

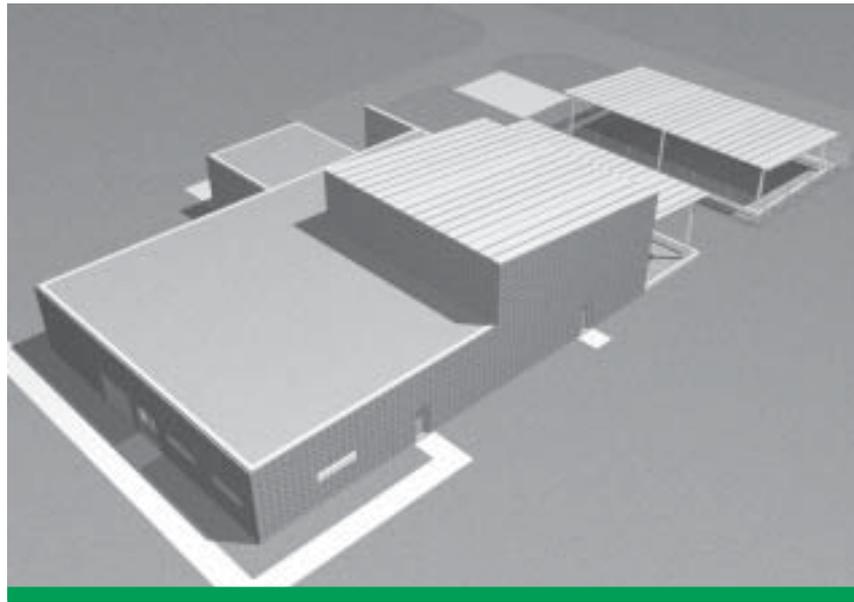
Facility design reaches milestone

The new Purification Facility project passed a critical milestone in August, becoming the first project under Y-12's Modernization effort to reach this stage of execution. Title I (30 percent) design on the facility has been completed on schedule and within budget. This effort is Y-12's first new capital line-item project to be executed under a more rigorous project management order (DOE Order 413.3).

Setting the standard

The documentation required for the National Nuclear Security Administration to approve further design work was submitted at the end of August. A review team consisting of NNSA and external contracted consultants must approve continuation of the project at each critical decision point. During the recent review, the team was highly complimentary, calling this project "one of the best we've reviewed."

Mark Sollenberger, the BWXT Y-12 project manager for the Purification Facility, is very proud of the project team. "This team is running point for all major projects to come at Y-12, and they are doing it with great style and success," he said. "The next major hurdle will be to complete the detailed design and get procurement and construction under way by next spring."



Conceptual rendition of the Purification Facility.

"The next major hurdle will be to complete the detailed design and get procurement and construction under way by next spring."
– Mark Sollenberger

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Increased efficiency

The original mid-1970s purification production facility was shut down in the early 1990s, but process capability and capacity must be reestablished to support future Stockpile Life-Extension Program missions. The new facility, which is to be located at the old 9720-1 area of Y-12, will mimic the original process for purifying processed material while meeting current engineering codes and standards. For Y-12 employees, the new facility will provide better worker protection and improved performance while reducing operating and maintenance costs.

The \$45 million project is part of the Special Materials Capabilities program of the Y-12 Modernization effort.

Holiday party planned

The holiday season is just around the corner. Mark your calendars now for the Y-12 Holiday Celebration on Tuesday, December 3, from 5:00–8:00 p.m. at the Crown Court in Oak Ridge Mall.

All Y-12 employees, retirees and family members are invited to attend. Refreshments, children's gifts and entertainment will be provided. Barrels will also be available to collect new or "like new" toys for area children in need. There will also be an on-site holiday celebration at the Y-12 Cafeteria for employees who work the later shifts.

If you would like to volunteer to help with the children's activities (face painting, crafts, games etc.), contact Sylvia Davis (576-7296, sli) or Pete McKenzie (574-3624, p5m).



Surveying change

Recently, Matt Guilford from the Y-12 Public Relations office sat down with Joe Haymore, the administrator of the survey on cultural change. Guilford had a few questions about the survey, and this is what Haymore had to say.

Guilford: Joe, when surveys like this come up, people have one question on their mind, so let's cut to the chase: Can a survey like this really be confidential?

Haymore: That's a great question, and I can understand why so many people ask. Here are the facts: No individual results will be reported to the company. It will be anonymous. Second, I am conducting this survey as part of my academic research in pursuit of my doctoral degree; I don't even work for BWXT Y-12. Third, by the time this information is summarized and reported back to the company, all personal identifiers will have been stripped.

Guilford: You say that it is anonymous, but the survey asks for demographic information. Well, let's say that I was the only male in accounting with more than 20 years of experience. Wouldn't it be pretty easy to identify me?

Haymore: Another good question. I've gone to great lengths to maintain anonymity for this very reason. The way I've structured the survey, no responses will be reported if they are coming from a group of less than 10 people. In other words, if there are only six people with advanced degrees working in RADCON, I wouldn't be able to report their information based on that qualifier. I would have to find some other larger group that they are part of (males in RADCON or RADCON employees with more than five years of experience) to report my findings.

Guilford: Those are pretty good answers, Joe. By the way, how did you wind up doing this?

Haymore: (Laughs) This actually is a win-win situation. I'm pursuing a doctorate in industrial and systems engineering and engineering management at

the University of Alabama in Huntsville and conducting surveys like this is a

central part of my dissertation.

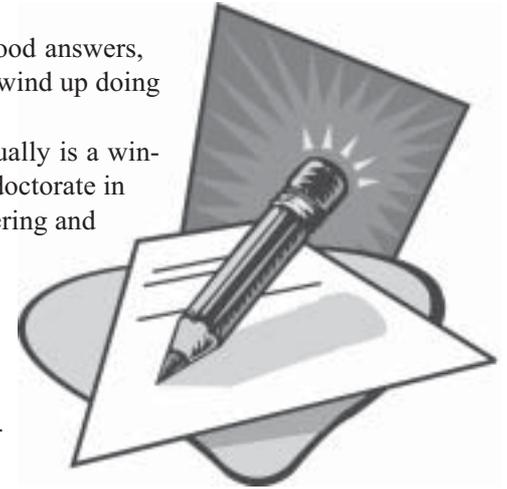
BWXT Y-12 is interested in hearing from their employees and finding out how they view things. Conducting this survey helps me do the work I need to do and gives employees a chance to share their viewpoint, while offering BWXT Y-12 an independent third party to conduct their survey. It's a good match.

Guilford: OK, let's say that employees are ready to fill out the survey. What do they need to know?

Haymore: I really do think that it is a great chance for employees to give the company some valuable feedback. There are some questions about demographics that I'd like for employees to fill out to help me in the reporting process, but it's pretty straightforward. If employees have any questions, there are contact numbers on the front of the survey.

Guilford: Sounds good. Any last thoughts?

Haymore: I would like to thank Y-12 employees for participating. I hope that expressing their views will benefit them, and I know that it will benefit my research. Oh, one more thing. I hate it when people ask others to take a survey and then disappear; I intend to report my findings in January 2003.



To all BWXT Y-12 employees

Recently, our company was asked to participate in academic research regarding culture change within specific types of business environments. As you know, BWXT Y-12 is marking its two-year anniversary, and in that time, we've experienced some of the culture changes that this study seeks to examine. We have been provided with a survey to help examine any culture changes within Y-12 in light of our recent transition.

The survey is available on our intranet at <https://www-internal1.y12.doe.gov/scripts/cio/empsurvey/empsurvey.cfm> and to our bargaining unit employees through their stewards. Please take a few moments to complete the survey. The survey will be available from November 4 to November 15.

The information contained in the survey will help us and others to better address organizational culture and job satisfaction issues during contract transitions. *The company will not receive any feedback on individual responses from the surveys*, but we will receive the company-wide results. All input, therefore, will be treated as private information.

I anticipate that our participation in this survey will help us learn a great deal about ourselves, in addition to aiding the researchers in their work. It will be an opportunity to see what has worked well and what we can improve upon in the future. Participation is voluntary, but I strongly encourage each of you to complete the survey.

Sincerely,

A handwritten signature in black ink, appearing to read "John T. Mitchell".

John T. Mitchell
President and General Manager

Scheduled outages reduce backlogs

During fiscal year 2002, Buildings 9204-4, 9720-5, 9215/9998 and 9201-5 North had scheduled outages that reduced each building's inspection and maintenance backlogs by more than 30 percent.

"Because of the efficiencies gained during an outage, extra work can be completed, thereby reducing the backlog," says Anne Backus, scheduled outage program manager of Project Management. "Our long-term goal is spending less on corrective maintenance and more time on preventive maintenance."

Planning for outages, which last two or three weeks, starts eight weeks prior to the outage. At weekly planning meetings, the involved organizations (approximately 300 personnel) develop the scope and schedule of the outage, review the status of scheduled tasks, discuss issues and identify resources needed to conduct the outage.

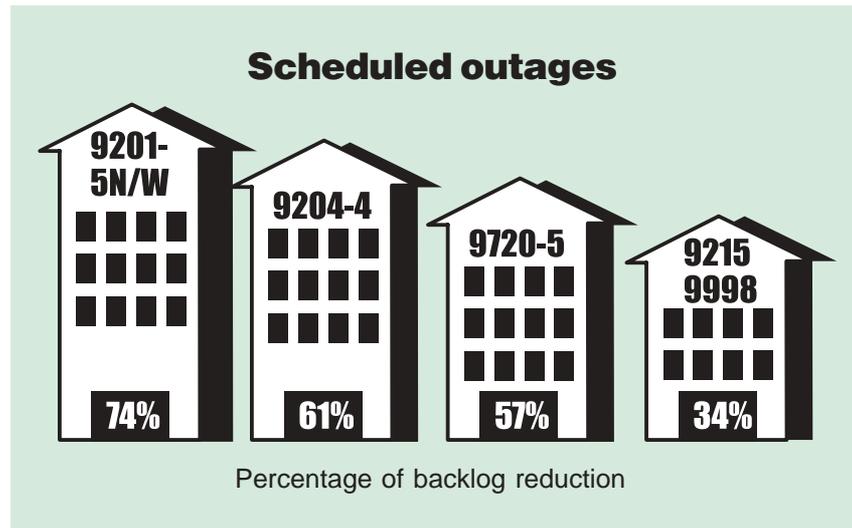
Personnel from various Complex organizations conduct the outages,

including service providers, Operations, Project Control and Security.

Although multiple outages are planned simultaneously, Backus said, "We have very few problems during the outage. The service providers are very good at executing the work independently and on time. They deserve a lot of credit."

Backus said scheduled outages are successful because backlogs are reduced dramatically. "We are at well over 100 percent in getting our jobs completed. Then, we work off as much of the backlog as possible."

Scheduled outages were introduced at the Y-12 National Security Complex as a way to reduce the inspection backlog and conduct power operations, utilities and maintenance work. This task is not a small one and includes significant up-front planning, according to Backus.



Two more buildings razed

With a swift "one-two" punch, two more buildings on the east end of Y-12 were leveled recently. They were among the last buildings needed to achieve the Infrastructure Reduction commitment to reduce the total "manufacturing footprint" by 500,000 square feet.

Building 9728, a laundry facility, and 9723-4, an electrical shop, were demolished the week of August 12. SEC Construction demolished the First Street structures through a General Ordering Agreement. This type of agreement, which enlists outside contractors to help supplement Y-12 crews, was used in the blitz of demolition work done prior to the October 1 deadline to reach the 500,000-square-foot mark.



By the time President Franklin Delano Roosevelt authorized the Manhattan Project on December 28, 1942, work on the East Tennessee site where the first production facilities were to be built already was underway.

On September 19, 1942, General Leslie R. Groves had approved the acquisition of 59,000 acres along the Clinch River, 20 miles west of Knoxville. The removal of relatively few families on the marginal farmland was approved as was the extensive site preparation to provide the transportation, communications and utility needs of the town and production plants that would occupy the

previously undeveloped area. At first, this location was known as "Site X" but later changed to the Clinton Engineer Works, named after the nearest town. After the war, the name officially was changed to Oak Ridge.

Council champions technology insertion

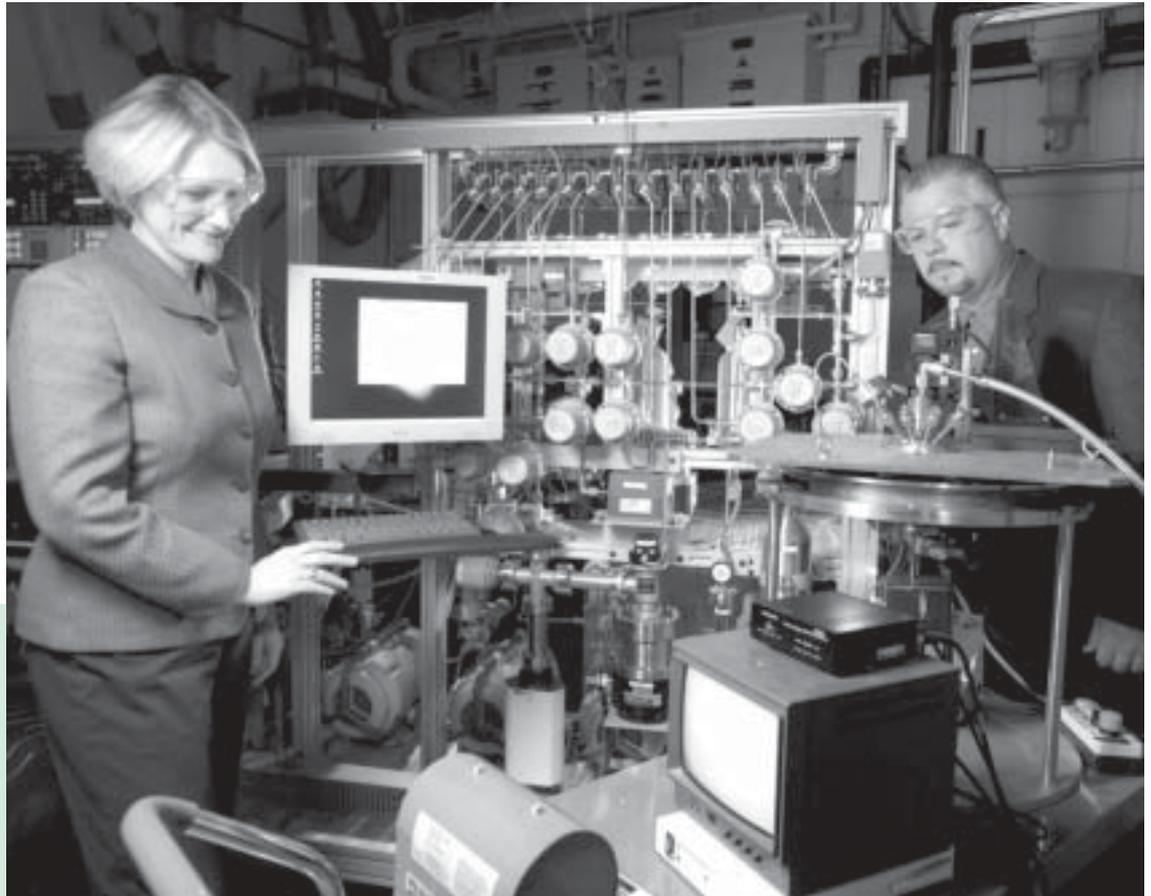
Y-12 is all about technology, and the BWXT Y-12 Technology Council is helping to develop and deliver that technology Complex-wide.

“BWXT Y-12 has recognized that there is great need for and great opportunity in . . . ‘technology insertion’ in Y-12,” said Bob Riepe, Y-12 Campaigns senior technical adviser. “During the ’90s, the end of the Cold War and the stress on budgets resulted in more than a decade in Y-12’s history without investment in technology.”

After a yearlong effort to capture the direction in which Y-12’s technology development should be headed, BWXT Y-12 President and General Manager John Mitchell chartered the council to implement a new technology roadmap. The roadmap describes strategies and determines schedules for developing technologies and introducing them into Y-12’s operations over the next decade.

“One of the primary tasks of the Technology Council is to drive realization of the roadmap,” Riepe said. “The council is the engine that will drive us along the pathway that the roadmap describes. Without it [the council], we might abandon the way or park it in a ditch.”

Kevin Finney, Campaigns director, and Pam Horning, Engineering and Technology director, serve as chairpersons for the council. Other council members include representatives from Manufacturing, Modernization, Technology Development, Technical Computing, Information Systems and Technology, the Oak Ridge Center for International Threat Reduction and Quality Assurance, as well as the Y-12 Chief Scientist.



Pam Horning, director of Engineering and Technology, and Kevin Finney, director of Campaigns, observe the Laser Gas Sampling Apparatus, which has advanced capability for helping ensure the integrity of the stockpile.

Program extends collegiate donations

When employees make personal donations to support a college or university, BWXT Y-12 may match those donations up to \$500 annually thanks to the Employee Matching Gifts Program.

To be eligible, the institution must be accredited and recognized by the Internal Revenue Service as an organization to which deductible contributions may be made. Application forms, guidelines and exceptions to the matching program can be viewed online at the Public Relations Web page at <https://www-internal.y12.doe.gov/PR/>.

Employees should be aware that donating to a college or university to obtain the right to purchase tickets to athletic events is not allowed under the matching gifts program.

To participate in the program, employees should send a partially completed application form to the college or university with their donation. The institution will complete the application form and return it to Public Relations for consideration. Applications are processed quarterly.

For more information, contact Pat Carson in Public Relations at 241-8356.

Funds support education program

A financial boost from the BWXT Y-12 Corporate Contributions Program will help area adults earn their high school diplomas. BWXT Y-12 contributed \$2,000 this year to help provide workbooks for the WSJK/WKOP-TV General Equivalency Diploma Telecourse.

The workbooks cost the station \$38 per set, but students are charged only \$5. According to Frank Miller, director of educational services for WSJK/WKOP-TV, about 20 sets of workbooks are purchased each month. BWXT Y-12's contribution will help WSJK/WKOP keep the cost to students affordable.

The telecourse is a series of 39 half-hour programs offered three times a year on both WSJK-TV, Channel 2, and WKOP-TV, Channel 15. Approximately 300 students sign up each year, including one recent 74-year-old graduate.

"The Channel 2/15 class allows people to learn without traveling to a school, where classes may be scheduled during the workday or at night," said Pat Carson of BWXT Corporate Contributions.

The telecourse has been offered on public television for more than 20 years. You can find more information and online lessons for the GED program at <http://www.pbs.org/literacy>.



James Hefner, president of Tennessee State University, third from left, accepts a \$10,000 check from Sandra Plant, right, Y-12 director of Public Relations. Plant presented the check to TSU on behalf of John Mitchell and the Bechtel Foundation, which donated the money to the school to establish a manufacturing process laboratory in the College of Engineering. Pictured with Hefner and Plant are Decatur Rogers, dean of the College of Engineering, Technology and Computer Science; and Naila Howell, an engineer at Y-12 and a recent TSU graduate.

Heroes at work

Y-12 Fire Department staff (who also are emergency medical technicians) Mark Wagner, Larry Alcorn, Brock Rains and Paul Davis and Wackenhut Security Police Officers L. A. Fain, Jan Cameron and John Beasley are a few examples of Y-12 individuals making a difference.

When they're not at Y-12, Wagner and Rains spend their Sunday mornings in church. Both have administered cardiac compressions to elderly members and helped save their lives. Rains says he was "just using the abilities the Lord gave him to help other people."

Wagner also dismisses any heroism involved in his actions as just using his skills when and where they were needed.

One Y-12er, Wayne Patrick of Assembly Operations, experienced heroism first hand. Upon entering a guard post where Fain, Cameron and Beasley were on duty, he experienced chest pains.

Fain called for a Y-12 ambulance while his co-workers made Patrick as comfortable as possible and kept the post operating. The ambulance, staffed by Alcorn and Davis, stabilized Patrick on the way to the hospital.

Patrick, who had experienced no previous signs of heart problems, suffered a heart attack and underwent surgery to correct a triple blockage. He has since fully recovered and returned to work with a greater appreciation than ever for the Y-12 Fire Department and the Wackenhut Special Protective Force.

Whether at work or in the community, Y-12 employees are making a difference in others' lives.



Wayne Patrick (right) of Assembly Operations, who suffered a heart attack while at work, appreciates the efforts of Jan Cameron and L. A. Fain of Wackenhut Services. Cameron and Fain are two of Y-12's heroes.

Y-12 safety scores high

In the dictionary, safety is a noun. But at Y-12, safety is an action word. That was the conclusion of a recent corporate integrated safety management system review.

“Opportunities for improvement are, in general, being addressed,” the 12-person corporate team said in its report at the conclusion of the review. “The general manager is measuring ISMS effectiveness in an innovative and comprehensive manner. When appropriate, mechanisms are revised or new processes developed to ensure safe accomplishment of the mission. Managers at all levels maintain a strong commitment to ISMS. Workers are committed to working safely and are providing ideas to mitigate hazards.”

More than 100 interviews

The team from Bechtel and BWXT came to Y-12 in August to determine the effectiveness of the Complex’s continuous improvement efforts for the ISMS program. The reviewers interviewed more than 100 employees, including directors, managers, supervisors and workers. “We asked them to be more critical of us than any outside observer could ever be. They were,” said John Mitchell, president and general manager of BWXT Y-12, at a recent All Hands meeting. “My thinking on this being that if you are more critical of yourself in a controlled environment and have a chance

“Managers at all levels maintain a strong commitment to ISMS. Workers are committed to working safely and are providing ideas to mitigate hazards.”

—ISMS reviewer comments

to figure out what to do about it, then when others ask, you don’t worry about it so much.”

The team conducted walk downs of facilities and processes; observed in the field and at pre- and post-job briefings; looked at issues management prioritization results boards; and reviewed more than 200 management requirements, plans, reports and records.

Significant progress

The conclusion of the corporate ISMS verification was that there has been significant progress in the state of ISMS implementation at Y-12.

“The review team was very complimentary of the workers and said that as they talked to the workforce, it was clear that the principles of ISMS are in the workplace and that the conversations about how to make it better are properly taking place in the workplace. That’s about the strongest endorsement you can

ever get,” Mitchell said at the All Hands meeting.

The team listed six specific noteworthy practices and six opportunities for improvement as part of their report. They recommended that the status of ISMS effectiveness be made available to the entire management team and workforce.

The corporate ISMS review came less than a year after Y-12 successfully achieved ISMS validation.

Seat belts: advantage or disadvantage?

Do you use seat belts? The most recent study of seat belt usage demonstrated that Tennessee continues to lag behind the national average. Why is that?

Consider the following National Safety Council facts.

- Front-seat passengers in automobiles can reduce the risk of fatal injury by 45 percent when lap/shoulder safety belts are used.
- In crashes involving a fatality in 1999, only one percent of restrained passengers were ejected from vehicles compared to 22 percent of unrestrained occupants.
- If all passengers had used seat belts in 1999, it is estimated that 9,553 lives could have been saved.

The next time you drive, use seat belts and ensure that everyone in the vehicle is buckled up. Advantage - seat belts!

Copier contract awarded

Communications Services and Acquisition and Asset Management have announced that IKON Office Solutions has been awarded the new convenience copier contract.

Y-12’s current copier contract with Xerox will expire in November, and work is already beginning with IKON to develop a transition plan. Nearly 400 machines will be replaced with the entire fleet of new Canon copiers in place by December 1.



How many visitors, including foreign, does the plant receive a day?

The Complex receives approximately 40 visitors per day. This estimate is based on data from January through April 2002. The site averages approximately nine foreign visitors per month, based on data from January through October 2002. About 60 percent of the visits are Y-12 sponsored and 40 percent are ORNL sponsored (visits to ORNL buildings located at Y-12).

Source: Y-12 visitor control

Kitty caper



A kitten, nicknamed Pidas, takes a break from meowing for help while stuck on a PIDAS tower located outside the West Portal. Mike Isaacson and Don McGuire, Y-12 Fire Department, eventually came to the kitten’s rescue by raising the fire truck ladder to the tower. Once the ladder was within reach, the kitten walked down the ladder without assistance.

Service Anniversaries

September

49 years

Engineering and Technology: Rayburn C. Waldrop

42 years

Engineering and Technology: Harold A. Fell

35 years

Engineering and Technology: David H. Alspaugh and Ronnie E. Phillips

Environment, Safety and Health: Patrick A. Porter

Facilities, Infrastructure and Services: John L. Burum, Douglas H. Kitchen, Jerry L. Pack and Franklin D. Sweeten

Manufacturing: Charles J. Metheny and Michael T. Somers

Quality Assurance: Sam L. Chapman

30 years

Facilities, Infrastructure and Services: Margaret G. Mayes and Gary L. Vineyard

Financial Management: Mary C. Ayles

Human Resources: Thomas L. Pierce

Manufacturing: Billy C. Williams

25 years

Business and Information Systems: Donna S. Griffith

Engineering and Technology: Scott D. Johnsen, Samuel Kirkpatrick, Albert J. Klein and Alexander R. Sadlowe, Jr.

Facilities, Infrastructure and Services: Douglas V. Braden, Edward L. Burns, William E. Gebauer and Ray W. Howe

Manufacturing: James B. Atwater, Dayton W. Brandon, James D.

Moretz, James M. Shotts and Steven R. Treece

Quality Assurance: David T. Keebler, Phillip B. Montgomery,

Kenneth D. Pickell, Cecil G. Rayborn and Norman R. Smyrl

20 years

Environment, Safety and Health: Elliott R. Edwards

Infrastructure Reduction: Leslie G. Shotts

Manufacturing: Susan B. Derrington, Roger K. Koehler, Jr. and Yvonne H. Tracy

October

47 years

Safeguards, Security, Counterintelligence and Policy: Roderick F. Creigh

45 years

Program Planning and Integration: Donna S. Ferguson

42 years

Manufacturing: Marvin L. Sheffler

35 years

Engineering and Technology: Stephen Cristy

Manufacturing: John R. Owens

Quality Assurance: Edward W. Pritchard

30 years

Engineering and Technology: Curtis G. Holmes, Jr., Ronald T. Jones and Sherman Matthews

Facilities, Infrastructure and Services: Gary L. Calvert, William W. Hicks and Reginald K. Rowell

Human Resources: Howard S. Giles

Manufacturing: Brenda W. Huckaby

25 years

Business and Information Systems: Marcella R. Butler and Sara R. Jordan

Centers for International Threat Reduction: Donna K. Burrell

Engineering and Technology: Michael S. Brown, Dwight E. Deel, William D. Harris and Roland D. Seals

Environment, Safety and Health: Connie S. Bingham and Sidney H. Kelley, Jr.

Facilities, Infrastructure and Services: James A. Bass, James D.

Branum, Roger D. Couch, Gary R. McFarland, Kenneth R. Neal and Willie F. Wilson

General Manager's Office: Bakita C. Lakin

Human Resources: Harold K. Jimmerson

Manufacturing: Victor A. Crawford and Johnny L. Metcalf

Quality Assurance: Larry E. Collins and Caney P. Knauth

Safeguards, Security, Counterintelligence and Policy: Kenneth E. Grissom

November

35 years

Environment, Safety and Health: Floyd J. Ludwig

Manufacturing: William J. Barger

Quality Assurance: Vergil L. Brasel

30 years

Engineering and Technology: Robert S. Hamby

Facilities, Infrastructure and Services: Harry B. Ammerman, Charles L. Austin, Charles H. Flood, II and Vicky R. Lawson

Manufacturing: Kathleen D. Moore

25 years

Engineering and Technology: Lanny D. Bates, Hazel G. Leverett and Larry Roberson

Facilities, Infrastructure and Services: David D. Brown, Michael A. Burns, Jeffery S. Cobb, Marty J. Hatfield, Timothy D. Jones,

Marc P. Lambo, Jimmy H. Robertson and Johnny R. Whalen

Manufacturing: Mieko K. Brown, Alberta W. Greene and Tommy L. Phillips

Obituary

Clarice Bowman



Clarice Bowman, 54, of Kingston, died September 2.

Bowman worked in the Enriched Uranium Operations organization. She is survived by

her husband, J.D. Bowman; a son and daughter-in-law, Jason and Tammy Brown of Kingston; daughter and son-in-law, Stephanie and Daniel Boone of Philadelphia, Tennessee; grandchildren, Amanda Brown and Hayden Boone; mother, Nellie Burnett.

Unusual call for help

Y-12 long has been known for helping its neighbors, but a recent call for help required more than a ceremony with a big cardboard check or a delivery of canned food items.

A team of Y-12 professionals trained in handling nuclear material was asked to take care of 15 pounds of depleted uranium that a local citizen no longer needed.

Unneeded depleted uranium

The former Union Carbide employee purchased a quantity of depleted uranium turnings and chunks from the Atomic Energy Commission for \$50 in 1972. He used the material in his business



The depleted uranium in this paint can was efficiently processed for disposal by Y-12 employees.

until the company's recent demise and did not know how to dispose of it. He decided to return the material to the seller and called the Department of Energy.

DOE and state environmental compliance officials checked out the material and found no above-normal reading at the site. That's when Y-12's expertise came into play.

Instead of spending a large amount of money and time to coordinate a multi-agency effort, DOE turned the project over to Y-12 and the National Nuclear Security Administration's Y-12 Site Office.

Y-12 personnel from Development, Material Technical Support, RADCON and Material Control visited the business and repackaged the material, which had been stored in a plastic container inside a paint can. The team then brought the material back to Y-12, where it was melted, recast and sent for disposal.

Speedy disposition

The team's expertise in their areas allowed them to handle the operation with by-the-book exactness that saved both time and money. Within three months and at a fraction of the cost of a multi-agency effort, the correct permits were obtained, a job hazard analysis and work package were completed, log entries were made and a multitude of other tasks were completed.

Y-12 employees can be proud of their contributions to local communities, whatever the occasion. It's all part of being a good neighbor.

Eleven Y-12 employees recently joined with representatives from the State of Tennessee, the Department of Energy and the National Nuclear Security Administration to help a local businessman dispose of 15 pounds of depleted uranium. Those employees are:

RADCON
Randy Redmond

Development
Walter Duerksen
Jackie Gooch
Mary Christofferson

Material Control
Andrew Baker
James Beaty
Steve Buffalo
Michael Napier
John Ward

Manufacturing
Kathy Meng
Deborah Renfro

BWX TYmes

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