

ESH PAC involves employees in ES&H policy making

The New Culture as set forth by Admiral Watkins gives everyone ownership —ES&H is no longer just the Safety Section's concern!

Last year Fermilab conducted an environment, safety and health (ES&H) self-assessment appraisal. This Internal Assessment was conducted by a team comprised of Fermilab employees, an employee of SSC and consultants. The purpose of the self-assessment was to provide Director John Peoples with the status of ES&H programs at the Laboratory.

As an outgrowth of the Internal Assessment, a Lab-wide committee called the Environment, Safety and Health Policy Advisory Committee (ESH PAC) was established to evaluate and organize the Laboratory's approach and response to ES&H issues. The committee consists of one representative of each Laboratory Division and Section and is chaired by **Dennis Theriot**, Associate Director for Technology. The Alternate Chairperson is **Ken Stanfield**, Deputy Director. **Lincoln Read** serves as the Secretary. The Head of the ES&H

Section, **Don Cossairt** and the Deputy Head, **Tim Miller** are ex-officio members of the committee. Division and Section representatives include: **Dave Finley** (AD), **Bob Trendler** (RD), **Carl Swoboda** (CD), **Hans Jostlein** (Physics Section), **Jim Richardson** (BSS), **Vic Kuchler** (Fac. Eng.), **Frank Turkot** (TSS) and **Dianne Engram** (LSS).

ESH PAC was formed to involve line management, line supervision and employees more strongly in ES&H policy development, assessment and implementation. "Although we said safety was a line action, we didn't act that way," said Dennis Theriot. "Too many times we heard, 'Oh that's safety's responsibility.'"

"Formal responsibility for safety is line management —going right down to the individual performing the task," said Dennis. "This is the essence of the cultural change Secretary of Energy Watkins wants—



ESH PAC, which was formed in June, meets on a weekly basis. "There is a tremendous degree of cooperation from this group," said Bob Trendler. "No one came with a specific agenda. Everyone listens to ideas. Change comes about when management is involved and understands the process."

everyone taking responsibility for safety."

The recently established committee has nine charges. They are to: 1) develop an Action Plan for the Fermilab Internal Assessment; 2) review current ES&H training procedures and develop a plan for a Laboratory-wide ES&H training program; 3) develop a Laboratory ongoing self-assessment plan; 4) review the *Fermilab ES&H Manual*, the *Fermilab Radiation Safety Guide* and *Fermilab Procedures for Experimenters* for compliance to DOE Orders on ES&H and current Fermilab practices; 5) review current DOE Orders on ES&H for Laboratory compliance and draft

DOE Orders on ES&H for potential impacts; 6) coordinate implementation of the Action Plan for the Fermilab Internal Assessment; 7) develop an Action Plan for the Tiger Team Assessment when requested by DOE; 8) coordinate implementation of the Action Plan for the Fermilab Tiger Team Assessment and 9) develop Laboratory ES&H policy and review draft DOE Orders for the Director as needed.

"ESH PAC is bringing the Lab into an awareness regarding ES&H issues at the very highest levels. It is a very positive step," said Tim Miller.

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"... I want very much to bring our environment, safety and health programs to the level of excellence that characterizes our research program." —John Peoples, Director

ESH PAC

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To assist ESH PAC in developing policies and programs, Dennis Theriot may appoint subcommittees as needed. The current subcommittees are:

- The ES&H Responsibilities Policy Subcommittee. This subcommittee will submit to ESH PAC a draft policy statement defining ES&H responsibilities throughout the Laboratory. The subcommittee is chaired by **Dave Finley**. Members include: **Dennis Theriot** (Vice Chairperson), **Vic Kuchler**, **Ruth Christ** and **Jim Richardson**.

- The Database Subcommittee. This group serves as the database coordinating committee for ESH PAC. The subcommittee is chaired by **Vicky White**. Members include: **Tim Miller** (Vice Chairperson), **Don Flynn**, **Dan Johnson**, **Ray Lewis**, **Lynn Thomas**, **Frank Turkot** and **Kay Weber**.

- The Training Subcommittee. The charge for this group is to submit a safety training management proposal to ESH PAC. Chairperson of this subcommittee is **Tim Miller**. Members include: **Bob Trendler** (Vice Chairperson), **Joel Kofron**, **Dave Austin**, **Dianne Engram**, **T.J. Sarlina**, **Greg Mitchell** and **Fred Ullrich**.

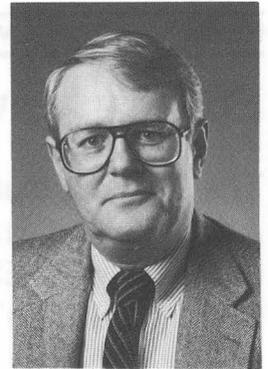
- The Self-Assessment Program Plan Subcommittee. The responsibility of this subcommittee is to submit a Laboratory ongoing self-assessment plan. **Lincoln Read** is chairing this committee. Members include: **Carl Swoboda** (Vice Chairperson), **Don Cossairt** and **Hans Jostlein**.

The current approach to the development and implementation of ES&H policies and programs is involving more managers, supervisors and employees. "I view this as a significant step toward making more people conscious of the ES&H efforts that have been ongoing at the Laboratory. It is an opportunity to increase individual participation. It will improve the way in which we approach work assignments, generally increase safety consciousness and enhance our appreciation of the Fermilab environment," said **Chuck Marofske**, Head of Laboratory Services Section.

Dennis Theriot also sees the formation of ESH PAC as a positive step. "In the past, our ES&H education and training efforts were left to the discretion of the Divisions and Sections making implementation inconsistent. ESH PAC will bring consistency," said Dennis Theriot.

Jack Pfister joins Directorate

Director John Peoples recently named **Jack Pfister** to the Directorate. Jack's appointment as Assistant Director was effective October 3, 1991.



As the newest member of the central management team, Jack's principal focus in the coming months will be to develop new financial management systems starting with cost accounting. Jack will also oversee the implementation of computing-related DOE orders and issues.

For the last two years, Jack has served in the Computing Division as Associate Head of Technology, Tracking and Transfer. During an initial transition period, Jack will share time between the Directorate and the Computing Division. He will continue his role in computer security. In this position he will further develop the computer protection plan, and insure that the Laboratory is in compliance with all public, state and federal computer laws and all DOE computer regulations. "That is the mundane side of the job," joked Jack. "The glamorous side is tracking the hackers and crackers." A task the Laboratory is quite good at doing, Jack warned.

Jack will also be giving his attention to the completion of the Computing Long Range Plan. This is a five year budgetary and strategic planning document designed to meet both Fermilab and Department of Energy objectives.

Jack, who has a political science degree from the University of Wisconsin, began his Fermilab career in 1980. Prior to joining the Laboratory, Jack worked for the Department of the Army in the Management Intern Program. "This is where I received my computer training," said Jack. After completing his internship, Jack joined the Department of the Navy. After ten years with the Department of the Navy working out of Washington D.C. and London, Jack took a position in the private sector as an account manager for SEI, a business applications firm for Fortune 500 Companies. Aside from work responsibilities, Jack also serves on the Downers Grove Library Board of Trustees.

Harper's index

Number of cooks who called the Butterball Turkey Talk-Line for assistance on Thanksgiving Day last year: 20,298

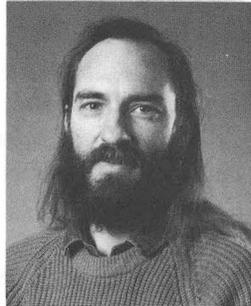
Scientific appointments

At their October meeting, the Fermilab Board of Overseers approved appointments of Scientist I for **Gerry Jackson**, **Peter Kasper** and **Ron Lipton**.

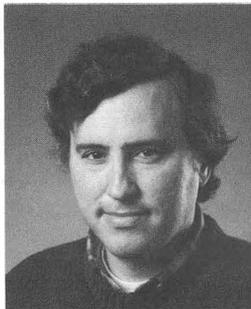
Gerry Jackson, Accelerator Division, earned his B.S. from the University of Michigan and his Ph.D. from Cornell University. While at Cornell, he served for four semesters as a teaching assistant in the Department of Physics and also as a Research Assistant at Newman Laboratory of Nuclear Studies. Gerry came to Fermilab in 1986 as a Research Associate. In 1989 he was named Associate Head of the Injector Department for Instrumentation. As a Wilson Fellow, Gerry concentrated his efforts on the construction and operation of a bunched beam stochastic cooling system in the Tevatron. Toward the end of the Fellowship, Gerry became the Deputy spokesperson for the proposed Tevatron test of a SSC experiment called SFT, which involves the slow extraction of colliding beams via a bent crystal for fixed target B-meson research. From 1990-1991 Gerry was Head of the Instrumentation Department in the Accelerator Division. He is now dedicating his time to accelerator physics research activities and advising accelerator physics graduate students.



Peter Kasper, Research Division, received his B.S. and Ph.D. from the University of Melbourne, Australia. From 1981-1985, Peter served as a research associate at the Rutherford Appleton Laboratory and was a member of the CERN neutrino experiment WA59. Later he was Chercheur Scientifique at C.E.N. Saclay and a collaborator on the Fermilab 15-foot Bubble Chamber experiment E632. In 1986, Peter became an Associate Scientist at Fermilab. Peter started his Fermilab career in the Research Facilities Department of the Research Division where he was liaison physicist for all the Wide Band Photon Lab experiments and beamline physicist for the PB beamline. Just prior to the current fixed target run, Peter became the Associate Head of SOD for Operations. Shortly after coming to the Laboratory, Peter joined experiments E687 and E683. He is now the physicist-in-charge for E687 and the representative on the Fermilab Physics Council for E683. Peter is also currently serving on the DPF '92 local organizing committee.



Ron Lipton, Research Division, has a B.S. from Indiana University and a Ph.D from Northwestern University. He was a Research Associate at Northwestern from 1978-1980. From 1980-90, Ron was first an Assistant Professor at Carnegie Mellon and then an Associate Professor. He came to Fermilab in 1991 as an Associate Scientist. Ron has spent most of his career working on Fermilab experiments. His thesis experiment, E397, measured the production of electron-muon pairs in hadronic interactions. He participated in E515 as a postdoctoral fellow at Northwestern and as a faculty member at Carnegie Mellon. Ron was Deputy spokesperson for E653, a hybrid emulsion experiment studying charm and beauty production. This experiment recently reported the first observation of reconstructed hadronically produced beauty pairs. At Fermilab Ron joined DØ, participating in the end calorimeter construction and test beam projects. Currently he is coordinating Fermilab work on the silicone tracker being designed for the DØ upgrade.



The spirit of giving



The time of year has arrived when employees are asked to contribute to charities through payroll deductions or one-time contributions. Under the plan, an employee may choose up to three charitable organizations including a community fund.

No pledge below \$12 per year for 1992 can be accepted through the plan. The selected charities must be among those approved by the Internal Revenue Service.

The deductions will be made every pay period, beginning January 1, 1992, and will continue throughout the year. At the end of 1992, employees taking advantage of this plan will receive a statement for income tax purposes. Pledges for the 1991 year will end December 31 unless they are renewed.

To those of you who have given, to those of you who will give, thank you for making a difference in your community by improving the lives of thousands of needy individuals.

For additional information contact Dianne Engram at x4633.

Technical Support is OSHA trained

In January 1991, twenty-one supervisors from Technical Support Section completed a 48-hour 1910 OSHA training course taught by the National Safety Council. These individuals became Fermilab's first group of OSHA-trained supervisors, and on July 2 the National Safety Council presented them with certificates.



Pictured front row l to r: Tom Peterson, Jim Schmidt, Wally Zimmerman, Joe Otavka, George Mikota, Don Neslund from the National Safety Council, Don Champion and John McHale from the National Safety Council. Second row, l to r: Brian Smith, Jim Dowd, Bill Boroski, Dan Smith, Gary Sliwicki, Glenn Smith, Don Ostrander from the National Safety Council and Armand Bianchi. Absent from photo: Steve Barath, Charlie Hess, Jay Hoffman, Bob Huendorf, Art Paulsen, Jerry Petersen, William Pritchard, William Ramstein.

The 1910 OSHA training course is a general industry standards training course designed to familiarize supervisors with safety practices and codes in the workplace. Topics covered in the training include electrical issues, fire safety and industrial hygiene.

These supervisors are now charged with the responsibility of performing quarterly inspections of the

Technical Support Section. Their findings will be corrected and then entered

into a database to monitor OSHA deficiencies and subsequent corrections.

Give it your energy

How to save energy before it comes to you

If everyone scheduled household chores during offpeak hours, the utilities' daily fuel use would be reduced and the Nation's energy would be conserved.

During the late afternoon and early evening hours, the *FermiNews* page 4

load on the Nation's electrical systems usually reaches its peak. To meet the heavy demand, electric utilities often must use backup generating equipment that is not energy efficient.

Try to use energy intensive appliances such as dishwashers, clothes washers and dryers and electric ovens in the early morning or late evening hours to help reduce that peakload.

Refrigerator/Freezer Energy Savers

Don't keep your refrigerator or freezer too cold. Recommended temperatures: 38°F for fresh food compartment of the refrigerator; 5°F for the freezer section. (If you have a separate freezer for long-term storage, it should be kept at 0°F, however.)

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Recreation notes

Health and fitness tip for physical activity and wellness

Fitness means more than how many sit-ups we can do, or how fast we can run a mile. Scientific studies continue to support the connection between physical activity and good health.

The combination is called wellness. Wellness is accepting self-responsibility and making decisions accordingly. Wellness includes not only physical fitness, good nutrition and stress management, but it also factors in developing fulfilling friendships and having the ability to be energetic and enjoy life. Good communication skills and a sense of humor are also important components of wellness.

Why is self responsibility so important?

If you don't take care of yourself, who will? You have more power than anyone else to be sure that you do the things you enjoy doing, that you spend time with people you care about who make you feel good. Your beliefs and behavior have a great effect on your health.

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Physics Section no longer in dungeon

The Wilson Hall ground floor "dungeon" area that once housed Physics Department workshops will soon be office space again. Members of the Plastics Fabrication Group formerly in residence at the basement address have moved across site. Final removal of material from the area will be finished soon.

The new street address at Lab 7 is 22 Neuqua in the Fermilab Village. Lab 7 has a long history, going from Beam Transfer to the Neutrino Department to the Research Division Mechanical Department to the Research Division Surveyors and now to the Physics Section.

The Plastics Fabrication Group has been working in the Village since April, and Physics Section Deputy Head Stephen Pordes calls the new location quite a nice change. Aside from being temporarily disruptive, relocation to the village has some advantages, he added. One reason is that Lab 7 offers more floor space than was available in the dungeon. Assembling scintillation chambers and performing space-intensive work will be made easier with the move to a larger building.

Before being relocated to Lab 7, physicists and technicians were required to assemble large detector chambers in the relatively small ground floor workshop. Chambers for E516 (the TPL facility), E605 (the M-east spectrometer), E652 (the Lab E Neutrino Detector), E771 (the High Intensity Proton lab) and E740 (the DØ prototypes) were all assembled in the basement.

The only large equipment remaining in the dungeon is a test stand used to prototype muon chambers for the DØ experiment. The apparatus was used this summer in an astrophysics experiment to take cosmic ray flux readings. The entire assembly—about 15 feet on a side and accessible through a mock outhouse door—is scheduled to be dismantled by the year's end. The basement area has housed the test stand used for all DØ electronics for four years.

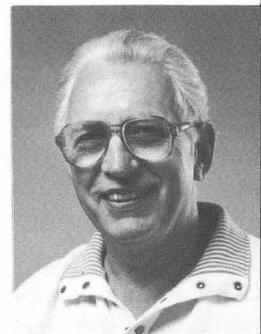
The Research Division Particle Detector Group chemistry lab will remain located on the northwest side of Wilson Hall's ground floor.

Photo right, Lab 7 in the Fermilab Village is now home to the Plastics Fabrication Group of the Physics Department.

Milestones

Jan Ryk to retire

Jan Ryk (AD/EE Support) will be retiring from the Laboratory at the beginning of January 1992 after almost 24 years of service. When he first joined the Lab on June 1, 1968, Jan (badge #185) worked on the design of the Gradient Magnet Power Supply for the Booster Accelerator in the Oak Brook office. "One of the people I really enjoyed working with was Dr. Wilson," Jan said. "He was a joy to work with. He would always challenge people to work harder."



After the Booster power supply was operational, Jan then became responsible for power supplies and power distribution for the Meson Experimental Area. From there, he went to the Accelerator Division where he has been responsible for engineering the power distribution systems associated with the Main Accelerator, Tevatron and compressor systems.

Looking back on his tenure with the Lab, Jan calls the projects he worked on here interesting and the years challenging. "I'll miss some of that, but what I'll miss the most are the people."

After retirement, Jan looks forward to woodcarving, painting and golfing. He plans to travel, enjoy life and dedicate more of his time doing volunteer work for charitable causes. Best of luck and happy retirement!



Better late than never at the buffalo barn

Buffalo don't have babies in October according to the rules of nature, but just try enforcing the rules with a half-ton buffalo. One of the Fermilab cows apparently didn't buy into the logic either, and gave birth to a 50 pound calf on October 14.

Buffalo normally drop their young in May, but the latest addition to the herd landed at the Lab on Columbus Day, according to Chief Herdsman **Don Hanson** (BS/Roads and Grnds). The gestation period for bison is about nine months, but "It's not uncommon to have one born out of cycle once in awhile," Don said. "We had one born last year around the end of August." Including the latest member, 31 buffalo were born this year.

Frequently, the age of the cow has some bearing on the likelihood of a late birth. The mother of this recalcitrant calf was between seven and eight years old, Don said. "It's not uncommon with a young heifer, but with an older cow it's a little unusual." Buffalo live on the average 25 years, and many cows live to over 40 and still bear young.

Mother and baby are living in relative seclusion away from the rest of the herd. Of the three available pastures, the herd roams between the east and lower pastures while the tardy twosome have the run of the wooded area to the west. Don said that buffalo usually aren't allowed into the woods for fear that their weight will compact the dirt and kill the trees, but a pair shouldn't cause any damage.



Both will be separated from the herd until the youngster is 10 months old and has been vaccinated. At that time, he, or she, will weigh nearly 350 pounds and wear either a red tag if it is male or a yellow tag if it is female.

At 10 months, Don also hopes to know the sex of the calf. "There's no way of telling now unless you go and look," Don said. "Even when they're in the squeeze chute, it's hard to tell because they're covered with a lot of thick hair."

Fitness

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How can I maximize the wellness benefits of my exercise program?

An exercise program combined with a positive attitude can help you focus on your strengths, especially as you see your fitness level improve, or as you maintain the good fitness that you have. Match your exercise program to your needs and desires. While exercise may not be a wonderful experience every single time, most exercisers usually enjoy *FermiNews* page 6

their activities (or at least feel good once they're through!) No one can say for sure whether exercise will add years to your life but it will increase the quality of your daily existence. —1987 *Fitness Management Magazine*

Energy

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Regularly defrost manual-defrost refrigerators and freezers. Frost buildup increases the amount

of energy needed to keep the engine running. Never allow frost to build up more than one-quarter of an inch.

Make sure your refrigerator door seals are airtight. Test them by closing the door over a piece of paper or a dollar bill so it is half in and half out of the refrigerator. If you can pull the paper or bill out easily, the latch may need adjustment or the seal may need replacing.—DOE *Tips for Energy Savers*

Volunteers needed for prairie seed harvest

The Fermilab Prairie Committee will hold a prairie seed harvest Saturday, November 16 at 10 a.m. The public is invited. Meet in the middle of the Main Ring. Participants should wear gloves and bring pruning shears if possible. Harvest will be canceled in the event of rain. For more information, contact Finley Markley at x3161.

Global Village calls Fermilab scientists home to classroom

Visiting professionals take science on the road

Through Fermilab's Education Office, two Lab employees are helping to focus attention on the environment by building a "Global Village" for future scientists in Oak Park. **Vladimir Visnjic** (AD/Theory) and **Mimi Bleadon** (TS/Mag. Dev. & Test.) are participating in the Oak Park Education Foundation's Global Village project for the 1991-1992 school year in which scientific professionals work with teachers and students in classrooms, laboratories and on field trips to broaden awareness of environmental issues.

Mimi and Vladimir are working with Oak Park Public School District #97 in a partnership to bring their scientific expertise to the classroom and in doing so hope to contribute to the innovative, environmentally-focused program. Areas of concentration for the year include studies involving Water, Air, Soil, Trash and Energy, or WASTE, according to the Oak Park Education Foundation.

"Vladimir and Mimi are big hits at Mann School," said Global Village Coordinator Kathy Botticelli. The fourth graders participating in the program with Mimi and Vladimir say so too, according to Kathy. "It's exciting and we're getting a lot of positive feedback

from students and parents about the program."

Vladimir suspects his success can be attributed to the hands-on approach he employs. His topic for the school year is energy, and in the first session his class studied electric generators and built working mini turbines with corks and toothpicks. Now, student and parent interest in the workshop-style class has created one minor difficulty: "Many parents are starting to complain that their kids are not in the program," Vladimir joked. Perhaps, he speculated, increased interest in the Global Village project will make educators develop other activities like it in the future.

Teaching in the Global Village program appealed to Mimi's 10-year background as a camp counselor. For her, she saw spending a few hours a day, only five days a year as an opportunity to expose the kids to a variety of professional occupations they otherwise might not have known existed.

"There aren't any role models (for scientists) in the press. Maybe they get it in a *Mad* magazine, but they really don't know what's out there for them to be," Mimi said. On her first visit to the classroom, Mimi said

she asked her class how many of them wanted to be scientists when they grew up. "Two of them raised their hands," she said. After an interactive session exploring energy in the human body, (specifically using the ears' acoustical energy and an oscilloscope) the voting had shifted more to favor science. "When I asked them later, they all raised their hands."

In no way is teaching fourth graders easy, Mimi said, but for those who enjoy a challenge the Global Village project might be a place to begin. "It keeps you in touch with what's really important...the kids," said Mimi.

In addition to visiting their classes five times, Mimi and Vladimir will arrange for students to attend two field visits, including one to Fermilab. Like Mimi and Vladimir, a total of 22



Fourth graders watch closely as Vladimir Visnjic demonstrates the principles of energy.



Mimi Bleadon leads her adopted class on a hands-on journey through SciTech.

scientific professionals have agreed to adopt a class for the school year. If you are interested in becoming involved with education activities, please contact Robin Dombeck in the Education Office at 840-8258.

Cla\$\$ified ad\$

Automobiles

1970 Porsche 911-T, runs great, good shape, call x2390 or 708-513-1062.

1977 Olds Cutlass Supreme, ps, pb, less than 20k miles on the motor, excellent runner, body in good cond., \$550 o.b.o. Call Jeff at x 3377 or 708-513-1328.

1985 Ford Econoline 150 cargo van, 62k miles, AM/FM stereo, A/C, excellent cond., \$5,000. Call John at x3196 or 708-377-6227.

1986 Chevrolet Cavalier, 4-door, 60k miles, auto, rustproofed, AM/FM cas-

sette, air cond., rear defogger, \$2,850. Call Jeff at x3922 or 708-293-9349 evenings.

1981 Chevrolet Impala, 4-door, 100k miles, auto, rustproofed, AM/FM, air cond., rear defogger, \$950. Call Jeff at x3922 or 708-293-9349 evenings.

1987 Ford Ranger XL pickup truck with fiberglass cap. Looks good, runs good, \$3,000 o.b.o. Call 815-741-4617.

1987 Pontiac Sunbird, front drive, auto, air, Sony AM/FM cass., yr.-old tires

and exhaust, \$4,200 o.b.o. Call Jan at x4681 or leave message at 708-892-4932.

1987 Dodge Caravan, silver/charcoal, super clean, special wheels, stereo, AC, 57k miles, \$6,900. Can be seen behind ICB building near SSCL trailer #157 or call Rod at x8013.

Miscellaneous

Hitachi 80-watt stereo receiver, needs some repair, \$50 o.b.o. Call Dan at x4605 or 815-756-6558.

Computer, MacPlus, \$350 o.b.o., **MacPlus carry case**, \$40 o.b.o., **Apple 800k**

external disk drive, \$125 o.b.o. Call 708-232-7740.

.45 carat marquis cut diamond ring with accompanying gold ring. Appraised at \$1,600. Will sell for \$850 or reasonable offer. Call Mike at x4518.

Real Estate

Three bdrm. town-house in Warrenville for rent, very close to Lab, huge living room with fireplace and 2 patio doors, kitchen with eat-in, garage with electric opener, southern exposure with lots of sun, newly decorated, \$850. Call x4597 or 708-983-0297.

Nalrec news

Don't forget to come to Nalrec's **Turkey Party** tonight from 5:15 to 9:30p.m. This is the year we raffle off the most turkeys ever. One hundred in all, so be sure to have your tickets in hand. There will be a spinning wheel for pumpkin pies and other specialities. Italian beef will be served plus

snacks. Come listen and enjoy **AMBIANCE** — the five piece band. Come prepared to win!

Children's Christmas Party is the afternoon of Sunday, December 8. It will include a special visit from Santa, cartoons, refreshments for all ages up to 8.

Any questions please direct to John Satti at x3088.

Start looking for your invitation to the **Christmas Dinner Dance**, December 20, and Nalrec's **New Year's Eve Party**, December 31, 1991 at the Fox Valley Country Club. It will arrive in the mail sometime soon!

International film society



Alec Guinness may have starred in the **Friday, December 13** film as eight separate characters, but chances are he was paid only once for the roles. The movie will be shown in Ramsey Auditorium at 8 p.m. Admission costs \$2.

Kind Hearts and Coronets

Alec Guinness plays eight roles as relatives who are being murdered for the inheritance of a huge estate. Humorous satire of British aristocracy. Robert Hamer, dir. G.B. 1949, (106 min.).

FermiNews is published by the Fermilab Publications Office, MS 107, P.O. Box 500, Batavia, IL 60510 708-840-3278
FNAL::TECHPUBS
Editor: C. Crego
Asst. Editor: B. Dick
Ed. Assist.: E. Gonzalez
Circulation: S. Hanson
Photography: Visual Media Services

Fermilab is operated by Universities Research Association, Inc. under contract with the U.S. Department of Energy.

The deadline for the Friday, December 6 issue of *FermiNews* is Friday, November 22. Please send your article submissions or ideas to the Publications Office.