



SOCIETY OF
PROFESSIONALS,
SCIENTISTS AND
ENGINEERS

LOCAL 11
UNIVERSITY
PROFESSIONAL AND
TECHNICAL
EMPLOYEES
CWA Local 9119
AFL-CIO

SPSE-UPTE Invites You to a Noontime Talk

“Cameras, Job Audits, and Time Theft: LLNS, LLC is turning into WalMart”

Jim Wolford
SPSE-UPTE Chief Steward

Wednesday, September 23, 2015
Building 453, Room 1012 (Black Diamond Room)
12:00 PM
Lunch Provided

This location is a Property Protected Area
Foreign national temporary escorted building access procedures apply

Abstract:

For the approximately 4% of the LLNS, LLC workforce who are represented by a Union (including SPSE-UPTE Skilled Trades members) the working relationship to the company is governed by a Collective Bargaining Agreement or union contract. For the rest of us, the terms and conditions of employment are dictated by the LLNS Personnel Policy Manual (PPM), a document that frequently changes with very little notice, and no organized input from the workforce. To most employees, however, the more meaningful everyday reality takes the form of a social contract—the Enlightenment era idea that individuals tacitly agree to forego certain rights and freedoms and follow the will of a sovereign (or manager) in exchange for protection of their remaining rights. In the last five years, the PPM has been transformed, ostensibly to give the company the flexibility to weather government shutdowns and abrupt changes in funding. However gaining this flexibility was accomplished by expanding management’s prerogatives, particularly in the area of reducing the size of the workforce. The seminar will examine the effects that management’s newfound freedoms have had on individual employees, and the integrity of the social contract.

Capsule Bio:

Jim Wolford started working at LLNL in the summer of 1980 and has spent his career working various assignments in the Physics and Computation Directorates. He is currently matrixed to Global Security. He spent 10 years as a Laboratory Ombuds, an experience that gave him perspective on the functioning of Lab management, and particularly LLNL's Staff Relations Division. He was SPSE-UPTE President during the organizing campaign of 2007 and has served as SPSE-UPTE’s Chief Steward on and off since 2005.

For lunch please RSVP via email to spse@spse.org or by telephone to (925) 449-4846.

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