

Y-12 topples a million

The Y-12 National Security Complex achieved a different type of milestone recently with the demolition of Building 9738: A million square feet of buildings have been demolished since Y-12's Infrastructure Reduction program began in 2001. This achievement equates to more than 250 buildings or structures being removed from the operating footprint. National Nuclear Security Administration Senior Program Manager Bob Edlund called the notable demolition a "huge milestone for Y-12," and the Headquarters' sponsor, Ann Walls, said that the Infrastructure Reduction efforts and tenacity were making a difference—for the better—in the Y-12 skyline.

"IR contributes to an overall goal of developing a more flexible core capability—one that is adaptable to changes in work scope and technology and is cost-efficient," remarked Scott Hood, manager of Infrastructure Projects.

Achieving the one million milestone is tremendous, but what also makes this a big success is that there have not been any lost workday accidents or incidents of security concern. The key to IR success has been an integrated team to perform detailed planning that continuously incorporates lessons learned.

Y-12's IR efforts are an important component of the NNSA's 2030 Complex vision. Y-12 plans to offset new construction with the demolition of excess buildings and facilities, so there is no net growth in square footage at the site. This approach will result in a smaller, cleaner, more cost-effective complex that will be able to serve national security needs well into the 21st century. Notable improvements are the



Many personnel coordinate demolitions; some team members include (from left to right) Brad Deyton, Bryan Bolden, Byron Souza, Cindy Barnes, Danny Riley, Stan Richards, Melissa Portwood, Brian Hutson, Derrick Dameron, Scott Hoekstra and Scott Hood.

newly built garage and records storage buildings to replace the older structures recently demolished.

What's next? To stay in step with modernization, IR plans to demolish an additional 40 buildings over the next three years equaling approximately 500,000 square feet. Some buildings include the maintenance shop, engineering buildings and cafeteria.



It's a record

George Dials, president and general manager of BWXT Y-12, and Hazel O'Leary, president of Fisk University and former secretary of the U.S. Department of Energy, recently signed a Mentor-Protégé agreement. This signing is number 12 for BWXT Y-12, the most mentor-protégé agreements for any site in the National Nuclear Security Administration's Nuclear Weapons Complex.

Dials said the agreement "will significantly contribute to Y-12's achieving its objectives of promoting technological growth and business development opportunities within the university while new collaborative research and development opportunities will help Y-12 in accomplishing its national security missions with DOE/NNSA."

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Give us your best shot!



Would you like see your photography displayed in the new Jack Case and New Hope centers? All you have to do is enter Y-12's "East Tennessee Nature Photography Contest."

If your entry is chosen, you also have a chance to win a monetary prize (first place: \$100, second place: \$50, third place: \$25, and 10 runners up: \$10 each). Winning photos will be signed by the entrant, dated, framed and displayed in either the Jack Case or New Hope centers.

In addition to the top winning photos, dozens more will be displayed or used as screensavers.

Help make your mark on the new buildings and expose your talents. Visit YSource for contest rules and entry form or contact Terry Marlar (m73; 574-1287).

Safeguards and Security leads the performance improvement pack

With the changing national security environment and greater demands on resources, perhaps it shouldn't be a surprise that Safeguards and Security is a leader in finding ways to work more efficiently. What defines that leadership? For one thing the organization sponsors Productivity and Process Improvement projects that benefit all of Y-12. That and a strong, proactive team that challenges the status quo, implements innovative solutions and follows through by tracking performance provide the means to success.

Butch Clements, S&S manager, said, "We understand our mission is to get the work done at Y-12 while safeguarding people, materials and information. What our organization does has a huge effect on everyone else."

A recent example with wide-reaching impact was shortening the approval time to participate in the Human Reliability Program. Making the change meant obtaining approval from National Nuclear Security Administration Headquarters in Washington, D.C. Previously, the polygraph test results, the last step in the HRP authorization process, took two to three months. Since records showed that no approval had been denied because of polygraph results, NNSA agreed that employees could perform work during the interim. The outcome is better availability of resources throughout the plant.

S&S also sponsored a project to lower the vehicle wait time at protected area portals. Now each vehicle may travel through the portals only a certain number of times each month. Having fewer vehicles to check helps the Protective Force, and getting essential resources through the portals more quickly is a big benefit to Manufacturing.

Clements believes that taking ownership of an improvement for the long term is essential. Ownership includes tracking performance data to see how well changes translate into lower cost and higher efficiency. S&S commitment and follow-through are evident by continued tracking of all of its improvement projects, and customers are recognizing the results.

A boon for S&S was reintegrating Six Sigma Black Belt Debbie Hunter into the organization to work full time on performance improvement. "We have the resources in place to make sure improvement is a top priority," said Clements. "There's a time investment up front, but the payoff is tremendous."

Michelle Culp, manager of PPI, points to S&S's proactive stance in providing support, breaking down barriers and successfully challenging conventions all the way to Washington as exemplary. "I think the organization and its leadership can inspire the rest of us to personally take ownership of continuous improvement at Y-12," she concluded.

Y-12 consolidates

Some 240 containers of highly enriched uranium have been relocated and consolidated at the Y-12 nuclear weapons plant in Oak Ridge over the past year, potentially saving millions of dollars to guard them, government officials said.

The bomb-grade material was stored in one of nine huge production buildings dating to the plant's earliest days as part of the World War II Manhattan Project.

Moving the material out of the old building immediately saved about \$17 million by not having to make "interim security upgrades" there, Y-12 site manager Ted Sherry said in a statement.

"Over the long term, we will avoid spending approximately \$137 million in security costs between 2006 and 2018, when operations are scheduled to begin at the (new) uranium processing facility," he said.

—Condensed from *The Oak Ridger*, Oct. 2

Officials thank workers

'We're trying to keep the focus on the workers,' one BWXT Y-12 official said of the Sept. 27 topping-out ceremony. It was billed as a lunch for 500 people at the Y-12 National Security Complex in Oak Ridge.

Officials said the event—called a topping-out ceremony—gave them an opportunity to thank workers involved in construction of two new privately-financed Y-12 buildings, the first of their kind on National Nuclear Security Administration property.

"We're trying to keep the focus on the workers," said Cynthia Woodward, BWXT Y-12 project manager. "The whole point of a topping-out ceremony is to thank the workers."

Since December, the workers have been building the 137,000-square-foot New Hope Center outside the Y-12 gated perimeter, as well as the 413,000-square-foot Jack Case Center on Bear Creek Road, inside the perimeter.

Both buildings are scheduled to be complete by August 2007 at a cost of about \$154 million.

Randy Spickard, BWXT Y-12 assistant general manager, said the privately-financed project is "huge" for the complex's future.

—Condensed from *The Oak Ridger*, Sept. 28

Navy visits Y-12

Admiral Kirkland H. Donald, director of Naval Nuclear Propulsion, and three midshipmen in their senior year at the United States Naval Academy visited Y-12



Navy midshipmen Cameron Lindsay (left), Ryan Chambers (second from left) and Sean Genis (far right) visit with Y-12 President and General Manager George Dials.

during the fifth anniversary of Y-12's supplying feedstock to the Naval Reactors Program.

"These sailors are among the many who are relying on Y-12's work. I want you to see the people who benefit from your work," Admiral Donald told the audience. The work Y-12 does for the Navy is critical to America's national defense.

Lloyd Jolley of National Security and Development Programs said, "Many organizations at Y-12 are involved in the Naval Reactors Program. All those who work on the program are making a difference to our Navy."

Mission complete

John Fees, president and chief operating officer of BWXT Technologies (standing), Administrator Linton Brooks of the National Nuclear Security Administration (center) and John Welch, president and chief operating officer of U.S. Enrichment Corporation, were speakers at the recent HEU Downblending Program Press Conference. NNSA, USEC and BWXT announced completion of a nonproliferation initiative that converted weapons-grade highly enriched uranium into low-enriched uranium fuel used to produce electricity. Y-12 played an important role in that initiative by shipping more than 2,500 containers of stored highly enriched uranium to USEC for downblending.



Working hard pays off

When Andy Sigmon, son of Y-12 Construction Management's Tim Sigmon, graduates from The University of Tennessee next May, he wants to study law. After winning the Tennessee Labor-Management Conference scholarship, he thinks he might have a certain field of interest.

"I didn't know that much about labor relations before," he said. "But as I researched the topic for the essay portion of the scholarship entry, I really broadened my perspective on the subject. It's definitely an area that interests me now."

Tim came upon the scholarship information a couple of years ago when he read on YSource about another Y-12 employee's child receiving it. He suggested the scholarship to Andy, who applied last year but did not win. That didn't daunt Andy, however, whose dad refers to him as "tenacious," and his entry was chosen as one of this year's recipients.

"I made the decision to apply again because my entire life my dad taught me to work hard and never give up," said Andy. "I came up a little short on the first go-around, but because I gave it another shot, I was rewarded with an absolutely incredible experience."

Both men expressed their gratitude to Y-12 for its involvement in the Tennessee Labor-Management Conference, and they also thanked Mel Schuster of Y-12's Labor and Employee Relations for his assistance and support.

Schuster, who is a former president of the Tennessee Labor-Management Conference, said he could not think of a bet-



Andy Sigmon (second from right) is the recipient of a Tennessee Labor-Management Conference scholarship. Accompanying Andy is his father Tim Sigmon (second from left), Y-12 Labor and Employee Relations' Mel Schuster (left) and Catherine Sutton, Tennessee Labor-Management Conference Coordinator.

ter candidate to receive the scholarship. "Andy is exactly the kind of up-and-coming student that the Tennessee Labor-Management Conference is hoping to bring into the labor relations field," he said.

If you would like to know more about the Tennessee Labor-Management Conference or its scholarship program, visit the Web site of the Tennessee Center for Labor-Management Relations at <http://www.tnlabormgmt.org/>.

A faster and easier application process: E-Recruiting

"We're coming into a new age!" exclaimed Connie Polson, a Human Resources specialist, in describing E-Recruiting, the new job advertising and application system, which replaced the current lengthy and cumbersome hiring process Oct. 1. No more multiple spreadsheets, faxed resumes, manual requisition log-ins and file shuffling. Now prospective new hires and Y-12 hourly and salaried employees have a faster, easier way to apply for external and internal



job postings; HR specialists have a better way of processing, tracking and reporting applicant information; and managers have a tool for automatically checking the status of staffing activities and job offers.

In the new system, job postings automatically will be sent to posting channels (bargaining unit jobs will continue to be posted on bid boards as well). E-Recruiting enables employees and external applicants to create personal profiles; attach résumés, certifications and other documents; and check the status of positions they have applied for online, said Polson, who led the team that implemented the SAP-based system.

"With E-Recruiting, we'll have an all-around system for managing the job bid, interview and hiring process," said Polson, who's been in Staffing for seven years and has 26 years with the company. "All of our data will be in one place for more efficient applicant comparisons," she said. "Ultimately, the company will make better hiring decisions."

My co-workers just don't understand me

Human Resources is implementing grassroots communication and leadership skills training designed to help employees better define and implement the communication, leadership and people management skills needed to help Y-12 prosper. Getting Results Through People™ is a communications system that will help employees increase their leadership and management skills and get the “results” they need from their co-workers.

The training, which is the first module in BWXT Y-12's newly developed leadership training series, will be given first to front-line supervisors and managers. After supervisors and managers



have completed the training, GRTP will be offered to all salaried employees. (Union leadership, who has been invited to participate in the training, will work

with HR to determine whether some of the GRTP training might be helpful to bargaining unit employees.)

Debbie Shecterle, HR division manager, is excited about bringing the GRTP system to Y-12. She said that employees will want to apply the skills they will learn not only with co-workers but also with friends and family. “GRTP is not just a work tool—it's a life tool,” explained Shecterle.

So if you're feeling like your co-workers just don't “get” you, perhaps you have different communications styles and are not connecting with each other. Connect more with the people around you and take GRTP—coming soon!

“ Whenever you are asked if you can do a job, tell ‘em, ‘Certainly, I can!’ Then get busy and find out how to do it.—Theodore Roosevelt ”

Y-12's original mission



Did you know that Y-12 operated for only a little over a year pursuing its original mission? At the peak of operations, more than 22,000 people operated 1,152 calutrons around-the-clock for a year to produce only 65 kilograms (about 130 pounds or one gallon) of uranium 235. That amount was enough material for Little Boy—

the first atomic bomb used in warfare and dropped on Hiroshima Aug. 6, 1945.

People near Y-12 were wondering what was going on “over there” as they saw literally tons of materials going into the site and never saw anything leave. The first small quantities of uranium were transported by an army lieutenant in an attaché case with the material sealed inside a small gold container. He traveled aboard a train through Chicago to Los Alamos, N.M.

A portion of Building 9213 was built expressly for the purpose of storing the enriched uranium, and a bank-type vault with a huge door was built on the ground floor. Today, the bank vault door still swings easily on its hinges with just a slight push of a finger.

Do you have a historic story to tell? If so, contact Ray Smith (srd; 576-7781).

Y-12 Employees' Society Say YES to YES

Holiday time is coming

Mark your calendars and make plans to join in the festivities at this year's holiday celebration sponsored by the Y-12 Employees' Society.

An on-site get-together will be held Dec. 7 at the 9711-5 cafeteria for those employees unable to attend the off-site celebration Dec. 14 at the Knoxville Marriott. If your schedule allows, bring your family to the off-site celebration, visit with Santa and mingle with co-workers.

YES is looking for volunteers to help at both celebrations. If you would like to volunteer an hour of your time, please contact Naila Howell (nsh; 574-1481).

Watch YSource for more information in the coming weeks.

What you do counts: **Y-12** volunteers out in force



More than 200 Y-12 employees and their family members spent this year's Day of Volunteering at one of 20 agencies in Knoxville, Oak Ridge, Claxton or Kingston. These volunteers gave their time and energy to help a worthwhile cause.

The kids weren't left out of the event; they participated in Kids Kamp held at the Children's Museum of Oak Ridge. Children enjoyed painting and creating crafts.

"Habitat for Humanity of Oak Ridge truly appreciated our help. We certainly exceeded their expectations and accomplished a great deal. I think we made a significant contribution in cleaning out, moving, organizing and inventorying stuff in the home store and the program building basement."
 —George Singleton, National Security and Development Programs, Habitat for Humanity volunteer



"The Y-12 team working at the American Red Cross in Oak Ridge corrected a drainage problem before it became a mold problem, corrected some lighting deficiencies to improve nighttime safety, cleaned the rugs, assembled a new storage cabinet and installed a new white board that will be used for CPR/first aid and disaster services training. This all took place in one morning—our goal was achieved!

"Red Cross staff and volunteers were very excited about these positive changes and send their sincere thanks. This is the third year in a row that we worked at the Appalachian Chapter facilities and many things were accomplished that might not have happened otherwise.

"I find the experience to be very gratifying. We bring great people together and do great things in the community. It also brings a certain amount of pride that can be shared or should I say, it might be contagious! Let's start some more projects!"
 —Scott Chippendale, Quality Assurance, Red Cross volunteer



"My group performed tasks at the Children's Museum of Oak Ridge. We were interested in the facility, excited in providing assistance and energetic in our task. I do believe we bit off more than we could chew with the time allotted! One member started working on walls and flooring seven days before the event. We had three members go back on Sunday to complete the cleanup. This magnificent group of volunteers truly demonstrated the community spirit by contributing time and effort to the museum. The real satisfaction was illustrated in the faces of the managers of the facility as we completed our task."

—Joe Marshall, Projects, Children's Museum volunteer



"Boy Scout Troop 42 in Oak Ridge has been a part of the Day of Volunteering for the past three years. This year, volunteers installed wooden shelves in our travel trailer used to haul camp gear on outings. Our experience with this program has been excellent and has contributed to the continued growth of our Scout program. The recognition and financial support provided by BWXY-12 is greatly appreciated."

—Paul Wasilko, Environment, Safety and Health, assistant Scoutmaster Troop 42



"Several volunteers worked at Dollywood for the BWXY-12 Light the Night Team in support of the Leukemia and Lymphoma Society. For every hour worked, \$6.50 was being accumulated for LLS. Volunteers served a variety of food and drinks at different booths located throughout Dollywood. It was a very busy day! More than \$200 was raised for the society. Several Y-12 employees and family members are dealing with a blood cancer, and we are glad to be a part of the incredible effort that the society makes to further its mission to cure leukemia, lymphoma, Hodgkin's disease and myeloma."

—Pam Summers, Information Technology, BWXY-12 Light the Night team captain



"Some of the jobs tackled by the volunteers at the Methodist Medical Center Hospitality House included clearing a fence row behind the house, raking leaves and cleaning the patio furniture and floors. We had an awesome team (including several children and a Girl Scout Troop). Everyone was thrilled with how nice the house and yard looked when we were finished. It was a very rewarding experience. I believe our work both individually and collectively meant a lot. This job was truly a humbling experience."

—Rick Anderson, Legal, Hospitality House volunteer



"We had a wonderful experience at the Wellington Place on Saturday. We began the day singing to the residents in the Alzheimer's wing. It was a blessing to see how many of these residents could remember the words to the old hymns we sung. It blessed our hearts to see this."

—Arlene Tapp, Manufacturing, Wellington Place volunteer

SEPTEMBER

41 years

Quality Assurance: Homer L. Tucker

40 years

Applied Technologies: Maynard W. Moyer

Engineering: Kerry A. Maulden

Facilities, Infrastructure and Services: Otis D. Boyd and Ward L. Marsh

30 years

Applied Technologies: John D. Brown and James C. Truett

Engineering: Richard M. Pack

Facilities, Infrastructure and Services: Clysta G. Johnson, Frank E. Scott and Edward L. Watson

Financial Management: John E. Rausin

Manufacturing: Roy J. Collins Jr., John F. Dye, Steven E. George, Johnny L. Gilmore, Darryl E. Johnson, Barry D. Morgan, Ernest R. Roberts and James E. Weaver

Planning, Integration and Control: Rosalind A. Robinson and Jimmy L. Villarreal

Projects: David B. Campbell

Quality Assurance: Shirley S. Wilson

25 years

Applied Technologies: John H. Leckey

Engineering: Marshall A. Eaves, Walter I. North and Kamal I. Saei

Facilities, Infrastructure and Services: Douglas E. Rayfield

Information Technology: Charles D. Gay

Manufacturing: Arnold C. Beason, Edward K.

Hawn, Carl W. Irwin Jr., Alvin R. Lawson, Larry R.

Lawson, Joey R. Lloyd, Beverly A. Lomax, Tammy G. Narramore, Jerry E. Polson and Daniel E. Reed

National Security and Development Programs: Anthony P. Keller

Planning, Integration and Control: Kevin M. Dyer

Quality Assurance: Douglas G. Shelley

20 years

Information Technology: Richard D. Rinehart

Planning, Integration and Control: Kathleen W. Gerth and Debbie L. Morris

Safeguards and Security: Abigail J. Muller

OCTOBER

49 years

Quality Assurance: Donna S. Ferguson

46 years

Manufacturing: Marvin L. Sheffler

41 years

Applied Technologies: Jackie G. Gooch

Financial Management: Doris D. Bridges

Human Resources: Janice D. Rogers

40 years

Quality Assurance: Gordon D. Robbins

35 years

Facilities, Infrastructure and Services: Michael J. Moore

30 years

Engineering: Kenneth E. Fricke, Gerald A. Lively, Karen S. Rogers and Peggy H. Simpson

Facilities, Infrastructure and Services: Michael C. Allison, Billy R. Carter, Steven G. Poling, Kevin L. Ringley, Gary S. Spears and Kent E. Sutton

Human Resources: Marcia E. Barton and Janice M. Wuest

Internal Audit: David J. Pitts

Manufacturing: William C. Gheen, Charles L. Hawkins and Diane S. Vance

National Security and Development

Programs: Martha S. Beckham

Planning, Integration and Control: Anita R. Ishman

Quality Assurance: Janice M. Millsaps, Wilma J. Sanders, Deborah S. Vaughn and Lewis E. White

Safeguards and Security: Larry E. Brown, Connie P. Hall, Stephen B. Mays and Terry S. Tennant

25 years

Business Services: Teresa L. Milsaps

Engineering: Kim A. Weatherspoon

Manufacturing: Charles H. Welch

20 years

Environment, Safety and Health: Sandra B. Ballard

Facilities, Infrastructure and Services: Phillip B. Leonetti

Information Technology: Charles T. Walker



Survey says!

You've read the questions and answers on No More Surprises; now it's your turn to suggest to Employee Support Services how NMS can be improved by completing a survey. The survey can be completed online at https://home1.y12.doe.gov/scripts/ysource/NMS/index.cfm?action=dsp_survey.

If you have any questions concerning the NMS survey, or need assistance completing the form, please contact Cheryl Sanz (snz; 574-7744) or Mary Radford (mrf; 574-7755).

Building Y-12's tomorrow

Driving by Y-12 today, the look is drastically different than it was just 10 months ago. The New Hope Center, Y-12's new "front door," and the new Jack Case Center are now 60 percent complete. Housing nearly 1,500 employees, these buildings are expected to be ready for occupancy in August 2007. "It's like watching a time-lapse video," said Cynthia Woodward, Y-12 architect and facilities planner. "The buildings are running right on schedule."

Susman Tisdale Gayle is the architect and interior designer for the buildings. STG's project architect, Dave Johnston, said, "This job is neat on the mechanical/electrical side because the designers are also the constructors. When the concrete was placed, the ductwork was up. The speed was really impressive. The exterior walls sit on top of each other. There are no columns; the panels carry the floor load. It's like working with Legos®."

The New Hope lobby will serve as the "introduction" to the Y-12 site. The center offers open, inviting space for displays and exhibits; a 400-seat, sloped-floor auditorium; conference rooms; and office space for 330. "This building gives Y-12 a new image. It will allow us to bring visitors and the community into space we're really proud of," said Randy Spickard, Y-12 assistant general manager.

Located on the former Administration Building site, the Jack Case Center design reflects the large-scale buildings constructed during World War II but with a 21st century interpre-

tation. The wings of the Case Center are constructed of pre-cast concrete panels on a poured-in-place concrete structural system with a brick veneer and metal curtain wall skin. Reminiscent of the Alpha and Beta buildings at Y-12 and K-25, the large punch windows will have tinted glass to maximize energy efficiency.

This system allows expedited construction sequencing and eliminates dependence on structural steel.

Without question, construction at Y-12 promises a bright future. The energy created through these projects is reminiscent of Oak Ridge's invincible beginning 60-plus years ago.



The Jack Case (top) and New Hope (bottom) centers will be home to almost 1,500 employees. The buildings are 60 percent complete.

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