

Reflections

Los Alamos National Laboratory

Vol. 3, No. 5 • June 1998



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Eye on
Weapons**

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Reflections

Reflections, the Laboratory monthly publication for employees and retirees, is published by Public Information (PA-1). The staff is located at TA-3, Building 100, and can be reached by e-mail at newsbulletin@lanl.gov, by telephone at 7-6103, by fax at 5-5552 or by regular Lab mail at Mail Stop C318. The individual telephone numbers are listed below.

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Printed on recyclable paper

editor's journal



Safety: month-long emphasis, year-long concern

June is National Safety Month, and a number of activities promoting safety are taking place at work sites, schools and other institutions across the country. No doubt there will be lots of pamphlets handed out, advice given, statistics recited and presentations made during the monthly observance. But if calling attention to safety saves just one life or prevents just one person from being injured, it will be well worth the effort.

Here at the Lab, Safety Month will be observed in July (see Page 4) as it was last year. Still, it doesn't hurt to get in the spirit of thinking about safety a month in advance. Actually, safety is something we should think about all the time, on or off the job. This was noted recently by an employee in a Daily Newsbulletin letter to the editor ("Safe-living people vs. safely-operating employees," April 21). The employee said he practices safety at work because he is a safety-conscious person all the time. "I think safety consciousness only gets internalized and personalized when it is not limited to the workplace," he wrote. "In other words, I work safely on the job because I'm conscious of safety issues wherever I am." Unfortunately not all of us can say that, but wouldn't it be great if we could?

I can't help but feel that some people think safety concerns, especially on the job, are much ado about nothing. By that I mean they think safety is simply common-sense, and having a bunch of guidelines and rules just gets in the way of "getting the job done." Of course, some of these same people would be among the first to acknowledge that getting hurt or, worse yet, killed really hampers getting the job done.

It's no secret that the Lab has had some safety problems in recent years, but many people are working hard to help make the Lab a safer place to work. At the heart of this effort is the Integrated Safety Management plan. ISM is the Laboratory's game plan on how to improve workplace safety. Former Laboratory Director Sig Hecker approved the ISM plan in November 1996, and it was delivered to the Los Alamos Office of the Department of Energy in December of that year. (The plan is available online through the Lab's home page under "Safety.")

On announcing the plan, Hecker said it makes a strong commitment to safety and noted that "all of us are responsible and accountable for the safe conduct of our activities ... This emphasis puts the responsibility for safety back where it belongs — [with] people doing and managing the work, not those overseeing it. It gets us away from a compliance-driven approach to a risk-based performance-driven approach."

Current Laboratory Director John Browne counts safety among his top priorities. One of Browne's key focus areas for the Laboratory is operational excellence, and he has said that the long-term goals for operational excellence include environment, safety and health being completely integrated into everyday work.

More important than the efforts of institutions, it seems to me that each individual ultimately has to be responsible for his or her own safety as much as possible, no matter where he or she is. For instance, if you see something that appears unsafe on the job, report it and make sure it gets fixed. If you don't know how to do something safely, find out. If you have questions about the safety of a procedure or practice, ask someone who knows. And if there are guidelines or procedures for doing something safely, read and follow them. It's really very simple. Make safety a matter-of-fact part of your life.

We shouldn't have to have special safety campaigns or observances to remind people of the importance of following safe practices and procedures, but let's face it, we do. Maybe some day, though, people all over the country, including Lab employees, will practice safety at work simply because they are safety-conscious all the time.

Immunologist devotes life's work to AIDS research after personal tragedy

by Ternel N. Martinez

It attacks from within, slowly destroying the body's immune system and leaving an individual vulnerable to malignancies and infections that eventually cause death. There is no cure, nor is any within sight. It is AIDS.

AIDS has claimed more than 11.7 million lives worldwide since first being identified in Los Angeles in 1981, including 2.3 million last year. The Joint United Nations Program on HIV/AIDS estimates that about 30.6 million adults and children either have AIDS or are infected with HIV (the virus that causes AIDS) and that its spread is actually accelerating. Nearly 16,000 men, women and children worldwide become infected per day, according to the United Nations.

Yet, the impact of AIDS never really seems to sink into the minds of many until someone they know contracts the disease. Then the horror truly sets in. For Bette Korber of Theoretical Biology and Biophysics (T-10), it occurred while she attended the California Institute of Technology as a graduate student during the 1980s.

Korber, who holds a doctorate in immunology, has difficulty finding the words to describe how she and her husband felt as they watched her best friend and housemate slowly change from a brilliant, high-energy young physicist to a frail individual with AIDS-related dementia. He died in 1991.

"It was horrible. I just don't know what else to say," Korber said. She added that her friend also did everything he could to raise awareness about AIDS up until the time he could no longer perform such duties. "He really was an inspiration. Three years before his death, I decided to dedicate my life to helping find a vaccine for AIDS."

To this end, Korber is responsible for maintaining two Lab databases, one of which she created. The Human Retrovirus and AIDS Database provides a cohesive set of references on reports and studies on AIDS' global variation and sequences. The HIV Molecular Immunology Database maintains a record of people's immune responses to HIV. "Every major lab research facility worldwide has access to our databases," she said.



Bette Korber of Theoretical Biology and Biophysics (T-10) performs most of her AIDS/HIV research on the computer. On Korber's computer screen is an HIV-1 protease molecule. A protease is an HIV enzyme that the virus uses to make new copies of itself inside infected cells. Researchers currently are developing several types of protease inhibitors, drugs that stop protease from making new copies of HIV that can infect other cells. Photo by Fred Rick

Lately, the databases have been accessed about 9,000 times a week on average. Korber created the HIV immunology database about two years ago, while Gerry Myers, also of T-10, created the HIV sequence database. A staff of about 10 helps Korber maintain both databases.

"The primary focus of the databases is documentation and annotation," she explained. "We read as much of the research on HIV as we can, extract the essential information and organize that information in the database." She described the reading part of her job as the most time-consuming and frustrating. Of course, she added, the most satisfying part is knowing the databases help facilitate the search for a cure or vaccine.

Korber also spends about 20 percent of her time with the Santa Fe Institute. Her focus there has been on pediatric AIDS, performing quantitative analysis of mother-infant transmission of HIV.

In December 1996, she garnered the prestigious Elizabeth Glaser Scientist Award for outstanding research on HIV/AIDS infection among children, receiving a grant for \$650,000 by the Pediatric AIDS Foundation to support five additional years of research. The foundation was created in 1988 by the late Elizabeth Glaser, who contracted HIV through a blood transfusion while giving birth to her first child; she later transmitted HIV to her second child. Glaser died in 1994.

Korber acknowledges that much work needs to be done before a cure is found, but she remains optimistic about eventual success, citing as an example clinical studies involving triple-drug therapy that show promise.

"It's our hope that if we give HIV-positive people the drug therapy in the very early stages, at least some of them can clear the virus completely from their systems," she said. So far, though, there have not been any such reported cases.

"We know a lot about AIDS, and finding a vaccine for AIDS is the best strategy right now, particularly for the developing world, where the virus is spreading most rapidly and costly medications are not available. The many HIV strains and substrains that exist make the vaccine effort very difficult."



Making the Lab safer

Editor's note: June is National Safety Month in the United States. The Laboratory will observe safety month in July and plans a number of activities to raise safety awareness in the workplace. Check the Daily Newsbulletin for information about these safety-related activities scheduled in July.

by Steve Sandoval

A safety mentoring program targeted to new employees, students, post-doctoral employees and visitors is one of the recommendations of a grassroots team looking at making the Laboratory a safer place to work.

The recommendation was based on

interviews the mentoring and education grassroots team did with Lab employees involved with training and education, students and student programs, and affiliates and visitors who come to Los Alamos for short periods of time.

Three other grassroots teams are looking at implementing the Lab's still-evolving Integrated Safety Management Plan; developing voluntary behavior and accountability methods to assure accountability for employees who work safely and programs to train employees how to observe unsafe behavior; and examining how well the Lab is implementing safe work practices and their effectiveness.

"We talked to a lot of people when we first started on this project, people on the floor ... And they felt that the best training is on-the-job training and that if you want to do a grassroots approach you have to work one-on-one with people," Victor Sandoval of Field Operations and Experiment Support (DX-4) said of the focus on safety mentoring, "especially with students and people from the outside.

Safety in particular is what we were really looking at."

The mentoring and education grassroots team also suggested that safety mentoring should be incorporated into the Department of Energy's contract with the University of California for operating the Lab.

Late last year, the Integrated Safety Management Office, with the Employee Advisory Council's assistance, asked for employee volunteers to develop and implement a grassroots safety program at the Lab. The grassroots approach was used because any meaningful changes in safety attitudes had to start with employees themselves. All told, more than 50 employees volunteered to serve on the grassroots safety teams.

The Integrated Safety Management Office has pledged to seriously consider recommendations from the grassroots teams, find resources and help the team solve Laboratorywide environment, safety and health problems.

Two years ago next month, former Laboratory Director Sig Hecker stopped all work at Los Alamos so employees, students and subcontract personnel could re-examine their commitment to safety and take appropriate measures to make the Laboratory a safer place to work.

The "safety stand down" included mandating that all employees sign a statement reaffirming their commitment to safety.

And recently in a letter to all employees, current Director John Browne reaffirmed the Lab's commitment to safety.

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Charlie's coming in July...

Last year Charlie Morecraft of Phoenix Safety Management told a standing-room only audience in the Administration Building Auditorium that he wasn't a safe worker — and has burn scars over a large portion of his body as evidence.

His talk was so well received that he is returning to Los Alamos next month to give two talks on safety — one is open to the community.

Morecraft is scheduled to speak from 10 a.m. to noon Monday, July 6, in the Duane Smith Auditorium at Los Alamos High School, and from 2 to 4 p.m. the next day in the Administration Building Auditorium. The second talk is open to cleared badgeholders; however, non-cleared badge holders can attend the talk with an escort.

Morecraft was severely burned in a 1980 refinery accident; he suffered burns over 45 percent of his body. He received burns on his arms because the sleeves on his fire-retardant suit were rolled up, a safety violation.

He admitted that he didn't follow proper safety procedures because he was in a hurry to leave on a vacation.

Morecraft's talks are sponsored by the Lab's Integrated Safety Management team as part of a Labwide effort to promote safe work practices.

Two videotapes of Morecraft's presentations, each less than one hour in length, are available on loan from Fran Talley in Public Information (PA-1). She can be reached at 667-5225, or by writing to flt@lanl.gov by electronic mail.

Surfs up ...

A number of World Wide Web sites contain useful information about safety and safe work practices. They include

- National Safety Council Home Page: <http://www.nsc.org/index.htm>
- American Red Cross: <http://www.redcrosslv.org/arc4.htm>
- National Institute for Occupational Safety and Health: <http://www.cdc.gov:80/niosh/homepage.html>
- Los Alamos Positive Health Directions: http://www.hr.lanl.gov/html/positive_health/index.html

The Laboratory's Integrated Safety Management program also has a web site. It can be found at <http://www.lanl.gov/safety/>.

Old equipment

Lab would rather give it away

by Ternel N. Martinez

It's inevitable that most employees at the Lab no longer will need a particular piece of equipment or furniture. Or perhaps they got new items to replace the old. Whatever the reason, old items are now considered excess.

But that begs the question, "Where do the old computer systems, monitors, diagnostic equipment, microscopes, cameras or whatever end up?" If your first instinct is to say the salvage yard run by Johnson Controls Northern New Mexico, you're right. From there, they usually end up being sold during monthly public auctions. That's where the problem lies, said Mike Shepherd of JCNNM.

At a time when the Laboratory and the University of California are looked upon to become better corporate citizens, excess equipment and furniture that Lab employees no longer need could be just what the doctor ordered for schools, agencies, nonprofit institutions and other entities statewide.

In other words, the Lab would rather give the items away than sell them, as long as doing so benefits the state.

But, as Shepherd noted during a March 17 property management training session held in the Physics Building Auditorium, exactly the opposite is happening.

Shepherd estimated that on average, JCNNM handles about 40,000 bar-coded and nonbar-coded excess items annually. He said using original value figures for equipment and furniture sold through public sales in fiscal year 1997, \$49.87 million of the approximately \$53.46 million worth of equipment and furniture available was sold through public sales. That means the remaining items, originally worth about \$3.58 million, were transferred to the following:

- Other Lab employees or subcontractors through internal reuse (Lab employees and contractors always get first priority on excess equipment)
- The K-12 Gift Program (200 public and 89 private schools in 49 school districts north of Interstate 40)
- The Energy-related Laboratory Equipment Program (for research institutions and universities)
- Federal agencies (Department of Energy, Department of Defense and others)
- State agencies and nonprofit organizations

A real concern is of all the merchandise JCNNM picks up, only about 10 percent is reusable. The reasons range from improperly stored or sanitized equipment to equipment that was dismantled, damaged during transport or lacked the essential peripherals that originally came with it.

To significantly increase both the number of reusable excess items and the amount that reaches schools and other entities, JCNNM, Property Management (BUS-6), Science



Customers rummage through some of the items on display during a recent Johnson Controls Northern New Mexico public sale. If the Lab/JCNNM property-management awareness training sessions and regional refurbish centers do well, more equipment and other items will be reusable and ultimately given away to schools, institutions, nonprofit organizations and other entities, instead of sold. Photo courtesy of Mike Shepherd

Education (STB-SE) and DOE are working together on several fronts. The first is the creation of a refurbish center in Española, one of four such centers scheduled to be opened this year in Northern New Mexico. The Española refurbish center is scheduled to open in June.

"We're going to train those who work at the center on how to fix such things as hard drives, monitors and other types of equipment," said Shepherd. The refurbish centers will have a big impact on the amount of equipment that ultimately will go to schools, institutions and other organizations, he added. Currently, only 7 percent of all equipment picked up by JCNNM goes to these entities; Shepherd hopes the refurbish centers will help increase the percentage to 50 percent by next spring.

Of course, it would be helpful if the Lab did what it could to minimize the amount of equipment needing repairs. Thus, JCNNM and BUS-6 are holding periodic sessions on property-management awareness, covering the do's and — more specifically — the don'ts of property management. "Some employees actually have taken a screwdriver or hammer to a computer hard drive because they didn't know the correct procedure for sanitizing their equipment," said Shepherd. "That's waste, fraud and abuse."

For its part, JCNNM is taking extra steps to make sure its crews are trained in the best methods for protecting equipment, added Shepherd. JCNNM is looking into alternative collection and storage methods as well. Shepherd also urged employees to make sure all excess item-peripherals are included when JCNNM comes to pick up the excess. For example, computer peripherals include a monitor, operating manual, mouse, connecting wires and keyboard.

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Nonproliferation: A 'great fit' for multidisciplinary research

'Nonproliferation focuses on the concern that weapons of mass destruction — nuclear, chemical and biological — will spread.'

by John A. Webster

Irma Gonzales picks up a small electronic part, checks a diagram that looks like a nest full of snakes and carefully solders the part on a printed circuit board. Then she does it again with another component, then another. Dozens of components later, the circuit board is fully "stuffed" and ready to go into an instrument that will fly aboard a satellite.

"It's very precise work, especially for NASA and Class A satellites (the highest classification) because they go up for 10 years or more," says Gonzales, a quality assurance inspector and fabricator in

Space Engineering (NIS-4). "Once they fly, you can't go up and fix them."

Gonzales has worked on fabricating instruments for space flight since joining the Laboratory in 1985. She works in one of the most visible activities at the Lab in the area of nonproliferation, a major focus of the Laboratory's current programmatic activity.

"Nonproliferation focuses on the concern that weapons of mass destruction — nuclear, chemical and biological — will spread," said Don Cobb, associate laboratory director for threat reduction. "It also deals with the means of delivery — the acquisition of technologies and the systems to make them into useful weapons."

Lab-designed and -built instruments have been aboard satellites since the Vela program, which began in the early 1960s as a technique to monitor atmospheric nuclear explosions. Its success led to other projects with satellite sensors, such as the Air Force's Defense Support Program and the joint Air Force-Department of Energy Global Positioning System Program.

The Lab also has built its own satellites, including FORTE, an acronym for Fast On-orbit Recording of Transient Events, a lightweight satellite launched last August to test ways of identifying clandestine nuclear tests, and ALEXIS, or Array of Low-Energy X-ray Imaging Sensors, launched in 1993 to test remote monitoring technologies.

Gonzales, who with other team members built the instruments aboard the FORTE and ALEXIS satellites and several other space projects, said she loves her job.

"It's very important work," she said. "It's important to our country's security, actually to international security. There's a lot of pride involved. It's really fantastic when they turn on an instrument and it's working, and you know you had something to do with it."

Gonzales, who with other space instrument fabricators and inspectors is certified every two years to work on NASA projects, spends most of her time these days inspecting boards at various stages in their fabrication and making sure everything is documented.

"We do a lot of testing," she said. "We have to put out a highly reliable instrument."

The Lab's nonproliferation programs involve many areas in addition to space. They include supporting arms control negotiations, seismic monitoring for treaty compliance, security of nuclear materials, developing proliferation detection technologies, intelligence, nuclear safeguards and export controls.

"Nonproliferation engages basic technology, information systems, sensing capabilities, computer modeling and

'It's really fantastic when they turn on an instrument [in a satellite] and it's working, and you know you had something to do with it.'



Irma Gonzales of Space Engineering (NIS-4) "stuffs" a printed circuit board with electronic components. The board, and a dozen or more like it, will be part of the instrument package on board a space mission. Photo by Fred Rick

sure that certain capabilities, such as what to look for during on-site inspections, were technically driven. You had to know what it means to find evidence of a nuclear explosion.

"The technical people made a real impact (on CTBT negotiations)," said Norman, former director of the Lab's Field Test (J) Division who recently became deputy manager for test and operations at the Nevada Test Site. "Los Alamos, for example, helped lead the way in getting infrasound in the treaty as a monitoring technique. This is an example of using a proven technology to provide a capability to detect atmospheric tests at a reasonable cost."

An increasingly important program for the Lab in recent years has been nuclear material protection, control and accountability, or MPC&A, which was declared a top national security objective in a 1995 presidential decision directive. The largest program of the Center for International Security Affairs, MPC&A focuses on improving security of nuclear materials in the Former Soviet Union, where their potential for theft or loss has been the greatest.

Ron Augustson, project leader for the Lab's MPC&A program, said the program now includes 41 institutes, facilities or regulatory projects. Los Alamos helped develop and install nuclear material security systems at the All Russian Scientific Institute of Experimental Physics, one of two Russian weapons-design laboratories. Technologies and methods demonstrated at the institute are now being implemented at other facilities in Russia, Augustson said.

An emerging area of work at the Lab is the development of innovative proliferation detection technologies. It includes research into such areas as gaseous

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Wives, cars and unmarried sisters ... *Science meets diplomacy*

by John A. Webster



Mary Anne Yates

A nuclear chemist who spent 20 years in weapons diagnostics and fusion research found herself in early 1996 finding ways to specify the number of wives diplomats could legally bring into a country.

"You had to be very aware of people's feelings," Mary Anne Yates says of her experience in Geneva during negotiations on the Comprehensive Test Ban Treaty.

While in Geneva from January through August 1996 as a member of the U.S. delegation to the international Conference on Disarmament, Yates helped coordinate the legal agreement between the CTBT Organization, which was set up to administer the provisions of the treaty, and the country in which it was to be located, Austria.

"The issues were, well, different. For example, one was how many wives could each delegate bring into the country legally," she said. "Another big issue was how many cars you could import — and how many you could export. Diplomats don't have to pay taxes (on cars), and the host country says there has to be some limit.

"Another issue involved 'unmarried sisters with no hope.' Some of us [women] wondered what was going on when we first heard of this, but it was a real case. An ambassador cared for a retarded, middle-aged sister, and

because siblings are not included in the internationally accepted definition of family members for diplomatic purposes, the Austrian government did not want to let her in [the country] with full diplomatic rights as a member of the ambassador's family.

"We dealt with deep social issues with very real consequences," said Yates, adding that the successful effort to develop the agreement took about five months.

Yates spent the first 20 years of her Laboratory career in research, then became interested in arms control in the early 1990s. She accepted a change-of-station assignment to Washington, D.C., in 1993 to support the Department of Energy and its interagency role in developing disarmament policy.

Her primary area of responsibility was the Fissile Materials Cutoff Treaty, for which negotiations have not begun, but she became involved with the CTBT because it was such a big effort by the Conference on Disarmament.

Even though part of her job in Geneva involved non-technical issues, she said working on arms control treaties is fascinating.

"The issues are so immediate," said Yates, who recently was appointed chief of staff to Don Cobb, associate laboratory director for threat reduction.

"There's a phrase in Washington — O.B.E., or overtaken by events, which means all your studies are of no interest any more," she said. "Important changes are made on an hourly basis, and you have to be willing to let go of stuff you care about."

As a scientist, Yates was sometimes frustrated by governmental operations. "It was hard to accept that sometimes policy considerations outweigh technical concerns, but it was exciting, and I liked it."

people

Cowan elected AAAS Fellow



George Cowan

Lab retiree **George Cowan** has been elected a Fellow of the American Academy of Arts and Sciences. AAAS is an honorary society whose members are elected for distinction and achievement in a

variety of intellectual disciplines and professions. Cowan, founder of the Santa Fe Institute, became a Fellow of the physics section of AAAS' Mathematical and Physical Science Class.

Cowan, who also founded Los Alamos National Bank, has garnered several honors over his career at the Lab. The one-time Lab associate director (1979 to 1981) received the E.O. Lawrence Award in 1965 and the Enrico Fermi Award in 1990. Cowan became a Senior Fellow at the Lab in 1981 and currently is a Lab Senior Fellow Emeritus. He also is a Fellow of the American Physical Society.

The radiochemist also served on the White House Science Council from

1982 to 1986. He retired from the Lab in September 1990 and currently is a visiting scientist at the Santa Fe Institute. His current interests involve a research program on early mental cognition, which examines maturational windows of infants and toddlers from birth to three years of age.

Fletcher selected Malcolm Baldrige award examiner



Kay Fletcher

Kay Fletcher of the Computing, Information and Communications (CIC-DO) Division recently was selected a Malcolm Baldrige Quality Award examiner by the National

Institute of Standards and Technology, a branch of the Department of Commerce.

As a result, she will participate in NIST's Malcolm Baldrige National Quality Award Program, which recognizes organizations for performance excellence. This year, the program has been expanded to include health care

and education institutions.

Selection of examiners is based on several criteria, including excellent writing, oral communication, leadership and interpersonal skills; knowledge of quality practices and improvement strategies; and expertise in business, education or health-care management, processes and results.

NIST accepts only 100 new examiners each year, while maintaining a pool of approximately 300 examiners to expand its base of trained, knowledgeable examiners. So as 100 new examiners are accepted, another 100 current examiners are rotated out. As a result, Fletcher is unsure whether she will serve only one year or all three. She filed an application for consideration in January and was notified of her acceptance March 28. She underwent formal examiner training in May at the NIST building in Gaithersburg, Md.

For Fletcher, who works in the Quality Systems Deployment Office in CIC, this marks the third venue for which she will serve as an examiner; she also is an examiner for the Quality New Mexico Awards and Department of Energy Quality Awards programs. All three use the Malcolm Baldrige criteria. Fletcher also serves on DOE's Quality Council.

Fletcher has been at the Lab almost 20 years. She has a bachelor's degree in business administration from the College of Santa Fe.

Phillips receives Volunteer-Staff Partnership award



Rebecca Phillips

Rebecca Phillips of the Human Resources (HR) Division has received a Volunteer-Staff Partnership award from the American Society for Training Development.

Phillips, HR deputy director, is currently on a year-long change of station as research director at the College of Leadership and Transcultural Studies at Motorola University. The college is

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Lujan to display art work at Spanish Market in July



Barbara Lujan

Barbara Lujan of the Small Business Office (BUS-SBO) is the latest Lab employee to have art works accepted into Spanish Market. The Spanish Colonial Arts Society notified Lujan March 3 that she could exhibit her angels, night lights, sconces, mirrors, candelabras and other pieces in both the summer and winter events. This year's summer Spanish Market takes place July 25 and 26 at the Santa Fe Plaza.

The Lab employee of more than 16 years first got involved in tin art work in March 1997, when her husband Oscar brought home his first piece of tin art made at a class at Northern New Mexico Community College in Española. "When I saw the mirror he made, I immediately fell in love with tin art," said Lujan. Her husband taught her the basic techniques based on what he had learned in class.

Lujan does all of her work at home, having turned a bedroom into an art studio. She incorporates her own artistic designs with traditional designs, although she must keep within the standards and traditions of the Spanish Colonial Arts Society.

Lujan has been working feverishly to make sure she has enough pieces of art to display in the event. "I've been told that I should have at least 80 pieces of tin art for Spanish Market, and I've got fewer than 20 right now," she said in mid-April. If necessary, she added, she will take vacation time to work on her creations.

May employee service anniversaries

30 years

Raymond Alcouffe, X-TM
Robert Garcia, ESA-WMM
Tobias Romero, NMT-11/MAT
Jim Whitfill, ESA-FM/ESH

Basil Swanson, CST-1
E.A. Trujillo, ESH-1
Jerry Valdez, TSA-10
Maxine Vigil, BUS-4
Timothy Wilson, X-CI

Gregory Smith, LANSCE-12
Danny Sorenson, P-23
John Townsend, MST-7
Margaret Trujillo, BUS-8

Janet Frensdorf, BUS-DO
Daniel Gerth, NMT-1/CMR
David Keller, ESH-20
Jason Lashley, MST-8
L.T. Lujan-Pacheco, CIC-1
David Pearson, EES-3
Ronald Selvage, NMT-8
Jeffrey Skiby, CIC-1
Warren Steckle Jr., MST-7
Scott Turner, X-TM

25 years

Larry Barrick, CIC-2
Jan Boissevain, P-25
Michael Busse, NIS-5
Samia Davis, HR-5
Robert Garza, ESH-3
Robert Henderson, NMSM-MS
Dennis Martinez, LANSCE-12
Joe Martinez, LANSCE-2
George Powell, BUS-4
Freddy Roybal, LANSCE-2
Steven Salazar, FE-9
Nancy Simpson, BUS-2

15 years

Lee Chavez, DX-6
George Csanak, T-4
Joseph Frank, FE-IFMPO
Wynne Grace, CST-1
Charles Grimes, S-5
Duncan Hammon, MST-6
Mary Hockaday, P-23
Dale Land, CIC-2
Anne Macek, X-CM
Lynn McDonald, EES-5
Charles Neil, X-CI
Ronald Parker, ESA-EA
Georgia Pedicini, CIC-7
Constance Russell, CIC-1
Jacqueline Salazar, NIS-9
Clifford Unkefer, CST-4
Fidel Vigil, NMT-5
Robert Wells, TSA-3
Truel West, NIS-8

5 years

C.T. Buscher, CST-4
Marlene Cash, ESH-19
Stacey Eaton, TSA-10
Michael Fisk, CIC-5

20 years

Kirk Binning, CIC-18
Richard Brake, ESH-7
Joseph Garcia, P-22
Loretta Gonzales, MST-STC
Gregory Hart, P-25
Johnny Lovato, BUS-4
Berlinda Maestas, CIC-4
Rosina Martinez, TSA-10
Bill McKerley, NMT-1/CMR
Leo Quintana, BUS-4
Carlos Roybal, BUS-4
Harry Reisch, DX-8
Gary Rinehart, NMT-9
David Romer, ESA-TSE
Robert Rundberg, CST-11
Victor Salazar, BUS-3
Peggy Santistevan, AA-1
Stuart Schaller, LANSCE-6
Leonard Stapf, ESA-EPE

10 years

Randal Baker, X-TM
Miles Baron, NIS-2
Paula Bryson, CIC-14
Sharon Dogruel, HR-6
Jean Elson, ESA-DO
William Haynes, LANSCE-9
Daniel Neagley, P-21
Ronald Nutter, CIC-5
Frank Romero, LANSCE-2
Debra Rutherford, NIS-7
Peter Sandford, CIC-1

In Memoriam

Avis Rita Dade

Retiree Avis Rita Dade died March 26 at Los Alamos Medical Center. She was 83. Dade joined the Laboratory in November 1953 and held numerous positions, including transmittal clerk, proofreader and typist. She retired in October 1978 as an administrative secretary in the former Supply and Property Department.

John "Jack" England

Laboratory retiree John "Jack" England died March 22 in Dallas. He was 60. A 24-year U.S. Army veteran, England joined the Laboratory in 1978 as a security specialist and left 15 years later director of safeguards and security. While in the Army, he served two tours of duty in Vietnam and retired as a chief warrant officer, earning the Legion of Merit, the Bronze Star and the National Defense Medal. England earned a bachelor's degree from Our Lady of the Lake University in San Antonio, Texas.

Douglas R. Jones

Laboratory retiree Douglas R. Jones died March 26. He was 60. Born in Houston, Jones moved to Los Alamos as a young boy when his parents worked on the Manhattan Project. A 1956 Los Alamos High School graduate, Jones joined the Laboratory in 1959 as an industrial hygiene technician. He later entered the University of California's machinist apprentice program, then he joined the Lab as a machinist and fabrication technician. He remained at the Lab through 1974, returning 10 years later after having operated a service station in White Rock and owning and operating Arrow Machine, also in White Rock. Jones retired in 1993.

Francis Randolph

Retiree Francis Randolph, 72, died March 18 in Amarillo, Texas. Randolph began his career at the Lab in 1958, working as a trades helper in Health (H) Division. Other positions he held in the division included security guard, senior storesman, junior technician and radiation technician. His responsibilities included providing health physics instrumentation maintenance and alpha/beta detection instrumentation calibration. After a brief stint as a Lab associate for the division, Randolph fully retired in 1990.

William Sands Clouser

William Sands Clouser died April 2 at his White Rock home. He was 77. Clouser retired from the Laboratory in 1989. While at Los Alamos, Clouser was primarily engaged in weapons research. Clouser originally came to the Laboratory in 1949, left to earn his doctorate degree and teach at the University of Wisconsin, Madison, and returned to Los Alamos in 1963. He earned bachelor's and master's degrees and his doctorate in mechanical engineering.

Phillips receives ...

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headquartered in Illinois, but she is stationed in Los Alamos and Santa Fe.

Phillips was recognized at the society's awards ceremony June 1 in San Francisco. The award recognizes Phillips' contributions to the society and the training profession.

Phillips has been HR deputy director since February 1995. She has worked at Los Alamos since 1985.

The industrial fellow assignment also has an option to stay at Motorola University for an additional year.

At Motorola University, Phillips is responsible for developing the overall research strategy on leadership, management development and organizational change and creating new organizational structures.

Making the Lab safer...

continued from Page 4

"I am convinced that our ability to achieve an injury-free workplace and to protect the environment requires the personal commitment and daily involvement of all of our senior managers," Browne wrote. He also wrote that he asked all division directors to give their personal commitment to line management safety responsibilities.

Browne concluded by writing, "I ask each of you to make a similar commitment to join with your managers in striving to eliminate injury to people and the environment."

Nearly two years after the safety stand down, progress is being made, according to Phil Thullen of the Director's Office, who is overseeing the Labwide safety effort for the director.

"I am generally pleased and optimistic," said Thullen. "I see more worker involvement. I believe that upper managers at this Lab are almost totally committed to implementing and sustaining integrated safety management."

He said Lab employees slowly are beginning to realize that safety is everyone's responsibility, much like it was at the Lab several years ago. He said more recently, Lab employees "basically surrendered" safety back to the Lab "rather than saying 'I am responsible for safety.'"

Through Integrated Safety Management and the grassroots teams, Thullen sees the focus on safety returning to employees. "That's a dual change for this Laboratory," he said. "The workforce has to change back to what it once was.

"Environment, safety and health will always have a role, but the responsibility is in the workplace ... the worker ... the worker's supervisor," he said.

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Old equipment ...

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On still another front, JCNNM and BUS-6 are available to hold property management awareness sessions for any internal or external organization that requests it. In addition, they are helping smaller agencies establish in-house databases so the agencies can know more quickly what is available for them. "We can also help them fill out the necessary paperwork to make the process flow better," said Shepherd.

"What it all boils down to is increasing public awareness and understanding on what the Lab and Johnson Controls need to do so that more equipment is reusable and in the hands of schools, nonprofit organizations and other institutions that really need it," he said.

To schedule a property management awareness training session, or for information regarding preparing items for pick-up by JCNNM, call Shepherd at 7-6225 or Joe Roybal of BUS-6 at 7-5219. Or write to waste-not@lanl.gov.



Pictured are just some of the items that JCNNM typically has in its warehouse at any one time. Currently, only about 10 percent of all the merchandise picked up by JCNNM annually is reusable. Photo by Fred Rick

Nonproliferation: A 'great fit' ...

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emissions from manufacturing plants, laser interrogation of gases, thermal imaging, "smart" sensors that analyze data and transmit only the important information, and micro-robots.

"We want to develop technologies to remotely monitor suspect activities," said Dave Simons, NIS program manager for nonproliferation and arms control research and development.

The Lab's nonproliferation programs are centered in NIS, but they involve staff and resources from many other divisions. Much of the work is done in conjunction with Sandia and Lawrence Livermore national laboratories.

"I estimate that about 20 percent of the Laboratory's technical workforce has some significant level of involvement in these [nonproliferation] programs," said Cobb. "It's a great fit for multidisciplinary science and technology."

This month in history

June

1788 — The U.S. Constitution goes into effect with its ratification by New Hampshire

1876 — Custer loses the Battle of the Little Big Horn

1885 — The Statue of Liberty arrives in New York Harbor from France

1908 — The Tunguska Event (presumed to be meteor that exploded in Earth's atmosphere before striking the ground) occurs in central Siberia

1940 — The British successfully evacuate 300,000 troops from Dunkirk

1944 — Trinity Site is selected for the first test of an atomic weapon

1946 — The Soviet Council of Ministers assigns specific tasks and responsibilities related to the development of nuclear weapons

1949 — Los Alamos becomes New Mexico's 32nd county

1963 — The office at 109 East Palace Avenue in Santa Fe, check-in place for Manhattan Project workers, is closed

1972 — Five men are arrested for burglary at a Democratic Party office in the Watergate apartment complex in Washington, D.C.

1985 — Two 13,000-foot-deep geothermal wells at Fenton Hill are connected underground as part of the Hot Dry Rock Program

1989 — The Justice Department announces an investigation into possible violations of federal environmental law at Rocky Flats

1993 — Manhattan Project pioneers gather in Los Alamos to celebrate the Laboratory's 50th birthday with many events, including the dedication of a bust of former Director Norris Bradbury at the Bradbury Science Museum.

Syndicated material

Removed at the request of the syndicate

May solution

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spotlight

'Really tough ladies' enter Hall of Fame

by Steve Sandoval

Athletic competition is a game of streaks and spurts, highs and lows, the thrill of victory and the not-so-thrilling agony of defeat.

In the late 1970s, a women's slowpitch softball team in Española set a standard other teams have been hard pressed to follow. Between 1975 and 1979, the Tewa Lounge team won 228 games, lost only 28 and captured five consecutive New Mexico Amateur Softball Association state championships.

Nearly 20 years after that glorious run, the team was inducted into the National Amateur Softball Association Hall of Fame's Hall of Honor. Eight present or former Laboratory employees played on the Tewa Lounge team — five of them still work at Los Alamos.

"We were better than we knew we were," said Charlene Douglass of Computer and Communication Security (S-5) and, by her own admission, the elder statesman on the team. "We were the ones to beat ... I really didn't realize we had a record like that."

"We love the game," said Sandra Martinez-Hull of the Technology and Safety Assessment (TSA) Division. "You never think of the numbers when you're playing."

Other Lab employees who played on Tewa Lounge include Mary Ellen Ortiz of the Bradbury Science Museum (CIO-2), Marian Fresquez Martinez of the International Technology (NIS-IT) Program Office and Mary Gentry of Network Engineering (CIC-5). Ortiz wasn't a Lab employee during the team's five-year streak.

Former Lab employees who played on the team include Christina Trujillo, a catcher; Darlene Padilla Martinez, a pitcher; Mary Lou Gallegos, a first baseman; and outfielder Carol Cole.

The National ASA Hall of Fame is in Oklahoma City, but local ceremonies to honor the team were held this spring in Santa Fe. And former Española Mayor

Ross Chavez proclaimed Feb. 7 through 14 "Tewa Lounge Week" in Española to recognize the team.

"They were a great, great softball team, phenomenal," said Dan Davis, a softball coach in Santa Fe who nominated the team. District 3 includes New Mexico and other areas of the southwest.

The Tewa Lounge team is the first women's Major Division team to be inducted into the Hall of Fame. There is a youth team from Clovis and a men's team from Roswell also in the ASA Hall of Fame.

Added Tewa Lounge coach Fred Lopez, who lives in the valley, "All of them were hard workers. They were always there for practices, games, benefits ... everything."

Douglass was a pitcher, while Martinez-Hull played shortstop. Marian Fresquez Martinez was an outfielder, as were Ortiz and Gentry.

Douglass said Tewa Lounge's success resulted from good chemistry plus a love for the game. "We were all team players," said Douglass. "There weren't any real egos on the team."

Added Marian Martinez: "We all played on different teams before we came together as Tewa Lounge. The girls that made up the team . .

. we were just ahead of our time," said Martinez.

"We never had the coaching techniques that the young kids have now, the facilities, advanced mechanisms to build your skills. It came very naturally to us.

"Back then if we had these tools and all these facilities, there's no telling what we would have done," she continued.

"We were just really tough ladies, and we just loved to play ball."



Reflections

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