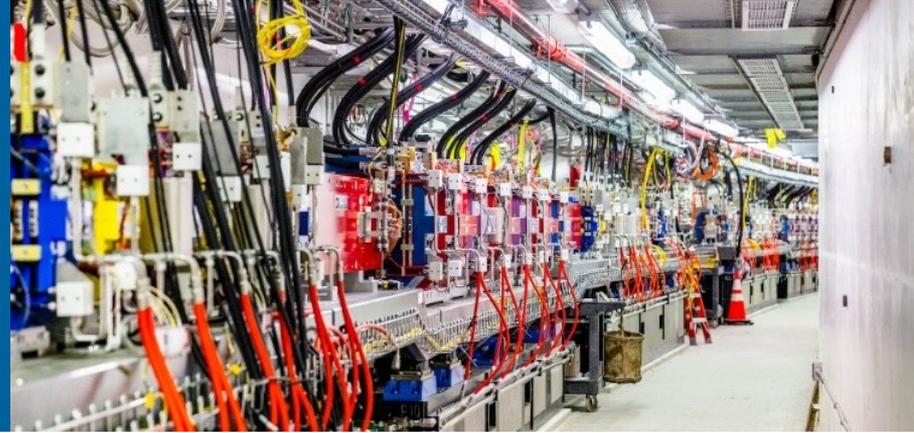


NOVEMBER 1, 2023

PSC ALL-HANDS MEETING



LAURENT CHAPON
Associate Laboratory Director
for Photon Sciences
APS Director

Brenda Davis

1961–2023



AGENDA

General Updates

Safety

FY2023 Highlights

Voluntary Departure Program

Q&A



GENERAL UPDATES



U.S. DEPARTMENT OF
ENERGY

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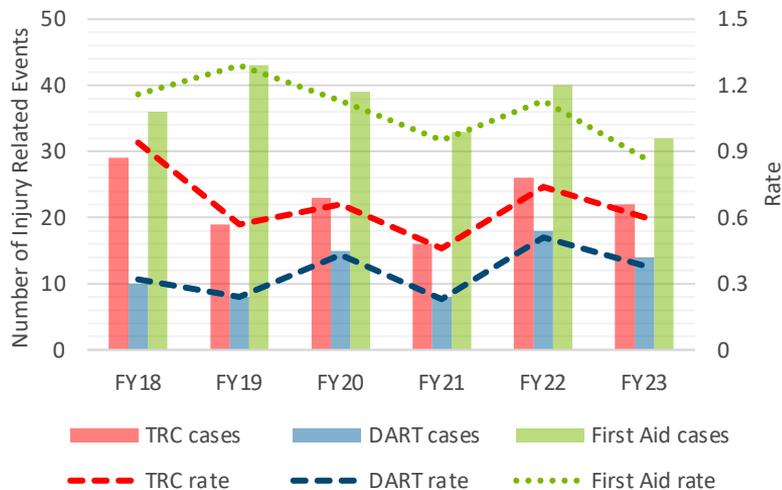
APS

SAFETY

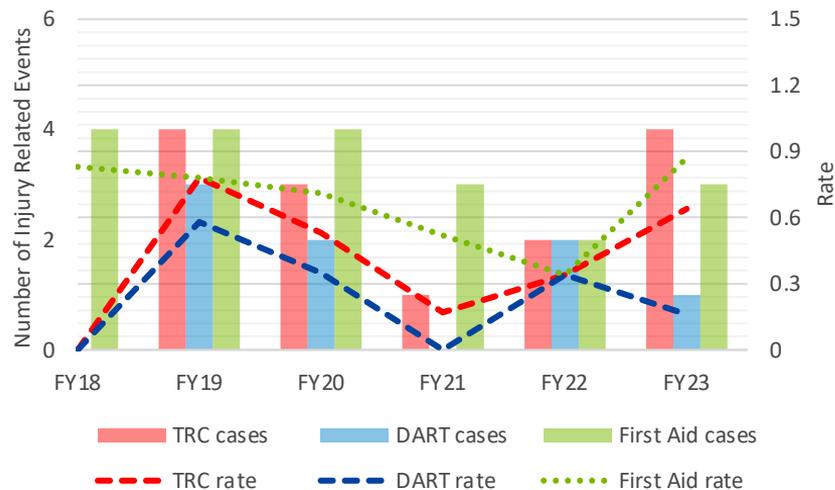
Photon Sciences safety record for FY23—1 additional First Aid Case

- 3 First Aid Injuries
- 4 OSHA Recordable Cases (TRC)
- 1 Days Away or Restricted Time (DART)

ANL - 5 year Injury Events w/COVID



PSC - 5 year Injury Events w/COVID



TEST AND CHECKOUT

- Test & Checkout occurring in parallel with installation as installation work is completed
- Hazardous energy sources into the tunnel will no longer be air-gapped
- Authorized access to test & checkout areas required during & after test & checkout is complete
- Areas of restricted access will be clearly marked using barricades and signage – **pay attention to the signs**

Storage ring tunnel during magnet testing

- Tunnel area will be barricaded and ratchet doors inside the barricades will be closed.
- DANGER signs will be posted.



Storage ring mezzanine during testing

- STOP Light Signs used to show current status of racks.



- CAUTION signs will be posted if there is no exposed power.



- DANGER signs will be posted if covers are removed and there is exposed power.



WHAT IS AN OFF-NORMAL SAFETY EVENT?

- *An event or condition that adversely affects, potentially affects, or indicates degradation in safety, security, environmental, or health-protection performance, operation, or reputation*
- Wide range of events including but not limited to:
 - Chemical or radioactive material spill or release
 - Injury (fall, cut, fracture), critical care
 - Fire
 - Alarms (oxygen deficient hazard, toxic, or flammable gas)
 - Traffic accidents
 - Illness
 - Exposure or potential exposure to chemical or radioactive material (physical contact, inhalation), latent effects of some chemicals
 - Electrical shock
 - Suspicious package
 - Security concerns
 - Near misses that could have resulted in injury or property damage

WHY SHOULD I CALL 911?

Dispatch can provide:

- Timely response to contain the event, immediate first aid, reduce personnel exposure and environmental impacts
 - Fires generally double in size every 60 seconds
 - Hazardous spills can expand quickly into drains and vents
- Quick alerts to the lab community to stay away from the area
- Coordinated response efforts with Protective Force
- Additional responders as needed
 - Industrial hygiene, radiation safety, environmental management
 - Infrastructure services
 - Offsite resources

EXAMPLES WHEN 911 WASN'T CALLED

How would calling 911 have helped in these recent incidents?

Chemical splash to the face

- Faster decontamination
- Quicker access to SMEs to determine scope

A physical altercation between two contractors

- Better protection of participants and bystanders
- Quicker issuance of stop orders if necessary

Strong smell of propane in area

- Faster isolation of leak and ignition sources
- Reduction of hazard for site occupants

Unknown material found in a barrel near 800 area

- Faster isolation of area
- Better protection of occupants
- Better identification of other hazards

WHAT SHOULD I DO AFTER I CALL 911?

The dispatcher can provide valuable instructions to keep you and others safe.

- Follow the instructions provided by the dispatcher. Argonne Fire Department dispatchers are all trained and certified fire, EMS, and law enforcement dispatchers. Dispatchers can provide valuable information on how to assist a patient during medical emergencies or protect yourself during a fire or hazardous materials incident.
- If available and safe, send someone to meet emergency responders and guide them to the location of the incident.
- Be mindful of expanding hazardous conditions. Follow the directions of emergency response personnel and provide as much information to responders as possible to assist with safe and efficient mitigation of the incident.

ANYTHING ELSE I NEED TO KNOW?

- Remind visitors and students of the importance of calling 911.
- Calls to 911 let us to notify key responders and stakeholders for rapid assistance.
- We log off-normal events to provide accurate records and identify trends.
- Reporting near misses helps protect other workers and address issues before they become serious incidents.
- Unreported events increase future risk and diminish our safety culture.
- Do not try to mitigate an off-normal event by yourself; protect yourself, your co-workers, and the lab by immediately calling 911.

KEEPING ARGONNE SAFE



REPORT ANY UNUSUAL OR EMERGENCY EVENT



9-1-1

From the nearest
Lab landline or
Argonne softphone



630-252-1911

From your cell phone



On your cell phone

Argonne App

For more information, search “Medical Wellness and Emergency Services” on **MYARGONNE**.

THE 9-1-1 HOTLINE

When to call 911

WHEN IN DOUBT
CALL 9-1-1

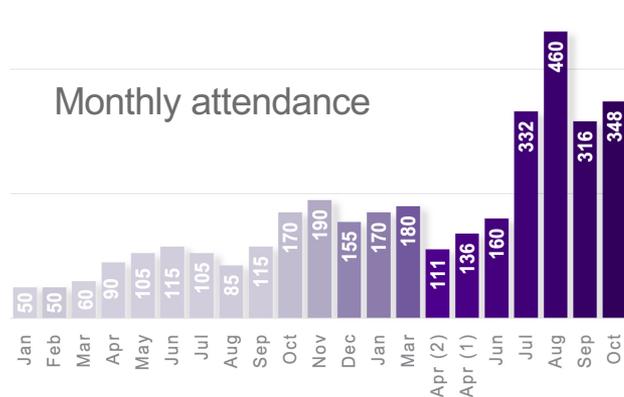
Call 911 at Argonne (video in BOX)

VOICE OF PSC

- **August:** *Your Brain is Good at Inclusion... Except When It's Not*
by Dr. Steve Robbins, S.L. Robbins & Associates
- **September:** *Workplace Culture*
by Dr. Julia Shaw, Psychological scientist at University College London
- **October:** *Failing at Normal: an ADHD Success Story*
by Jessica McCabe, founder of How To ADHD Youtube channel

All the recordings are available on the website at aps.anl.gov/deia

Monthly attendance



DEIA STRATEGIC PLAN

- Operationalize DEIA efforts within PSC
- Objectives are owned by senior leaders
- Dynamically updated by DEIA Council

PSC DEIA
Strategic Plan

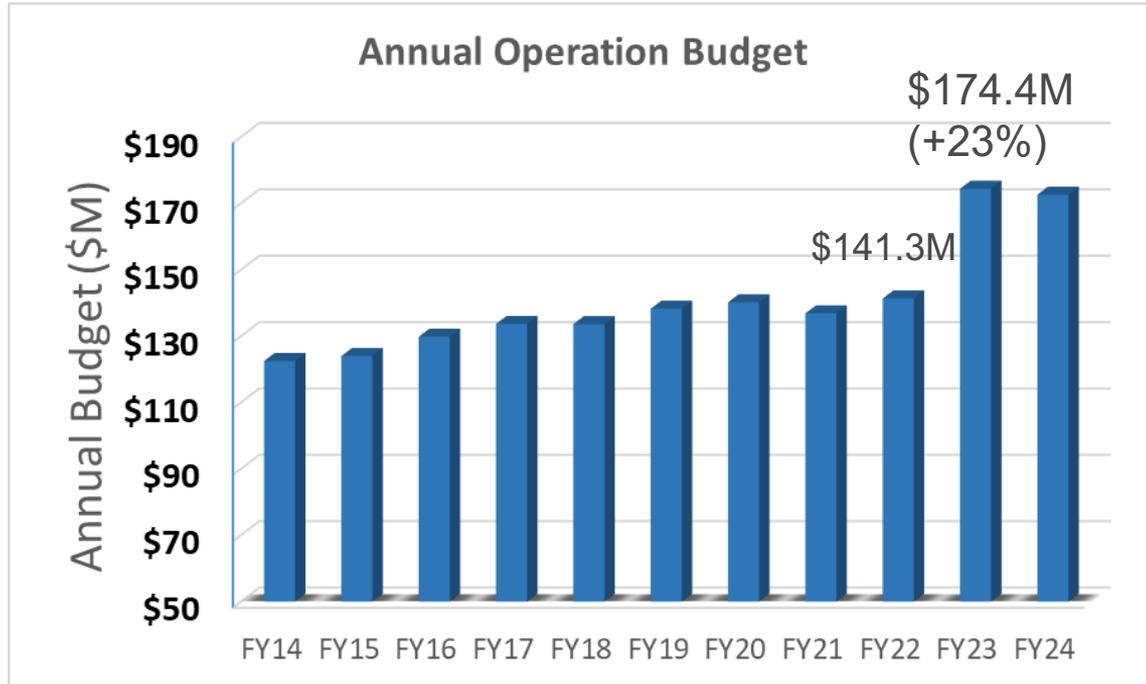


GEM PROGRAM DEADLINE: NOVEMBER 15

- PSC will be able to host 12 students for summer 2024
- Mission: Increase the participation of underrepresented groups in engineering and science at the master's and doctoral levels
- GEM students in PSC will be funded by Ops, not from the group M&S budget
- Program runs May 28 to August 2, 2024 (flexible)
- If interested in hosting a GEM Fellow, please complete the **GEM Fellowship Requisition Form**

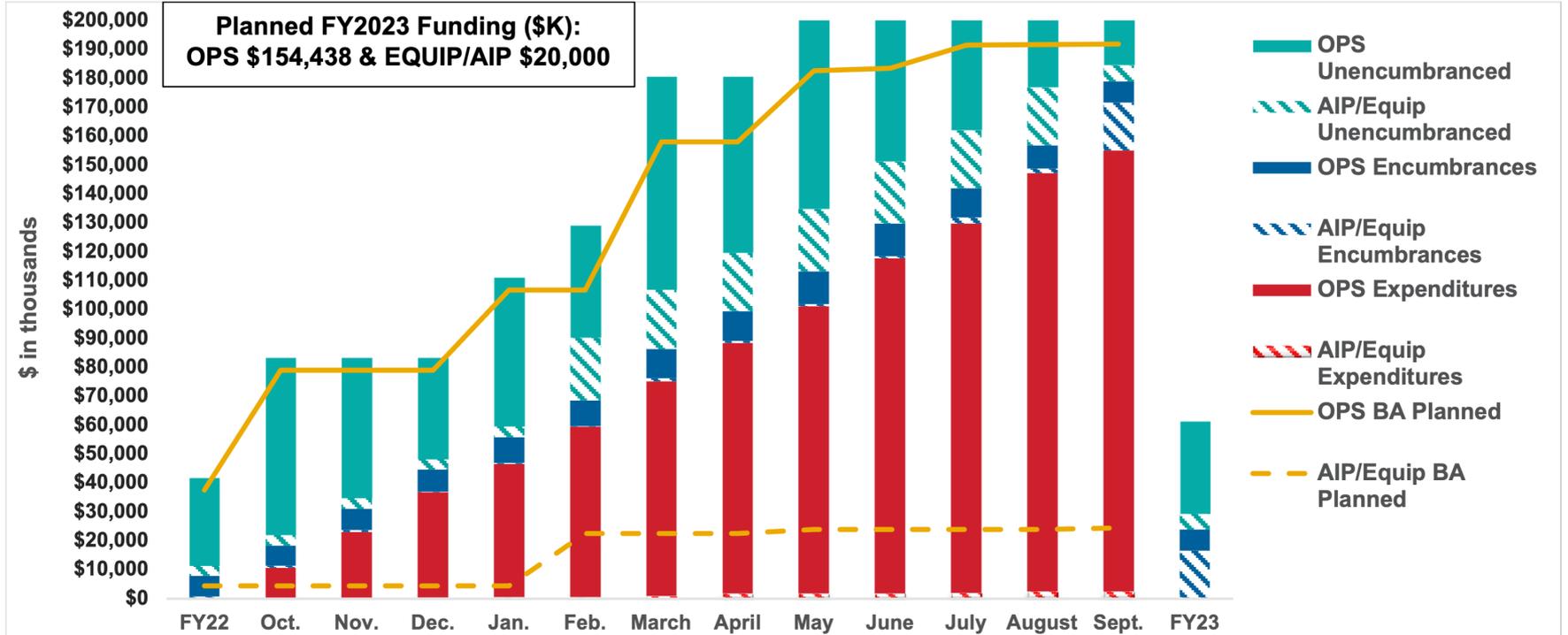


APS OPERATIONS BUDGET

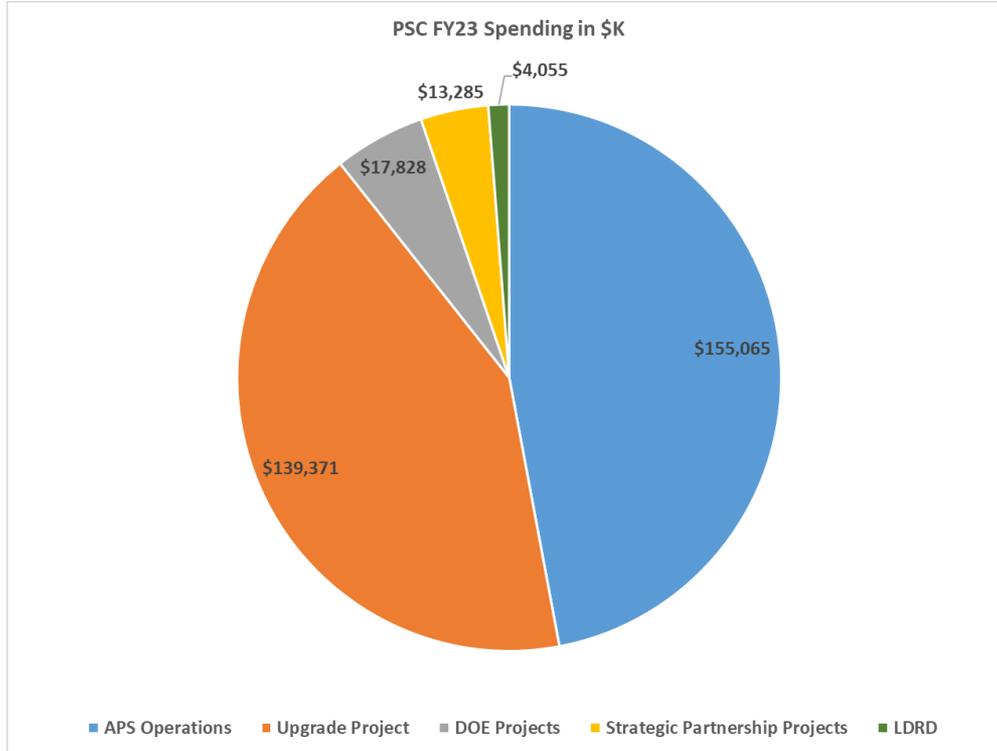


- Budget for light sources continues to be strongly supported by the Office of Science
- Continuing resolution so far for FY24
- The DOE congressional budget justification marks the budget as “90% of the optimal level”
- \$15.1M obligated in FY23 for 160kW SSA Systems

APS OPERATIONS – FY23 BUDGET



PSC HAS A VARIETY OF SPONSORS



- **Other DOE Sponsors:** Basic Energy Sciences, National Nuclear Security Administration, Vehicle Technologies, High Energy Physics, Biological & Environmental Research, and Accelerator R&D and production
- **Strategic Partnership Projects:** Dept. of Health & Human Services (NIH), commercial & universities, other APS user accounts, other DOE contractors, and other federal agencies

PSC PERFORMANCE APPRAISAL TIMELINE

Step	Start	End
1 st level manager submits PAs for 2 nd level manager's approval after senior leaders review	afternoon of 11/1	ASAP so 2 nd level approval is completed by 11/8
Manager's manager approval due	Once prior step has been completed	11/8 12 p.m.
PAs approved by ALD and returned to manager	11/14	11/14
Manager meets with employee and acknowledges the discussion	11/15	12/12
Employee comments and acknowledgement PA in Workday	Once prior step is completed	12/15

ANNUAL ENROLLMENT RUNS NOVEMBER 1–14

Argonne's open enrollment period for 2024 health care plans and flexible spending accounts begins **Wednesday, November 1, 2023**, and ends at 5:00 p.m. CT on **Tuesday, November 14, 2023**.



CONGRATULATIONS, DENNY!

After more than 35 years at Argonne, Denny Mills will be retiring from the laboratory in November.

Best wishes for a long and happy retirement!





FY2023 HIGHLIGHTS



U.S. DEPARTMENT OF
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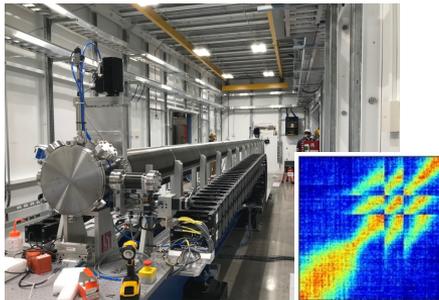
APS

XPCS AND CSSI BEAMLINES PROGRESS

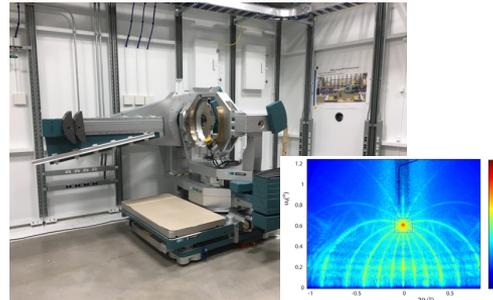
XPCS BEAMLINE AT 8-ID



XPCS optics and experimental stations



XPCS-SAXS instrument in 8-ID-I



XPCS-WAXS instrument in 8-ID-E

CSSI BEAMLINE AT 9-ID



CSSI grand tube installation and vacuum test



CSSI grand tube detector carriage in 9-ID

ACCESS CONTROL INTERLOCK SYSTEM (ACIS) UPGRADE

Hardware Installation progress

- Main Control Room: **Complete**
- LINAC/PAR: **Complete**
- Booster: **Complete***
- RF Area (Zone F): **Complete***
- Storage Ring (Zone A-E): **Complete***

Commissioning progress

(includes PLC/HMI/EPICS debug)

- LINAC/PAR: **Complete**
- Booster: **Complete**
- RF Area (Zone F): **98%***
- Storage Ring (Zone A-E): **90%***

Completion Goals

- LINAC/PAR: **Complete 8/11/23**
- Booster: early October – **Complete 10/13/23**
- RF Area (Zone F): end of November – **on track**
- Storage Ring (Zone A-E): mid-December – **on track**

**some ACIS interfaces are needed and will follow installation of equipment*



PROCESS WATER SYSTEM MODIFICATIONS

Copper water systems for cooling magnets, power supplies, front ends, and beamlines

New controls system, new impellers, variable frequency drives (VFDs), instrumentation, control valves

- Installation complete, recirculating water with minor punch list items
- Integration with EPICs (monitoring and controls) complete

Aluminum water system for aluminum vacuum chambers

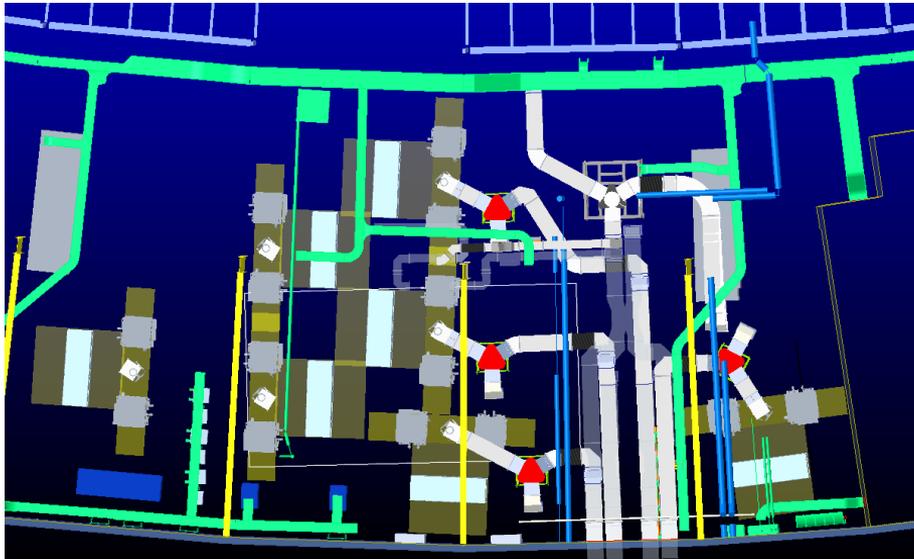
Replacement of 20 skids with 4 new skids

- New skids designed with new controls, pumps and instrumentation
- Complete and recirculating water via bypass
- Minor punch list items and EPICs integrations remain



CONTRACT SIGNED FOR 2 MW SOLID-STATE RF AMPLIFIERS

Major progress to upgrade from obsolete klystron system

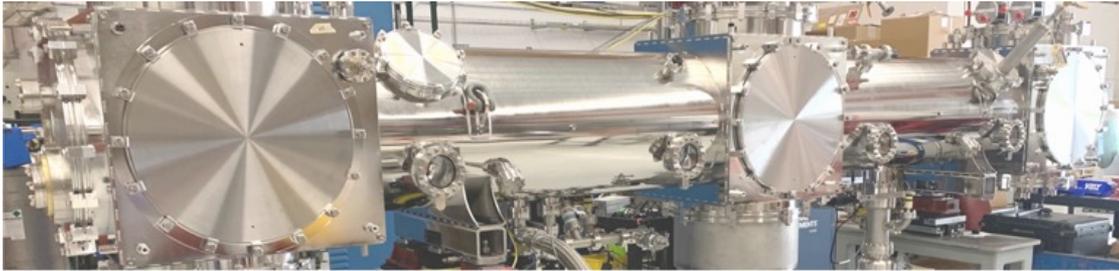


*Layout of solid-state amplifiers (SSAs) in Building 420.
First connection to RF Sector 36 cavities by spring 2025.*

- 200 kW SSA prototype fully tested over past year with excellent results
- Contract signed with Cornes/R&K for producing 12-160kW SSAs
- First units arriving fall 2024
- First installation will be in Building 420 with detailed infrastructure and installation plans in progress
- First operation with ring following spring shutdown of 2025

RECENT WORKSHOP ON INSERTION DEVICES

Reviewed state-of-art IDs of all varieties: HPMUs, SCUs, CPMUs



**Insertion Devices for
Future Light Sources Workshop**
Monday, September 25 - Wednesday, September 27, 2023
Argonne National Laboratory
9700 S. Cass Ave., Lemont, IL 60439, APS Conference Center, #402 Gallery

**This workshop is part of the input
for us to determine our ID roadmap**

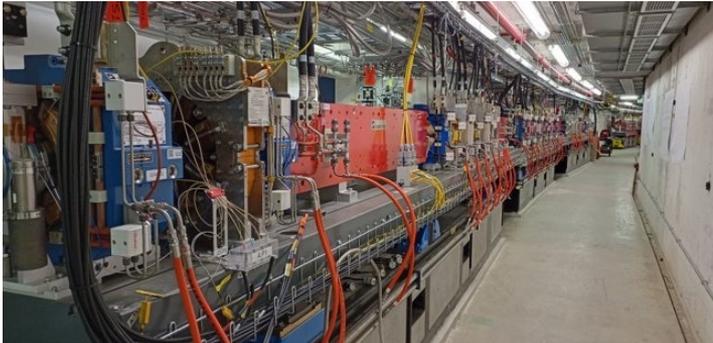


>50 in-person attendees,
>100 online attendees

APS-U PROJECT IN FY23

ACCELERATOR

- 45 of 54 front ends installed
- 155 of 200 module installed
- 12 of 35 IDVCs installed
- 37 of 44 insertion devices assembled
- Major procurements complete
- Bakeout & test and checkout preparations underway



BEAMLINES

- Demolition of 16 shielded enclosures
- Installation of 8 shielded enclosures
- Installation of 13 optics systems
- Installation of 6 major instrument systems
- Modification of utilities at 22 beamlines
- Designs nearing completion
- <\$15M remaining procurements



APS-U PROJECT IN FY23

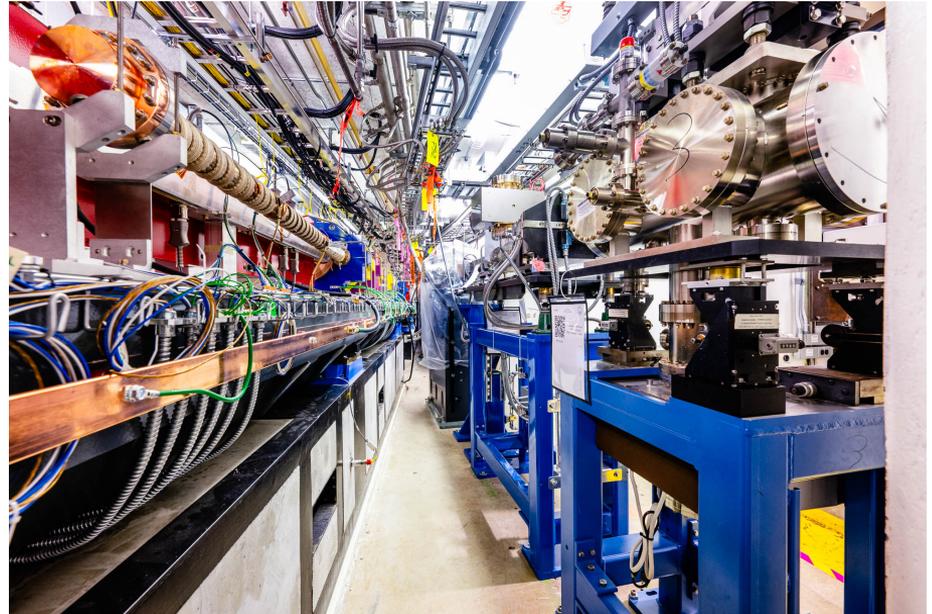
Overall project performing well and safely

Accelerator

- Completed all major procurements
- Assembly work nearing completion (front end tables, modules, BTS tables, electronics, IDs, IDVCs, etc.)
- Shutdown started, installation in progress (Mezz >75%, Tunnel >50%), test & checkout starting

Beamlines

- Designs nearing completion, >16 beamlines through PDRC review with conditional or final approval
- Significant effort to reduce remaining major procurements resulting to <\$15M
- Installation activities ramped up (Grand Tube, monochromator, 5 mirror systems, 2 instruments, 8 enclosures, etc.)
- Re-alignment preparations and execution effort starting



On track for starting storage commissioning end of January 2024, completing shutdown in April 2024



VOLUNTARY DEPARTURE PROGRAM



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VOLUNTARY DEPARTURE PROGRAM

WHY?

To prepare PSC and the APS for the next chapter

- Our organization will shift its focus back to operations. It's time for us to shape the workforce we need for our future operations, which includes a reduction in headcount and a realignment to support our anticipated activities.
- Going forward construction will represent a smaller part of our portfolio compared to the APS Upgrade era.
- Our mission and responsibility is to enable science for our user community, support operations of the new machine (including several additional beamlines) and tackle new challenges in data and computation.
- Our mission necessitates a transition of resources for this new phase to ensure operational excellence of the upgraded facility.



VOLUNTARY DEPARTURE PROGRAM

WHAT?

- The official name of the program is the Self-Select Voluntary Separation Program (SS-VSP).
- This provides an opportunity for employees to opt-in to a voluntary separation.
- PSC senior management and division directors (DDs) will determine which applications are approved.
- Once an application is approved, employees can offer a preferred departure date in 2024 for consideration. PSC senior management and DDs have final say on end dates, based on organizational needs.
- If an employee's application is approved, at the chosen date of separation, the employee will be eligible for a severance package based on length of employment.



VOLUNTARY DEPARTURE PROGRAM

WHO?

- This opportunity is open to all regular full-time and part-time PSC employees (including adjunct employees) working at least 20 hours per week.
- Argonne Associates, temporary employees, contractors, postdocs and anyone currently on long-term disability are not eligible.
- Discussions you have with Benefits, HR and Employee Relations will be confidential. There will be no adverse consequences to you if you apply and are not accepted for this program, or if you rescind your application before the deadline.

WHEN?

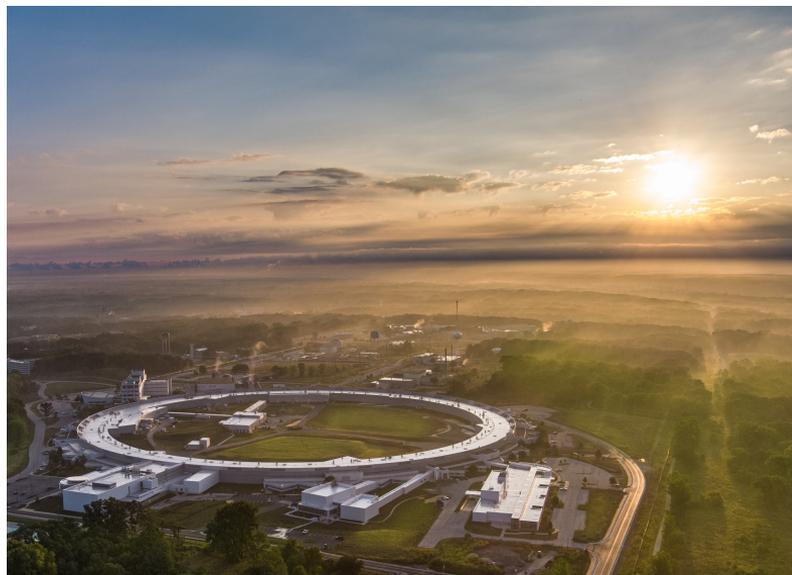
- The voluntary departure program opens today.
- **Deadline to apply is 4 p.m. CT on Monday, November 20.**
- All applicants, accepted and declined, will be notified in December.



VOLUNTARY DEPARTURE PROGRAM

HOW?

- Following today's meeting, specific details of the SS-VSP, including key dates, FAQs, how to obtain an application, benefits and other resources, etc., will be emailed to all eligible PSC employees.
- Those interested in the voluntary departure program should:
 - Give this opportunity consideration
 - Reach out to Human Resource Services (HRS), Employee Relations (ER), Benefits, Legal and/or Argonne's ombuds with questions, if necessary
 - Submit your completed application by 4 p.m. CT on November 20



VOLUNTARY DEPARTURE PROGRAM

AFTER AN APPLICATION IS SUBMITTED

- Applicants will be verbally notified of whether their application has been accepted or declined in December.
- If an application is approved, DDs or project director/manager will reach out to discuss a preferred departure date.
- Employees whose applications are approved will receive an information packet in January that includes the final decision on their departure date.
- Employees have until November 20 at 4 p.m. to rescind their applications.



VOLUNTARY DEPARTURE PROGRAM

THINGS TO CONSIDER...

- If you volunteer for this program, your application may or may not be accepted based on organizational needs.
- If you volunteer and are accepted for this program, your preferred departure date may or may not be accommodated. It may be earlier or later in 2024 than your stated preference.
- Volunteers who are accepted may not be employed by Argonne or any other DOE contractor, including other DOE national laboratories, for a minimum of one year without repaying the severance. (An emailed FAQ will provide more details.)



VOLUNTARY DEPARTURE PROGRAM

RESOURCES

- **Employee Relations**

- Darryl Howe at dhowe@anl.gov or 630-252-5864
- Mark Rentz at mrentz@anl.gov or 630-252-8162
- Sarah Avampato at savampato@anl.gov or 630-252-8214

- **Benefits**

For retiree medical benefits, employees with last names beginning with the following letters should contact:

- A – L: Zandra Kebkoub at zkebkoub@anl.gov or 630-252-2985
- M – Z: Cindy Young at clyoung@anl.gov or 630-252-2986

- **HRS**

- Barbara Erickson, PSC HRS manager (berickson@anl.gov)
- Kyle Webb, HRS generalist (webb@anl.gov)

- The Employee Assistance Program (EAP), Perspectives at 1-800-456-6327
- Argonne's ombuds Brad Ginn, (630) 252-7098, bginn@anl.gov



VOLUNTARY DEPARTURE PROGRAM

Representatives from Benefits, Employee Relations, and your HR manager and HR generalist will be available at 401 and 981 to take questions. You can also email them to ask a question or make an appointment to meet with them.

Today Benefits and your HRM/HRG will be available from 11:30 a.m. – 4 p.m. CT in Bldgs. 401 and 981. Employee Relations will be available in 401 today. Additional office hours with Benefits, Employee Relations, and your HRM/HRG will be sent to you after this meeting.

Benefits:

- 401 Bat Cave (between the User Office and the APS Upgrade Office)
- 981 Conference Room

HRS:

- 401 B1212
- 981 Office





QUESTIONS?

Welcoming feedback:
Ichapon@anl.gov



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