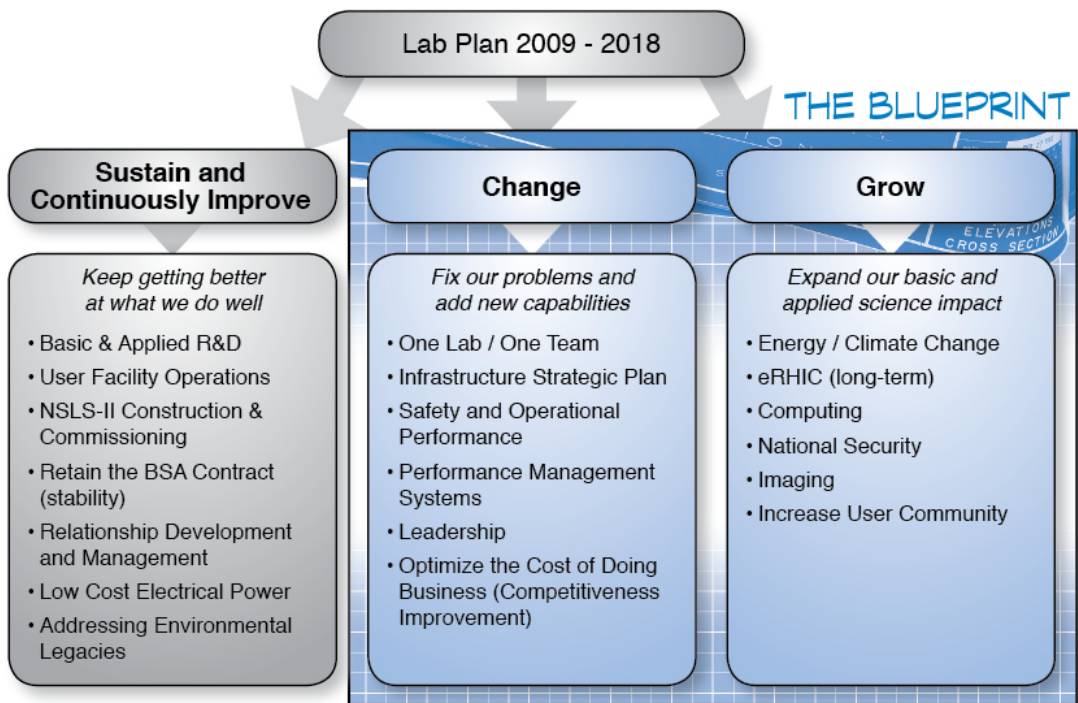
What's the alternative? If we keep things "status quo," over time our costs will increase, and our revenues will decrease, and we risk going out of business. If our revenues increase at the same rate as our costs, we stagnate and, eventually, also risk going out of business. It's only by growing revenues faster than costs that we succeed.

How do the Blueprint initiatives mesh with our day-to-day work? There's a very strong tie between the Blueprint and the 10-year Lab Plan. The activities in the 10-year plan fall into three main categories: sustaining and continuously improving what we do well now; making changes

that will fix our problems and add new capabilities; and growing and expanding our science impact. Everything in the "change" and "grow" categories is part of the Blueprint. The activities in all three categories help shape our day-to-day work.

So, what role do individual employees play in the Blueprint? Aside from those directly involved in planning and implementing particular projects, all employees can contribute by doing their job to the best of their ability, doing it safely, and keeping an

open mind and a positive attitude about where we are going. Remember that just because you haven't been called on yet, it doesn't mean you won't be in the future. Also, I value your feedback — reactions, suggestions, and critical opinions on the overall direction of Blueprint as well as the individual actions we plan to take. Please share this feedback with your manager, supervisor, chair — or directly with me. On our end, we'll continue to keep you engaged and informed.



The activities in the 10-year plan fall into three main categories. Everything in the "change" and "grow" categories is part of the Blueprint.

Listening to You

Roundtable feedback helps shape Blueprint

As the Laboratory moves forward with implementing the projects included in the Blueprint, obtaining feedback is crucial. Dozens of Lab managers, employees, and DOE-Brookhaven Site Office staff recently participated in a series of roundtables held to discuss and solicit feedback on the "why" behind the Blueprint effort, what needs to be changed, and how the Blueprint ties into the Lab's vision and strategic plan. A sampling of feedback obtained includes:

- A stronger focus is needed on how the Blueprint will impact my group and me.
- It's unclear how all the Blueprint initiatives connect to the Lab vision and strategic plan.
- Science needs to be more prominent in Blueprint; the focus is too heavy on operations.
- It's important to set priorities and determine resources needed for each initiative, taking a more phased approach.
- Demonstrate/communicate individual components of the Blueprint, rather than the whole – and provide regular reports on the progress of individual initiatives.
- Strive for recognition of Brookhaven as "the" accelerator lab.
- Keep the discussion focused on people: developing leaders, how to keep them, reward them; supervisors are crucial.
- Bargaining unit members are concerned about how their jobs will be impacted and the growth in subcontracting work.
- More complete financial information is needed to understand the Lab's growth projections.

This and other feedback gathered during these sessions is being used to shape Blueprint implementation and communications. Want to submit some feedback of your own? Go to <http://intranet.bnl.gov/blueprint/feedback.asp>, or contact Les Hill, Ext. 8631.

BLUEPRINT

The Blueprint Update continues on pgs. 5 and 6.

What Success Looks Like

The Blueprint is a plan to enable the Laboratory to reach its strategic vision and goals. If successful, in 10 years we will have:

A Laboratory in which research and operations practices...

- Support increased impact through science and technology growth and evolution
- Work to eliminate injuries and operational incidents—goal of zero injuries

A broad discovery-to-deployment science and technology portfolio that...

- Enhances BNL's established brand in basic science, premier user facilities, and accelerator science and technology
- Increases BNL's impact in energy and climate

Leaders and managers committed to modeling Laboratory values and behaviors every day...

- Enhancing safety, accountability, team work, and performance management
- Aligning with strategic vision

Doubled revenue, about 25 percent more staff over next 10 years...

- Growth in research staff supported by more efficient operations

Laboratory infrastructure that meets 21st Century expectations...

- New facilities that support growth and attract the best and brightest science and support staff
- Smaller, greener footprint

Enhanced BNL reputation, stakeholder relationships, and culture of service...

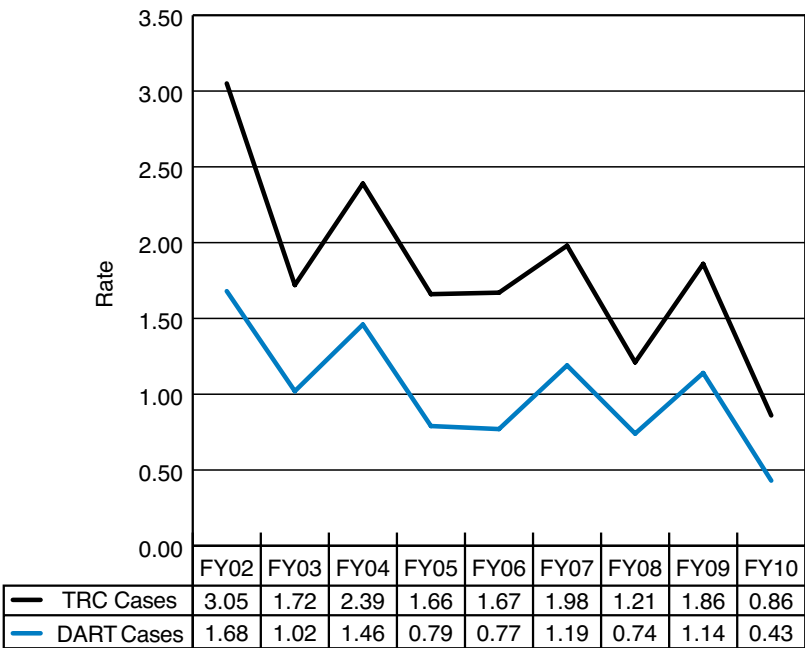
- International recognition of our science, technology, and user facilities
- Sought-after research and development partner at DOE, in New York State, and on Long Island
- One-lab commitment to world-class science, operations, and community relationships

THE BLUEPRINT UPDATE

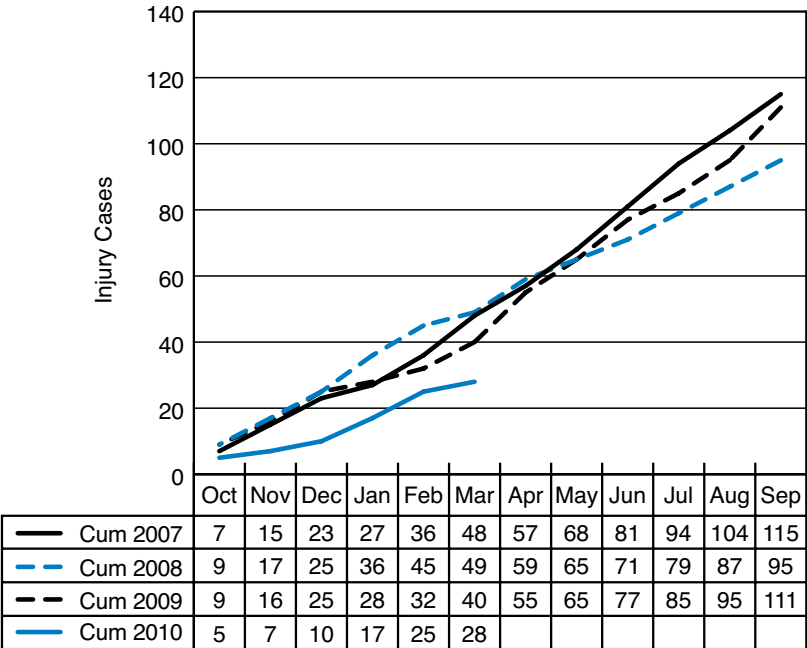
Pgs. 5 – 6

Positive Trends in Lab Safety Effort

Injury Status - Fiscal Year 2002 through 3/31/10



Cumulative Injury Cases by Fiscal Year



These two charts reflect a positive trend in BNL's safety data. The chart on the left shows a decreasing trend in work time missed as a result of injury (DART cases) as well as total cases reportable to DOE (TRC). The bottom line on the chart on the right shows a lower number of cumulative injuries so far this year compared to past years.

Safety First...

The value the Lab places on safe performance is evident when reviewing the goals and initiatives outlined in the Blueprint. Currently, we are on the road to improving many processes so that we get closer to achieving our goal of no injuries at BNL.

Face-to-face safety conversations between supervisors and staff are one of the best ways to encourage understanding of the issues that impact our ability to work safely. Many of these discussions between supervisors and employees are now held regularly in the form of Safety Observations. These Safety Observations may be one of the reasons that we've seen a downward trend in accident statistics, reflecting a significant improvement in safety performance going back several years (see chart). We realize, however, that spring is traditionally the time of the year when more accidents occur, so it is critical that everyone continues to engage with each other on safety issues.

Another initiative that is improving safety is the development of specific checklists for waste accumulation areas, flammable storage cabinets, and other areas; these checklists are included, along with the new housekeeping guideline in the Tier 1 inspection program. To help determine where we should focus our efforts, we'll analyze data from a variety of sources to look for patterns and red flags; this information will be used to concentrate on important areas for improvement.

Back in February, the Lab widely communicated expectations that all employees obey New York State traffic laws when driving on site. Obeying the speed limit, wearing a seat belt, stopping for pedestrians at crosswalks, and using a hands-free cell phone while driving are all important rules that everyone needs to follow. There are early indications that employees are driving more safely on site, which is very encouraging as traffic safety is widely seen as a leading indicator of overall safety performance. A reminder to everyone: This is the time of the year that we see an increase in bicyclists and students at the Lab. Please be courteous, as well as careful.

We use many tools to communicate about safety: the Safety Resources website, the Bulletin, Monday Memo, and posters all help to increase



Cleaning Up Shop

In January 2010, BNL began focusing on good housekeeping to help ensure a safer work environment. Thanks to the efforts of Lab staff and a team of work crews that cleared through eight different buildings during the first three months of this ongoing project, BNL recycled:

- 24 tons of paper more than the monthly averages
- 30 tons of metal
- 38 refrigerators

While reducing safety hazards, freeing up space, and even saving electricity, housekeeping crews also recovered seven boxes of valuable glassware that the Glass Shop in the Chemistry department will reuse.

employee awareness of safety. The videos, stories, and other information on the web are meant to help us think "safety first." Take a few minutes to check out the Safety resources site at <http://intranet.bnl.gov/safety/>. In particular, review the 5-Minute Safety topics, which provide useful guidelines to help supervisors and their staff talk about key safety issues during group meetings. Again, it's in those conversations that real changes in behavior can take place.

For the Future of BNL's Facilities

The Integrated Facility Management team is on track to have a new facility management model ready for BNL by September 30, 2010. Our goal is to ensure that all of the Laboratory's facilities are ready for any scientific mission that lies ahead, and to do this, we will change how we manage the 350+ buildings on site — primarily by dedicating full-time staff to manage and maintain our facilities, and planning and budgeting for each facility with a Lab-wide view toward the future.



The Integrated Facility Management working group is made up of BNLeers from the Biology, Chemistry, Collider-Accelerator, and Physics Departments; the Facilities and Operations and Light Sources Directorates; and the Media and Communications Office. The team also includes Steve Winn, a manager-on-loan from Idaho National Laboratory (INL), who was hired in January 2010 as the project's manager to accelerate our progress.

In addition, the working group has consulted others from INL, Oak Ridge National Laboratory (ORNL), and Pacific Northwest National Laboratory (PNNL) — each laboratory having implemented their own integrated facility management model over the past ten years. We want to incorporate best practices from each site in a model that is specifically tailored for Brookhaven.

In September 2009, the group traveled to ORNL in Tennessee, where a thriving integrated facility management model has been in place for approximately 10 years. While there, the group toured the laboratory and learned more about ORNL's model from members of their Facilities and Operations directorate.

Then, in February 2010, the working group hosted an invaluable workshop at BNL for representatives from INL, ORNL, and PNNL to discuss their experiences and lessons learned since implementing their own integrated facility management models.

See For the Future of BNL's Facilities on pg. 6

The New HR: Coming Soon

The Human Resources (HR) & Occupational Medicine Division acts as a gateway to BNL and guides employees and managers alike along their career lifecycle. It's also a partner in the effort to attract, engage, satisfy, and manage a world-class workforce and workplace. So it makes sense that the journey to transform BNL must include a reinvention of HR's role and approaches. That reinvention is well under way. Here's a high level view of what has taken place, and what is to come.

New Structure

- The Diversity Office has joined HR and is now the Diversity and International Services Office. Under the auspices of the Competitive Improvement Plan, plans are under way to automate visa processes and improve communication about the visa process. Contact Shirley Kendall, kendall@bnl.gov, for more information.
- The Compensation & Human Resources Information System (HRIS) Office now includes Employee and Guest Records and the HRIS functions. Plans are in the works to expand the use of automation for HR processes and to support HR decisions. Contact Robert Kelly, kellyr@bnl.gov, for more information.
- The Benefits Office has taken over responsibility for employee relocations and the Child Development Center, to bring all "benefits" under the same roof and manage them consistently. Contact Denise DiMeglio, dimeglio@bnl.gov, for more information.
- To support the development of Laboratory leaders, we will invest in a new position, Manager of Learning and Development. If you have any questions, contact Tony Bowman, tbowman@bnl.gov.
- We've restructured the Labor Relations Office and designated "Labor Relations Business Partners" to work with specific Lab organizations. The goal is to improve relationships with stakeholders, address customer needs in a timely manner, drive consistency across the site, and ensure compliance with labor contracts, policies, and work rules. Contact Dave Allshouse, dallshouse@bnl.gov, for more information.
- A new role, Human Resources Operations Manager, will oversee a new deployed HR services model (see right), as well as Talent Acquisition, Scientific Appointments and Joint Appointments. Contact Tony Bowman for more information.



By Tony Bowman

New Model

In the most significant and visible change to the HR function, we plan to deliver HR services through "HR generalists" embedded within directorates, where they will serve as the dedicated HR manager to one or more directorates. This "best practice" model of service delivery will begin this fiscal year across BNL. A highly skilled and experienced dedicated HR manager will be co-located with the staff he or she supports, and will report in a matrix fashion to the HR Operations Manager and ALDs.

In general, the dedicated HR manager will provide all HR services to the management and employees of the directorate, drawing upon newly established "Centers of Excellence" within HR as needed. These Centers of Excellence are where policies and procedures for Compensation, Benefits, Diversity, Labor Relations, Learning and Development, and Training and Qualifications are developed. The experts in these functions will create the policies and programs, and the HR managers in the field will deliver them to staff.

The HR manager will be part of the directorate management team, providing counsel and advice and acting proactively to identify and resolve issues early on. This single point of contact becomes fully knowledgeable of the directorates' business and needs, serving them more effectively and contributing to the overall quality of management at BNL.

We'll share more information about the dedicated HR manager model and other initiatives to transform HR in the near future.

Stay tuned!

For The Future of BNL's Facilities

continued from pg. 5

Now, a transition plan is in place and BNL's integrated facility management model is taking shape. Our working group meets weekly and has made several key decisions. One is that the Laboratory's facilities will be organized into five different complexes, based on geographic location — with the exception of one complex for utilities. Also, Roles, Responsibilities, Accountabilities, and Authorities (R2A2s) have been drafted for two new positions that the model will require, and just this week, we have begun recruiting for the facility complex managers.

Steve Winn and I, with the help of Barbara Royce, have also been coordinating with Training and Qualifications, Procurement, and BNL's Administrative Council to guarantee operational readiness before we "flip the switch" for BNL's integrated facility management model five months from now.



By Lanny Bates



R.S. D0030600

My Role in the BLUEPRINT

Paul Kalb, Environmental Sciences Department
"My department has been directly affected by the Blueprint — we moved into the newly formed Environment & Life Sciences Directorate so that we can better partner with other scientists on integrated initiatives related to climate change and other environmental issues. I'm a big believer in building teams of researchers to tackle challenging problems, and this change should help us do that more effectively. I've seen a lot of incremental change in my 30 years at BNL, but the Blueprint is unique because it coordinates a series of changes to create a more effective organization. Our campus and facilities are undergoing some exciting and long overdue improvements and the Blueprint should help tie them together."



R.S. D4071209

My Role in the BLUEPRINT

Joe Labas, Quality Management Office

"One of my roles in the Blueprint is to lead one of three Competitiveness Improvement Project teams using a disciplined, structured approach to process improvement. Our team is examining how we can improve the Guest and Visitor process, or, more specifically, how a guest is approved and prepared to use one of BNL's user facilities. Some of the factors we are studying include the number of reviews/approvals required, the routing of the guest registration form, and training requirements. The other two teams are working on improving the employee visa and small purchasing processes. We expect to use the knowledge and experience we gain to standardize a process improvement approach for use in future improvement projects."



Go To: The New Blueprint Website

A new, improved Blueprint website — available at <http://intranet.bnl.gov/blueprint/> — displays a wealth of information for Lab staff, including:

- A summary of what Blueprint success looks like
- Concise and clear project descriptions
- Blueprint-related documents with a brief description of each
- Blueprint-related news, regularly updated
- A feedback section containing all past comments and responses, with a submission box for new feedback. Submissions may be anonymous
- The ability to search specifically within the Blueprint site to quickly locate the document or content you're looking for

Your comments or suggestions for future improvements to the site are welcomed.

Today, April 30, 2010, the Bulletin features this six-pager for Lab employees on the Blueprint, and also a supplement, which includes Lab news, such as the upcoming roadwork (pg. 1), an important audit (pg. 4) and of course, the jobs and ads.

the Bulletin

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Liz Seubert, editor
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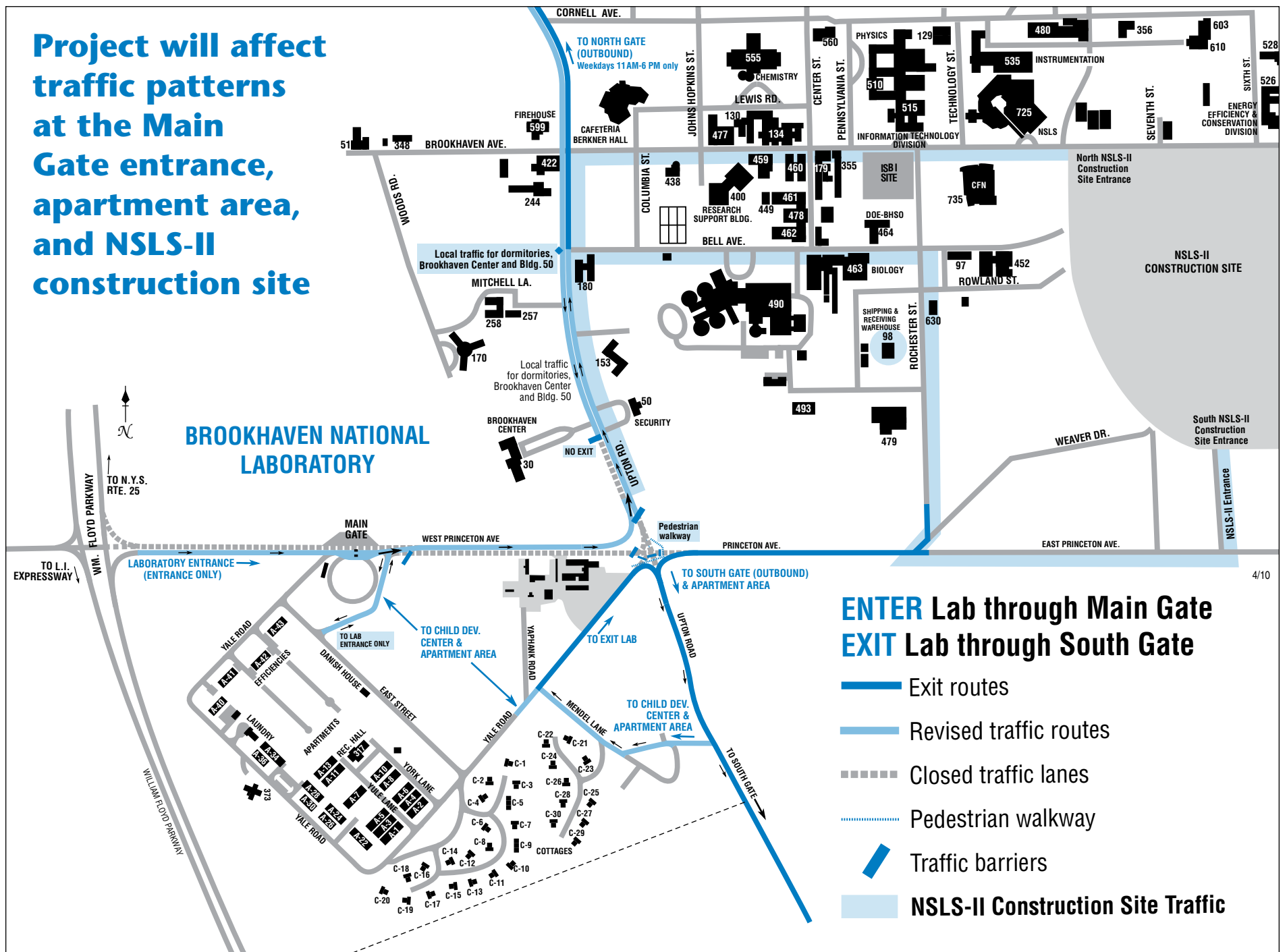
On the Web, the Bulletin is located at www.bnl.gov/bnlweb/pubaf/bulletin.html. A calendar listing scientific and technical seminars and lectures is found at www.bnl.gov/bnlweb/pubaf/calendar.asp.

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THE BLUEPRINT UPDATE

NEWSFLASH! Recertification Audits Scheduled for Environmental Management System, Occupational Safety and Health Management System, 5/3 – 5/7 see pg. 4

Roadwork at Main Gate Entrance Scheduled for Early in May



Getting Around Safely: Project Details and Directions

Major roadwork at BNL's Main Gate entrance will take place in May to repave the inbound lanes along West Princeton Avenue from just beyond the security booths through the intersection at Upton Road. The project will cause significant disruption to normal traffic patterns.

Weather permitting, the project is scheduled to begin on Thursday, May 6, and the road is expected to reopen on Wednesday, May 12. If rain is predicted for those days, the project will be rescheduled to start on Thursday, May 13, and continue until Wednesday, May 19. The Lab community will be notified on the Monday before the project's official start date.

The road is currently in disrepair and deteriorating because of the large volume of traffic — from both cars and large trucks carrying heavy equipment. Using a special process, the old road will be broken up and reused in the new road's founda-

tion. This should significantly strengthen the new road as the Lab prepares for other construction and modernization projects in the future.

Once the work begins, please obey all safety personnel as well as posted barricades, warnings, and signs. Also, please give yourself extra time to enter and exit the Laboratory while the project continues.

Use the map above to plan your route. Specific directions to access areas that the roadwork will directly impact are listed below. Signs will also be placed along roads to help direct traffic.

Entering the Laboratory

The Lab's Main Gate entrance will be open for entrance only throughout the project. Those entering the Lab at the Main Gate will be directed into one eastbound lane on the northern side of Princeton Avenue, just after the security booths. The North Gate will also be open

for employees only to enter the Lab from 7:30 until 9 a.m. on weekdays.

Exiting the Laboratory

No one will be able to exit the Laboratory via the Main Gate. The South Gate will remain open 24 hours per day throughout the project. The intersection of Princeton Avenue and Upton Road will be closed, so access the South Gate from the main Lab area by taking Rochester Street south — then, turn right onto Princeton Avenue and left onto the entrance ramp for Upton Road.

The North Gate will also be open for exiting the Laboratory on weekdays from 11 a.m. until 6 p.m. The North Gate will be closed on weekends.

The Child Development Center and Apartment Area

To get to the Child Development Center and apartment area from the Main Gate, drivers

must go through security in the right lane. Turn right onto the access road just before the lane shift and beyond the security booths. Then, proceed to the apartment area.

Return to the main site from the apartment area by taking East Street back to the access road and then proceeding toward West Princeton Avenue.

Get to the Child Development Center and apartment area from the rest of the Lab site by traveling toward the South Gate. Take Rochester Street south, turn right onto Princeton Avenue, and left onto Upton Road. Then, turn right onto a new road that has been cleared and marked with a sign to access the apartment area.

Exit the Laboratory from the Child Development Center and apartment area by traveling northeast on Yale Road. Then turn right onto Upton Road and proceed to the South Gate.

A walkway connecting the

apartment and main Lab areas has been marked with temporary orange fencing so pedestrians and bicyclists can safely walk around the intersection of Princeton Avenue and Upton Road. Bicyclists are requested to walk their bicycles through this walkway.

NSLS-II Construction Site

To access the NSLS-II construction site, enter the BNL site at the Main Gate and proceed to Upton Road. From Upton Road, regular traffic should turn right onto Bell Avenue, right onto Rochester Street, left onto East Princeton Avenue and then proceed to the south entrance of the construction site.

Large trucks with long loads should take Upton Road north, turn right on Brookhaven Avenue and continue straight to the north entrance the site.

Exit the Laboratory from the NSLS-II construction site via the South Gate.

Today, April 30, 2010, the Bulletin features a six-pager for Lab employees on the Blueprint, along with this supplement, which includes Lab news, such as the upcoming roadwork (pg. 1), an important audit (pg. 4) and of course, the jobs and ads (pg. 3!).

CALENDAR

Saturday, 5/1

Remembering Allen Goland
2 p.m. Snyder Seminar Room, Bldg. 911. See pg. 2.

— WEEK OF 5/3 —

Mon.-Friday, 5/3-7

*Recertification Audits Ongoing for BNL's Environmental Management System and Occupational Safety & Health Management System.

For information that all employees should know, see pg. 4.

Wednesday, 5/5

*BSA Noon Recital, String Quartet
Noon. Berkner Hall. La Catrina String Quartet, admired by Yo Yo Ma, will play at BNL, sponsored by Brookhaven Science Associates. All are welcome at this free recital, open to the public. Visitors to the Lab of 16 and older must carry a photo I.D. See notice, pg. 4.

*Talk on Smashing Protons
5:30 p.m. Berkner Hall. Marc-André Pleier, Physics Department, will talk about the research at the LHC, in CERN, Switzerland. All are welcome to this free talk. Visitors to the Lab of 16 and older must carry a photo I.D. See notice, pg. 4.

Friday, 5/7

*Social Meeting, Talk, Meditation
4 p.m. Recreation Bldg., apartment area. 1) Social gathering, refreshments 2) 5-6:15 p.m., talk on "Compassion in Action" by Dayamrita Chaitanya, disciple of Amma, 3) 6-7:30 p.m. group meditation. All are welcome to this event, open to the public. Visitors to the Lab of 16 and older must carry a photo I.D. See notice, pg. 4.

See Free Movie, Then Dance
6:45 p.m. Brookhaven Center. A Filipino movie, *Panaghoy Sa Suba (Call of the River)* will be given with English subtitles in celebration of Asian-Pacific American Heritage Month. Also on the agenda, buffet dinner and dancing, \$16. See pg. 2.

Saturday, 5/8

Blues Concert
8 p.m. Berkner Hall. Frank Latorre & the King Bees, with Maggie Harrigan to open the show. Tickets are \$20 in advance at the BERA Store or <http://www.ticketweb.com> or \$25 at the door. Visitors to the Lab of 16 and older must carry a photo I.D. See notice, pg. 4.

TIAA-CREF One-on-One Retirement Counseling

A TIAA-CREF consultant will visit BNL on Tuesday, May 4; Wednesday, May 5; Wednesday, May 12; Tuesday, May 18; Wednesday, May 19; and Tuesday May 25, to answer employees' questions about financial matters. For an appointment, call 1-800-732-8353 or go on-line at <http://www.tiaa-cref.org/bnl> and select "set up a meeting."

Arrivals & Departures

— Arrivals —

James GrandyNSLS-II
George Stenby, III Physics

— Departures —

Hua LiBiology
Rebecca ParisCAD

Monitoring BNL Ponds for the Endangered Tiger Salamander

Each year as spring arrives, biologists wade through Brookhaven's ponds searching for translucent gelatinous egg masses to monitor the endangered tiger salamander population. Tim Green, Cultural and Natural Resource Manager at Brookhaven's Environmental Protection Division, began this year's egg hunt at two ponds near the eastern side of the main site.

"The state needs to know about the health of the tiger salamander population because it's an endangered species," said Green. "We already have a good baseline where they should be breeding, but now we want to know if the ponds are still active breeding sites that are producing tiger salamanders."

The grayish-black salamanders, which are dotted with yellowish spots, are abundant throughout the United States. However, they've slowly lost their habitat around New York State, making them an endangered species locally.

Long Island is the only region within New York where tiger salamanders can be found, and it is home to about 120 ponds in which their activity has been documented. Dozens of ponds are scattered throughout Brookhaven Lab's 5,265 acres of land and 26 are home to tiger salamanders.

BNL protects these amphibians by tracking which ponds they inhabit and restricting new construction projects within 1,000 feet of their residence during the breeding season, which begins around December 1 and



Tim Green, Cultural & Natural Resource Manager in the Environmental Protection Division, searches for tiger salamander egg masses in on-site ponds.

ends near April 15.

To monitor the ponds, Green searches for softball-sized gelatinous egg masses that encase between 20 and 50 tiny black dots of salamander larvae. These masses are hidden about three inches below the water's murky surface, making the translucent balls difficult to spot.

Green's exploration of the first two ponds this year showed promising signs of salamander activity. He found several tightly wound goo-balls dotted with tiny black spots of larvae — indicating the eggs were less than

2 weeks old — and also loosened gobs of goo containing comma-shaped larvae, which were likely older than 2 weeks.

"This outing was a success. We found 14 masses in the first pond and one in the second pond," said Green. "Some ponds are more successful than others, but we simply want to know whether the population is still active in the pond or is it declining, and if so, what needs to be done."

The larvae will eventually emerge from their mucus-like sheaths, swimming around the

ponds filter feeding until they grow into carnivorous bug-consuming creatures. During July and August, young salamanders crawl out of the ponds as they mature and will grow up to eight inches, on average, in adulthood.

Green and his colleagues at the Environmental Protection Division will continue to probe additional ponds for salamander egg masses over the next few weeks to monitor the salamander's activity; they try to check each pond once a year.

— Tianna Hicklin

Free Movie Night! 5/7

With optional buffet, social dancing to follow

A Filipino movie, Cesar Montano's *Panaghoy Sa Suba (Call of the River)* will be presented in the Filipino Visayan language with English subtitles, on Friday, May 7, at the Brookhaven Center. The event is being held in celebration of Asian-Pacific American Heritage Month, jointly co-sponsored by the Social & Cultural Club, the Asian-Pacific American Association, BERA Indo-American Association, the Chinese Students & Scholars Club, Brookhaven Women In Science, the Association of Students & Postdocs, and the Yoga Fitness activity group. It is open to the general public, visitors to the Lab 16 years old and older must bring a photo ID.

Note that the weekly TGIF @ Brookhaven social dancing follows after the movie! The schedule is:

6:45 – 9:30 p.m. Buffet Dinner and Movie;
9:30 – 11:30 p.m. General social dancing; DJ dance mix – Ballroom, Latin, Swing (ECS/WCS), Hustle, Bachata, Merengue, Salsa, etc.

Cost: Free admission to the movie

Or, \$16 per person covers dinner buffet, shrimp cocktail, hero, dessert, coffee, and dancing. For more information, contact Rudy Alforque at rudy@bnl.gov, or call (631) 344-4733.

AdoptaPlatoon T-Shirt Sale Today, 4/30
Plant Sale, 5/6 & 7

The Brookhaven Veterans Association's AdoptaPlatoon team is taking orders for T-shirts to benefit a platoon in Afghanistan. The shirts are \$15, sizes small to 4X. The AdoptaPlatoon team will be in the Berkner lobby and Bldg. 400 lobby on today, Friday, April 30, and Friday, May 14 from 11:30 a.m. – 1 p.m.

Also, AdoptaPlatoon will hold a plant sale on Thursday and Friday, May 6 and 7, from 11 a.m. to 1 p.m. in Berkner Hall parking lot. Mother's Day is May 9, so if your mom likes plants, here's your golden opportunity!

Documentary Film, 5/14
'Afghan Women: A History of Struggle'

A screening of a documentary film dramatizing the tale of a group of remarkable women will be presented on May 14, 5-7 p.m. in Berkner Hall. Sponsored by the Lab's Asian Pacific American Association and Diversity Office, the event is free and open to the public. The film reflects the recent history of Afghanistan during a quarter century of cataclysm: from the proxy war to civil war, from a Soviet regime to the rule of the Taliban, to U.S. military intervention, to the current sway of general instability.

Following the film there will be a Q&A session with the film's director, Kathleen Foster. A display of photographs taken in Afghanistan by Foster will also be on display in Berkner lobby. For more information on the event, call (631) 344-2062; on the film, go to: <http://www.kathleenfoster.com>. — Jane Koropsak



During BNL's 'Take Our Daughters and Sons to Work Day,' participants at the Light Sources Directorate watch what happens when a package of Mentos mints is dropped in a bottle of soda.

Take Our Children to Work Day Introduces Students to BNL, Liquid Nitrogen Ice Cream

Some ate ice cream frozen by liquid nitrogen. Others got a taste of what their parents really do all day. During national Take Our Daughters and Sons to Work Day on April 22, the children all learned at least a little more about BNL and the important research their parents help make happen. After spending the morning shadowing their parents, almost 100 children of BNL employees toured the Firehouse and Science Learning Center. They then cooled off in the pool and played games and sports in the gymnasium. In addition, children of Light Sources Directorate employees spent the morning learning about "edible" science: testing a pH indicator made from red cabbage juice on household acids and bases, using ultraviolet light to determine why diet soda reacts so strongly when Mentos mints are dropped in it, and making ice cream using one special, and commonly used, scientific ingredient — liquid nitrogen.

— Kendra Snyder

Cafeteria Closed Tomorrow, Saturday 5/1

To accommodate BNL's Annual Elementary School Science Fair, Berkner Hall Cafeteria will be closed on Saturday, May 1. The Center Club in the Brookhaven Center, Bldg. 30, will be open 7:30 a.m. – 2 p.m., serving a continental breakfast in the morning and cold sandwiches and burgers at lunchtime.

LIANS Dinner Meeting, 5/4

At the next dinner meeting of the Long Island Chapter of the American Nuclear Society (LIANS), on Tuesday, May 4, the invited speaker, Sam Petrosi of Burns & Roe Enterprises, Inc., will talk on "Gen III + Reactors in the Global Market." The meeting will be held at South Shore Restaurant, 388 Medford Ave., Patchogue: complimentary appetizers/cash bar, 6 p.m.; dinner, 7 p.m.; Petrosi's talk, 8 p.m. \$25/person. To reserve, call Arnie Aronson, Ext. 2606, by Monday, May 3.

Change Ahead In Placing of Many BNL Jobs Ads

Effective May 1, Human Resources (HR) will advertise most positions available at BNL only on the HR “Jobs” webpage: <http://www.bnl.gov/HR/careers>. These positions will not be advertised in the Bulletin. This change to essentially an all-web-based process will allow immediate, real-time posting of positions, streamline the hiring process, and align BNL’s job posting policy to that of other labs and organizations. Union positions will continue to be advertised in the Bulletin, as may certain other positions that are identified by HR and hiring managers as appropriate for the Bulletin readership (specifically, but not limited to, those jobs open to Laboratory employees only).

Classified Advertisements

Placement Notices

The Lab’s placement policy is to select the best-qualified candidate for an available position. Candidates are considered in the following order: (1) present benefits-eligible employees within the department/division and/or appropriate bargaining unit, with preference for those within the immediate work group; (2) present benefits-eligible 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. Access current job openings on the World Wide Web at <http://www.bnl.gov/HR/jobs/>.

To apply for a position, go to www.bnl.gov. Select “Job Opportunities,” then “Search Job List.”

OPEN RECRUITMENT – Opportunities for Lab employees and outside candidates.

POSTDOCTORAL RESEARCH ASSOCIATE (Computational Surface Physics and Catalysis, reposting) – Requires a Ph.D. in physics, chemistry or materials science with primary focus on theoretical research. Should have a strong record of research experience, including the use of computational electronic structure methods. Primary research areas of interest for this position include structure and catalytic activity of transition metal nanostructures, the role of interaction with gas phase molecules and support surfaces and the properties of epitaxial grapheme on transition metal supports. Research projects in this position will involve close interaction with experimental programs in the Interface Science and Catalysis Group of the CFN. Under the direction of P. Liu and M. Hybertsen, Center for Functional Nanomaterials. Apply to Job ID #14729.*

POSTDOCTORAL RESEARCH ASSOCIATE (Neuroimaging Techniques) – Requires a Ph.D. in the psychology field. Will participate in clinical research utilizing neuroimaging techniques, providing quality subject evaluation and record keeping for scientific investigation in pursuit of scientific and technical excellence. Should have experience with drug abuse and addiction research, basic psychological constructs, neuropsychology, and social psychology. Will contribute to the human subject studies by conducting subject screening and evaluations, learning and assisting with research procedures using neuroimaging techniques, imaging data analysis, and manuscript preparations. Should have excellent communication skills and ability work in group settings is essential. Under the direction of R. Goldstein, Medical Department. Apply to Job ID #15326.*

POSTDOCTORAL RESEARCH ASSOCIATE (Cryogenic Scanning Tunneling Microscopy (STM) – Requires a Ph.D. in physics, chemistry or a related field, and expertise in UHV low-temperature STM. Expertise in other areas of UHV surface science is a plus. This position is for a project on the chemically specific imaging of photocatalytic reactions. Novel approaches, e.g., coupling ultrafast optical pulses with low-temperature STM, will be explored for studying photocatalysis and surface chemistry with simultaneous high spatial and temporal resolution on oxides, metals, and supported nanoparticles. Will interact closely with other team members experienced in applying ultrafast laser techniques to chemical physics. When electronically applying for the position, please include (in one document), a CV, publication list and a brief (<1 p.) statement of research interests. Under the direction of P. Sutter, Center for Functional Nanomaterials. Apply to Job ID #15333.*

FACILITY COMPLEX MANAGER (4 positions) - (M-1/M-2) – Requires a bachelor’s degree, preferably in engineering, and 10 + years of experience or equivalent in a closely related field, with a minimum of five years in a management position, as well as experience in managing in a union environment. Requires broad knowledge of facilities management; extensive managerial knowledge and excellent interpersonal and communications skills; strong data analysis and decision-making skills. Experience should include developing, implementing, and monitoring conventional operations and maintenance processes for a large industrial complex, and demonstrated experience in operating cost reductions while maintaining safe operations. Requires broad knowledge in maintenance and engineering processes; proven ability to effectively apply risk management principles in facility-related decisions; knowledge of work planning and conduct of operations; team building and analytical problem solving skills; strong leadership and customer focus, excellent skills in oral and written communication, decision-making, and budgeting, as well as interpersonal and coordination skills. Certification in Facility Management or willingness to obtain over time is desirable. Provides senior leadership, management, and direction for assigned resources (direct reports and matrixed staff) to effectively own, manage and operate facilities, systems and infrastructure within an assigned Complex. Leads the integration of facility management at the assigned Complex assuring that staff are trained and qualified and are continuously being developed to meet the near and future needs of BNL for facility management leadership. Provide resources necessary to assure that facilities are maintained and consideration is given for programs priorities. Ensures that an engineering methodology is applied in the management of facility maintenance and operations and that configuration control of systems and components are maintained. Ensures that the work conducted in their assigned complex can be executed safely and within applicable requirements and is performed by trained and qualified staff. Responsible for providing tenants and programs with safe mission-ready facilities, which are compliant with regulations and requirements for their proposed use. Communicates effectively and often with stake holders and their organizations to address daily, short and long term functional and operational needs in the complex. Deliver excellent customer service to tenants and programs that are occupying or using Complex assets. Negotiates the content of Facility Use Agreements (FUAs) and assures FUAs are current and complete. Serves as the steward of the budget formulation, expenditure and accountability for the assigned complex. Plans cost, scope and schedule through the formulation and execution of an Annual Work Plan. Develops a strategic facility needs plan in direct cooperation with stake holders, customers and the modernization project managers to include requests for IGPP/GPE projects and funding requests. Identifies and leads improvement initiatives for productivity, efficiency, and customer service. Ensures actions related to abnormal events are immediately taken to minimize the effects of the event and ensure a safe state of the facility. Directs the staff of the Complex Core Team, which provides a wide range of expertise in managing the conventional operations and maintenance of buildings and facilities across the Laboratory. Controls the use of, and activities within, buildings and facilities. Ensures that surplus facilities are adequately managed and maintained in a safe condition until they are demolished. Incumbent will be required to develop and implement clear, measurable safety performance and improvement goals, demonstrate openness to change, and display a passion for continuous improvement. Ultimately reports to a Level II Division Manager within the Facilities & Operations (F&O) Directorate but to ensure the success of the program, initially reports to the ALD for F&O. Grade level of position will be commensurate with the complexity and challenge of the facilities supported. Apply to Job ID #15338.

TECHNOLOGY ANALYST/ SENIOR TECHNOLOGY ANALYST/Linux Systems Administrator (I-4/I-5, reposting) – Requires a bachelor’s degree, preferably in computer science or related discipline. The successful applicant will have prior experience with Linux-based systems and familiarity with RedHat Linux operating systems. Working knowledge of shell scripting, Perl/Python scripting, virtualization (vmware or xen) software, web-based languages and MySQL is desirable. Prior exposure to open-source batch (condor, sge, pbs, etc) software is desirable. The ability to work with limited supervision on a daily basis in a collaborative environment with time-sensitive deadlines is essential. Responsibilities include managing the Condor-based batch system, assisting with the operational responsibilities in the RACF Linux Farm, assisting with monitoring Linux Farm performance and throughput, participating in the evaluation of new technologies and contributing to the general support services in the facility. Will support the computing needs of the RHIC and US ATLAS physics programs. Will be placed at the I-4 or I-5 level dependent upon years of experience and depth and breadth of relevant knowledge and skills. Physics Department. Apply to Job ID #15267.

MECHANICAL/SURVEY & ALIGNMENT RESEARCH ENGINEER II (P-7) - The selected candidate will design NSLS-II survey & alignment networks, perform network error analysis, create database of component fiducials and develop required interfaces for the laser trackers. Will also participate in

developing girder-magnet alignment, integration and installation procedures. Expertise in survey & alignment engineering and associated software programming experience is needed to fulfill the tight alignment requirements of the NSLS-II storage ring, requiring rigorous network designs, software interfaces and special measures such as girder profiling. Qualifications Required: Ph.D. in an engineering discipline and a minimum of three years of experience in metrology, alignment and network analysis; or a bachelor’s degree in mechanical engineering or related field plus a minimum of seven years’ experience in metrology, alignment and network analysis; and hands-on experience with laser trackers, inclinometers and theodolites. Qualifications Preferred: Survey and alignment experience in light source facilities; and substantial experience in writing software interface programs for S&A data acquisition and analysis. National Synchrotron Light Source II. Apply to Job ID #15336.

PRINCIPAL ELECTRONICS ELECTRICAL TECHNICIAN (TW-4, three-year term) - The NSLS-II Project is seeking an electrical technician to support Vacuum Systems. Under minimum supervision, will perform a wide variety of skilled technical functions in support of the engineering and technical staff. Duties include the fabrication, assembly, installation, testing, repair and maintenance of NSLS-II vacuum system electrical components, wiring, cable termination and electronic chassis. Qualifications include an Associate’s degree in a technical field or equivalent capabilities, plus a minimum of two years of relevant work experience or Bachelor’s degree in electrical or electronics engineering technology; good mechanical skills including the ability to assemble electrical components; ability to work from drawings, schematics and verbal instruction; good communication skills, self motivation and ability to work with minimal supervision. Preferred qualifications include vacuum experience; Microsoft Office, preferably Excel. ERAP** Eligible: \$500. National Synchrotron Light Source II. Apply to Job ID #15329.

INSTRUMENTATION & CALIBRATION (I&C) SR. TECHNICIAN (TW-3, two positions) - Requires an AAS degree in electronics or equivalent experience or certificate in electronics from the military or trade school. Practical hands-on experience in electronic circuits troubleshooting, repair, and calibration is required, using standard measurement and test equipment. Must have the ability to pass radiation protection training and maintain qualifications, pass a routine physical, lift 50 lb, climb stairs, and have a valid driver’s license. Must be computer literate, with a minimum of proficiency in Windows applications including Excel, Word, and Outlook, as well as some experience with database programs (Microsoft Access). Must be self-motivated, willing to take responsibility and have the ability to obtain and maintain a DOE security clearance which requires US citizenship. Duties include the servicing of electronic equipment, including radiation protection and survey instruments, as well as some airflow measurement equipment. Radiological Control Division. Apply to Job ID# 15328.

SURVEY TECHNICIAN (TW-1/TW-2) (6 ½ month term position) – Under close supervision, performs semi-routine technical support functions typically involved with the precision alignment of magnet assemblies using bar code type electronic levels and laser-tracker-based survey and alignment equipment. Will also assist in the adjustment of RHIC magnets onto their design location inside of the accelerator tunnel. Requires a high school diploma or equivalent capabilities plus one year’s relevant work experience. Collider-Accelerator Department. Apply to Job ID# 15294.

ELECTRICIAN(S)-A (LG-10 – term appointments, 6 ½ months) - Under minimum supervision lays out, constructs, installs, maintains, repairs and operates (in accordance with the national electrical codes, or as otherwise directed) electrical systems, equipment, controls and related devices. May be required to perform similar duties on other than Maintenance Division equipment and facilities. Seven years’ total experience composed of five years of apprenticeship, and two years of experience; or seven-to-nine years of total experience composed of formal trade school plus minimum two years of experience or nine years of experience preferred. Maintenance & Fabrication Division. Apply to Job ID #15337.

CUSTODIAL POSITIONS (LG-1) (TEMPORARY) - Requires one year of custodial experience, including stripping and waxing floors, commercial carpet cleaning, and ability to operate commercial cleaning machines. Must be flexible and customer oriented. Must be able to read and comprehend OSHA Material Safety Data Sheets and other job related documents. Must have a valid driver’s license and the ability to pass computer based training. Under general supervision, performs general cleaning and housekeeping duties in all Laboratory buildings. Site Services Division. Apply to Job ID # 15311.

*BNL policy states that Research Associate appointments may be made to those who have received their doctoral degrees within the past five years.

**ERAP stands for “Employee Referral Award Program.” When a BNL employee refers a person for ERAP eligible career opportunities and that person is hired, the employee gets a referral award, either \$500 or \$1000, as in the job description. All opportunities are listed at <http://www.bnl.gov/hr/careers/> and employees may also log on to view all ERAP-eligible positions and sign up for automatic alerts. Contact Nancy Sobrito at sobrito@bnl.gov.

Motor Vehicles & Supplies

06 SUBARU IMPREZA STI – 42K mi. 300hp, Turbo, 6spd, AWD, tint, new tires, syn. oil only, grt cond. \$23,000 neg. Ext. 3528.
05 SUZUKI XL7-EXIII – 95K mi. XL7 ExIII w/auto,leather,pwr seats,s/roof,gd cond. \$7,000 neg. Bob, Ext. 2368, 473-8543.
05 KZ FRONTIER 25’ TRAVEL TRAILER – slps 8-10, 2 sets bunks, q/sz slide-out, f-ton, loaded, excel. \$13,500 neg. 275-0745.
04 MERCURY GRAND MARQUIS – 67.8K mi. silver gray leather seats, alarm, well maint, clean. \$9,500. 588-5670.
03 HYUNDAI ELANTRA – 154K mi. white, 4cyl, 4dr, am/fm, a/t, p/s, p/w, p/l, sun roof, c/c, clean cond. \$1,500. Tom, Ext. 3085.
02 DUTCHMAN SPORT – white 28’, 4600 lbs, slps 6, stove, refrig, shower, toilet, htg and a/c \$8,999 neg. Mike, Ext. 2947.
01 LINCOLN CONTINENTAL – 32K mi. show rm cond, loaded, gar, leather int, htd seats, mirrors, chrome trim. \$9,200. 208-0009.
98 ACURA INTEGRA – 150K mi. Excellent condition, new tires & battery. All pwr. \$2,750. Rama, rcalaga@bnl.gov.
95 CADILLAC BROUGHAM – 137.7K mi. triple black, ragtop heated leather seats, alarm, well maint,ask. \$4,500. 588-5670.
MOTORCYCLE COVER – Nelson-Rigg Falcon Defender 2000 XL, brand new, w/ backpack storage bag, \$65. 741-9169.

Boats

26’ PEARSON #824 – built in ’74; seaworthy cond. \$1,200 neg. Mike, 476-5810 or kwsny@optonline.net.
26’ WELLCRAFT NOVA SPYDER – Twin 350 merc’s, tandem trailer, fair shape. Call for details. \$4,500 neg. Bob, 235-9405.
17’ AGUATERRA OCEAN KAYAK – floatation fore and aft, rudder spray skirt. \$350. 375-3035.

Furnishings & Appliances

4-POSTER TWIN BED – E. Allen Country Fr., incl matt & box sprg, comfortor, rust ruffle, mattress cvr. \$200. 516-241-4598.
AIR CONDITIONERS – 3 wall units; 2/5000 Btu \$50/ea; 1/10,000Btu/\$75. 751-4539.
APPLIANCES – kit refrigerator, gd working cond/\$100/obo. Don, Ext. 2253, 821-3320.
BOX SPRING SET – Stearns & Foster for king bed. Less than one year old. Like new condition. \$75. Douglas, Ext. 7046.
BUNK BED & MATTRESS (1) – metal, twin sz, white tubular bunk bed, \$75; twin sz mattress,\$25. Ext. 5753.
DANA CRIB AND CHANGING TABLE – by Pottery Barn, \$250 for all. 744-8792.
DRESSER W/MIRROR – solid cherry, Davis Cabinet Co. 7 drawers, w/wall mirror, or/wo Qun. platform bed. Sue, Ext. 4931.
ENTERTAINMENT CENTER – It oak 33w x84.5h x24.5d; 4 shelves, 1 drwr, 2 drs-below \$200. jfranco@bnl.gov.
KITCHEN TABLE & CHAIRS – maple, w/4 spindle back chairs and leaf, great cond, \$300. 678-3299 or dgordon@bnl.gov.
KRUPS AQUACONTROL KETTLE – 1L compact cordless, New/\$25. Ext. 5873.
MEN’S DRESSER – drk wood 40wx55h x19.5d 6 drawers, \$75. Ext. 4921.
MICROWAVE – Over the range microwave, GE profile, black, \$75. 751-4539.
WASHER – Kenmore Advantage, Sears, perfect cond, ask/\$80. Eli, Ext. 7179.

Audio, Video & Computers

NOISE CANCELING HEADPHONE – Sony MDR-NC7, unused, ask/\$30. 398-9060.
PRINTER – Epson Stylus Color 740i dot matrix w/ink cartdgs \$10/obo. Ext. 5558.
TOSHIBA 32” TV – Old style tube tv. works well (needs component cables for audio). Ask \$100. Ext. 4449, giordano@bnl.gov.
WIRELESS INTERNET CARD – Linksys dsktp PCI adaptor, WMP110 w/RangePlus, in orig box w/mnual, CD, \$10. Ext. 2913.

Sports, Hobbies & Pets

BOWFLEX MOTIVATOR – w/lat pulldown & leg exten, excel cond, \$425. 902-5453.
CHILDREN’S ITEMS: – Toddler Bike Seat \$10, F. Price Swing \$10, Jog Stroller \$30, Toddler Back Pack \$20, 258-4607.
CONN ACOUSTIC GUITAR – 6-string, excel cond, w/case/\$125. Ext. 5873.
DOG’S TIE-OUT CABLE W/STAKE – sturdy spiral stake and tie-out cable approx 18’L, \$15. Jane, Ext. 2198, 909-7080.
DRUM MACHINE – Alesis, SR 16, classic like new cond, orig manual, AC power, \$80. Don, Ext. 6072 or elliott@bnl.gov.
MEN’S WETSUIT SET – size M, barely used, nevr in saltwtr, 7mm, incl 2-pc suit, mask, boots, fins, \$115. moloughlin@bnl.gov.
ROWING MACHINE – Precor Model 612, gd cond, ask/\$90; Bogen 3021 Tripod w/3028 head, ask/\$120, excel cond. 398-9060.
WEIGHT BENCH – and weights, only used a few times, like new/\$250. 235-7068.
WETSUIT – youth size 12, like new, pd/ \$100, ask/\$55. Lynda, Ext. 7235, 286-1018.
YORKIES – four male puppies, 4 weeks old now for info call June, 806-4714; we have parents on site. Brian, 344-4241.

Happenings

DINNER/SHOW OUTING – Sat, Oct 16, see “Joseph,” Sight & Sound Theatre, PA. Dinner @ Good n Plenty, \$115pp. Discnts for teen/child. \$60 deposit by May 7. Call Kim, 399-3098 or khayes@bnl.gov.
MAY 2 @ 2:00 PM YVETTE SINGS – North-Port East Library, Yvette Malavet-Blum Sings Concert, w/Bob, piano & Brian, conga on Sun, May 2, 2PM. Free, Open to Public. Yvette, Ext. 5591 or malavet@bnl.gov.
NFCT PRESENTS 110 IN THE SHADE – musical by Richard Nash based on “The Rainmaker”. N. Fork Community Theatre, Mattituck. May 13-30. Tickets \$20 at <http://www.nfct.com> or 298-NFCT. Ext. 2520.

SPAGHETTI DINNER – Riverhead NJROTC, Wed. May 5, 5-8 pm. @ R/ head Moose Lodge off Riverside Dr. \$10 adults/\$8 srs & childn under twelve. 50/50 & mini raffle auction. peragine@bnl.gov.

Tools, House & Garden

KITCHEN CABINET – White corner unit, glass door, lazy susan, \$70. 751-4539.
MITER SAW – 8” Craftsman sliding miter saw gd cond. \$65. Lawrence, Ext. 7460.
POOL FILTER SYSTEM – Hayward EC50 for above grd pool, used 2 seasons, excel cond w/timer, \$300. Ext. 3884.
SNAPPER LE SNOWBLOWER – Needs carburetor work. \$100. 516-241-4598.

Car Pool

PLAINVIEW – 3-person pool meeting in Plainview need 4th. 8-4:30. Ext. 6068.

Miscellaneous

CONCERT TICKETS – Taylor Swift floor seats, Nassau Coliseum, Sat, May 15 @ 7pm, 2 tickets, \$285/ea. Joe, Ext. 4452.
GOWN – Mother of bride/groom, beaded, lace, organza. Cocoa, sz 18, Google Montage (style #14925. \$225. 871-3533.
TICKETS – Leo Kottke, solo acoustic guitar, Boulton Center Bayshore, Fri. 5/21. 2 tickets \$75. Paul, Ext. 7577 or poc@bnl.gov.
TODDLER BED – cherry wood frame, excel cond, incl mtrss/\$75. Nina, Ext. 5894.

Wanted

AMATEUR RADIO EQUIPMENT – want HF transceivers & other HAM gear working or not. Reasonable. Gary, Ext. 7779.
BED – want full size bed, incl mattress. pete, Ext. 4955 or pwarnicke@bnl.gov.
DIGITAL SLR CAMERA – with 50 mm lens, macro if possible. Sandy, Ext. 2922.
DONATIONS OF DOG/CAT FOOD – for pets of struggling families. Collection bins in Bldgs: 134, 400, 725, 901, 902. To be given to local pantries. Kathleen, Ext. 3161 or kratto@bnl.gov.
FIREARMS – Firearms wanted new or old, fair \$\$ paid. Joe, Ext. 3783, 487-1479.
NEW/GENTLY USED CLOTHING – all sizes, also children’s books, toys to be donated to 76 families living in a local shelter, Laura X4027, lbuscemi@bnl.gov and Kathleen, Ext. 3161 or kratto@bnl.gov.
RESIDENTIAL LOT/LAND – Patchogue, E.Pchgue, Bellport s. of Montauk Hwy area, 1/3 acre-1 acre. audio64@optonline.net.
TRAILER FOR 1-2 KAYAKS – want small trailer to pull 1-2 kayaks; to connect to auto trailer hitch. Sue, Ext. 4931.

Lost & Found

KEYS FOUND – 2 at crosswalk, corner of Lewis Rd/Cntr St, blk key ring w/red nylon strap, blk plastic clip. =Ext. 2854.
TABLE TENNIS PADDLES – found in Biologgy dept, outside conf rm. John, Ext. 3406 or trunk@bnl.gov.

Yard & Garage Sales

MILLER PLACE – Community yard sale Sat/Sun, 5/1 & 2, 9a-3p, NO early birds! N. Country, by the pond, to Lower RP Road to Grandview Blvd, Fairview, Central & Seacilf roads. Christine, Ext. 5090 or carter@bnl.gov.

For Rent

KISSIMMEE, FL – T/Share, June-Dec, 2-bdrm unit, slps 8, avail in Orlando, 15 mins to Disney World; \$1,050/wk. Nina, Ext. 5894.
ORLANDO, FL – Orldo/Disney Marriott T/share, slps 6-8, most wks avail, other destinations, \$800/wk. Mike, Ext. 2947.
NEW BERN, NC – T/share - relax, Waterwood T/houses on Lake, 2 bdrms, slps 8, full kit, w/d, 7/18-25. \$500/wk. Linda, Ext. 3750.
MANORVILLE – 1 bdrm apt, full bath, pvt ent, 9mi to Lab, util incl, single only, no smkg/pets, please. \$800/mo. 591-1315.
MASTIC – 1 bdrm, eik, full bath, den, own ent/drway, 1 mo sec, no smkg/pets, 10 min to Lab all incl. \$850/mo. 219-7241.
MIDDLE ISLAND – sm house, 2 dr, kit, bath, l/r, new appl, own entr, nr Lab, no smkg, pet ok, water incl. \$1,200/mo. 681-4098.
PATCHOGUE – Waterfront Studio apt, boat slip avail, incl heat & elec, sec deposit reqd, no pets. \$975/mo. 447-1234.
PATCHOGUE – 1 bdrm 2nd flr, kit, new appl, bath, l/r, lots of closet space, off street prkg, no smkg/pets. 1 mo sec, elect not incl. \$1,000/mo. 516-330-0954.
ROCKY POINT – 1 bdrm, second floor, priv. drive, incl. some util, no smkg/pets. \$795/mo. 821-3287.
ROCKY POINT – 1 bdrm upper unit, kit, bath, l/r, balcy, co-op comm, nr stores, Indry rm on prem, prkg, no smkg/pets, cac, incl gas/water. \$1,150/mo. 806-5965.
ROCKY POINT – house, 2 bdrm, l/r, eik, full bath, part storage bsemt, lge shed, lge front deck. \$1,295.00/mo. \$1,295/mo. 516-443-3857.
SHIRLEY – Room, m/wave kitchenette, l/r comb. 1mo sec, priv bath/ent. no smkg/pets. Nr. stores/beach/lirr. \$450/mo. 344-4324.
SHIRLEY – studio apt, nr BNL, beach, LIRR, semi furn. Utilities, basic cable & wifi incl. one mo. sec. req. \$700/mo. 655-3731.
SHOREHAM – studio apt, 8 mi to Lab, furn or unfurn, clean and newly painted, full eik, walk-in closet, new bath, all util/ cable incl, no smkg. \$875/mo. 849-2593.
SHOREHAM – 1 bdrm, brand new, garden apt, grnd flr, indep ent/drway, full bath, kit, l/r, cac, no smkg/pets, 1 mo sec, all util incl. \$1,100/mo. 566-8261.

For Sale

BROOKHAVEN HAMLET – 4br, 2.5 ba, 2car gar, Custom Col. Riverfront 1 ac, cul-de-sac on preserve w/Pvt/office suite, scenic, move-in cond. \$485,000. 286-4584.

Looking for a job, exercise equipment, or some other treasure? The classified ads are on pg. 3 this week.

Mort Rosen CH4-544-88



NSLS/CFN Users' Meeting, 5/24-26

The annual Joint National Synchrotron Light Source (NSLS) and Center for Functional Nanomaterials (CFN) Users' Meeting will be held from Monday, May 24 through Wednesday, May 26, providing a venue for scientists from diverse disciplines who use the NSLS and CFN facilities to share their work and discuss future directions for their research. New research results and advances in experimental capabilities in synchrotron radiation and the nanosciences will be highlighted.

This year's theme will focus on "Climate Change" and how synchrotron-based research and nanoscience will impact understanding and mitigation of the potential global effects. The Tuesday main meeting and plenary session, open to all, will feature William F. Brinkman, Director of the DOE Office of Science, who will give the key note address. Also included will be scientific talks on climate change studies; updates from DOE Basic Energy Sciences program managers; and overviews from Sam Aronson, BNL; Steve Dierker, Light Sources; Chi-Chang Kao, NSLS; and Emilio Mendez, CFN. The program includes invited talks, workshops, a poster session, and exhibits showcasing new technology and instrumentation.

BNL employees and guests are also welcome to register for workshops, and other meeting events (registration and a nominal fee are required). For more information, go to: <http://www.nsls.bnl.gov/users/meeting/page.aspx?id=home>.



BSA Noon Recital

La Catrina String Quartet, 5/5

La Catrina String Quartet will perform on Wednesday, May 5, at noon in Berkner Hall. Sponsored by Brookhaven Science Associates, the company that manages the Lab, the concert is free and open to the public. All visitors to the Lab age 16 and over must bring a photo I.D.

Hailed by Yo Yo Ma as wonderful ambassadors for music, the La Catrina Quartet is one of the most sought-after ensembles on tour today. The Quartet has a mission to perform masterworks of the string quartet repertoire, while also promoting Mexican and Latin American art music.

This season they will be featured in concert series throughout the US and Mexico and will conduct several quartet residencies during the summer. They come to BNL on the day following their debut performance at Merkin Hall in New York City.

Smashing Protons to Smithereens, 5/5

Talk on ATLAS Detector Search for Origin of Mass

During a free and public talk in Berkner Hall at 5:30 p.m. on Wednesday, May 5, Marc-André Pleier of the Physics Department will discuss the extraordinary research taking place at the Large Hadron Collider (LHC) — the world's newest, biggest, and highest energy particle accelerator, located at CERN, the European physics lab in Switzerland. Pleier is one of hundreds of researchers from around the world working on ATLAS, a seven-story particle detector positioned at a point where the LHC's oppositely circulating beams of protons slam into one another head-on. Within the debris produced from these high-energy collisions, researchers are searching for evidence of a particle called the Higgs boson, which is thought to be responsible for the mass of all particles — and us.

All are welcome to this talk, which is part of an international series of public lectures by scientists who perform their research at the LHC. Visitors to the Lab of 16 and older must carry a photo I.D. More information about other lectures in this series can be found at http://www.uslh.cern.us/lecture_series/lecturers/index.html.

Environmental Management System, Occupational Safety and Health Management System: Recertification Audits, 5/3 – 5/7

BNL's Integrated Safety Management System (ISM) is crucial to operations on site because it documents, through experience and analysis, how to plan and conduct work in a safe manner at the Laboratory. It also is a key requirement of BNL's contract with DOE.

Part of BNL's total commitment to ISM includes certification to the ISO14001 Environmental Management System (EMS) and the OHSAS 18001 Occupational Safety and Health Management System (OHS). These rigorous standards are a framework for BNL to continually improve Environmental, Safety, and Health performance. Each requires an annual audit to maintain certification.

From May 3 through May 7, the National Sanitation Foundation (NSF) International will audit the Lab's directorates and divisions. The audits are scheduled with EMS and OSH Representatives.

All Employees Should Know the Following:

While not all employees will be interviewed, all are expected to know that BNL has an Environmental, Safety, Security and Health Policy. This policy is posted throughout the Lab and is available on the web at <http://www.bnl.gov/bnlweb/PDF/ESSHP.pdf>

Also, all employees must be familiar with the environmental, safety and health aspects and hazards associated with their work and the consequences that could result from performing work outside of established controls.

For more information concerning these programs or the audit, please contact:

Environmental Management

Robert Lee, Ext. 3148, John Selva, Ext. 8611, or your EMS Representative.

Occupational Safety and Health Management

Ed Nowak, Ext. 8211, or John Selva, Ext. 8611, your OSH Representative, or your Safety & Health Representative.

Meditation and Talk on 'Compassion In Action,' 5/7

Dayamrita Chaitanya, a disciple of Mata Amritanandamayi, or Amma, will give a talk on "Compassion In Action" and lead a group meditation at BNL on Friday, May 7. Dayamrita's talk will be held from 5 to 6:15 p.m. in the Recreation Building in the apartment area. The talk will be preceded at 4 p.m. by an informal social gathering with refreshments and followed from 6:30 to 7:30 p.m. by meditation, prayers, and chants for peace. Sponsored by the Brookhaven Employees Recreation Association, the Asian Pacific American Association, and the Indo American Association Yoga Club, the event is free and open to the public. Visitors to the Laboratory age 16 and older must bring a photo ID.

Amma is widely regarded



Amma

as one of the world's foremost humanitarian leaders. Since she was a child in India, Amma has worked to alleviate suffering through personal outreach. She has won international recognition and awards, including the 2002 United Nations Gandhi-

King Award for Non-Violence. Currently, she helps those in need through a network of charitable organizations.

Amma's unique meditation technique, called integrated amrita meditation, consists of a set of yoga exercises followed by meditation. The technique is regarded as a powerful tool for experiencing relaxation, concentration, and greater awareness, which is a pathway to peace and joy. Amma believes that "real meditation" is achieved when a person becomes selfless.

As one of Amma's senior disciples, Dayamrita has focused on spreading her teachings of love and compassion for 26 years. For the past 16 years, he has been manager of Amma's activities in the U.S., Canada, and Latin America.

Frank Latorre and the King Bees to Perform, 5/8

Special guest Maggie Harrigan to open the show

Exciting blues will enliven Berkner Hall on Saturday, May 8, when Frank Latorre and the King Bees perform in Berkner Hall in a show that will be opened by Maggie Harrigan at 8 p.m. Sponsored by the BNL Music Club, the concert is open to the public. All visitors to the Lab of 16 and older must bring a photo I.D.

Harrigan, an east-end Long Islander, is a singer, songwriter, and guitarist. Known for her compelling vocals and magical guitar playing, she blazes from chord to note across the fretboard.

Latorre, a local musician and artist, was inspired by the Paul Butterfield Blues Band in 1969 to start playing harmonica. He has been creating music and art for over 30 years. His recording credits include Peter Green and Winger, and he has performed with many music legends. Latorre captivates audiences with his vocals and harmonica playing.

The King Bees are made up of guitar talents Mike Porter and JP Blues and veteran drummer Lou



Guisto. Together, these gifted musicians are known in the local music circuit as one of the most popular Long Island blues bands. In addition to performances at many local venues, Latorre has performed throughout the United States. The band has also received accolades at the annual International Blues Competition in Memphis.

In addition to his music,

Latorre is an artist and owns the Art & Soul gallery in Eastport, Long Island. During this show some of LaTorre's paintings will be on display.

Tickets for the concert are \$20 in advance and \$25 the day of the show. Buy tickets at the BERA Store in Berkner Hall, through www.ticketweb.com, or at the door. Advanced ticket purchase is recommended. — Jane Koropsak