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Note: Articles indicating authorship reflect the views of the author and do not necessarily reflect the views of the Editor, Editorial Board, or NTEU Chapter 280.

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In Memoriam: NTEU Chapter 280 Vice-President Al Galli

As you may have heard, NTEU Chapter 280 Vice-President Alfred Galli succumbed to a massive heart attack recently while at work. His Union colleagues are seeking to collect memories of Al's contributions to the mission of the Environmental Protection Agency, as well as to the mission of the National Treasury Employees Union and to our work life here. If you have stories or recollections of Al that you would like to share, please provide these to Senior VP and Editor Seth Low by e-mail by Wednesday, Friday 1 28, 2006. The Chapter intends to present a compilation of the responses that we receive to those we know he held dear.

Editor's Note: I recently received from one of Al's colleagues an EPA poster with a picture of Al in a ORD Peer Review Division staff setting. That poster gives information on peer reviews which is the process of reviewing scientific or technical merit by competent persons with no unresolved conflicts of interest. A copy of the poster is attached at the end of the Fishbowl to acknowledge part of the legacy that Al leaves at EPA.

It was an honor and privileged to work with Al. I only knew him from the union meetings we had together and he struck me as a warm and very thoughtful person and I respected him very much. He was always calm and considerate in his discussions and never took personal offense if a colleague should disagree with him on a particular point or issue. I miss him.

I come from a musical family and after much thought about Al two tunes came to mind, the Hymn "Goin' Home" (which can be heard at <http://www.usafband.com/recording.cfm?start=37> by scrolling down to Hymns and clicking on the icon) and the musical show song "The Impossible Dream", the ending stanza of which is featured as the Quote of the Month.

Quote of the Month

"And the world will be better for this That one man, scorned and covered with scars Still strove with his last ounce of courage To reach the unreachable star."

Ending lyrics from "The Impossible Dream." The full lyrics may be found at <http://www.reelclassics.com/Actors/O'Toole/impossibledream-lyrics.htm> By clicking on the music icon, you can hear Peter O'Toole singing the song.

EPA to Offer Defibrillator and CPR Training

The EPA Office of Administrative Services' Safety Health and Environmental Management Division has published a series of dates for training in use of the Agency's Automatic External Defibrillators (AEDs) at headquarters, together with training in cardiopulmonary resuscitation (CPR).

Please call Bruce Franklin or Tangie Brown-Cook at (202) 564-1640, if you are interested. The training sessions are 8-hours long, from 8:30 a.m. to 4:30 p.m. At the Federal Triangle, some classes have already been held, and others are scheduled for April 25, May 9, 18 and 23, June 8,

August 1, 10 and 22, October 12, 19 and 24, and November 7. Classes at EPA's new location at Potomac Yard in Crystal City (Arlington), Virginia, are set for June 20 and 27, and September 12, 21 and 28.

Please encourage your co-workers to take the classes even if you, yourself, are not interested. The life they save may be your own.

Author Integrity For Fishbowl Articles

Editor's Note: Please note that before the Fishbowl Table of Contents is the statement that: "Articles indicating authorship reflect the views of the author and do not necessarily reflect the views of the Editor, Editorial Board, or NTEU Chapter 280."

What this means is that for such articles the Editor and Editorial Board, in their capacity as representatives of NTEU Chapter 280, do not generally conduct a "peer review" or fact finding exercise before such articles are published in the Fishbowl. Instead, these Chapter representatives (President, Executive Vice President, Senior Vice President, Chief Steward, Vice Presidents, Secretary, Treasurer, and Editor) consistent with the Principles of Scientific Integrity, such as Honesty, Accuracy, Recognition, Responsibility, and Open-mindedness, rely on the integrity of the author.

In the event that the reader believes that authorship identified articles or other articles may contain statements that are inaccurate, or are misrepresentations, or are based on misinformation, such readers are encouraged to contact the Editor for corrective action.

About NTEU National and its Chapters

The Mission Statement of the National Treasury Employees Union is "To organize federal employees to work together to ensure that every federal employee is treated with dignity and respect."

The National Treasury Employees Union represents some 150,000 workers in 30 government agencies, making it the largest independent non-postal federal employees union. The union specializes in representation of non-supervisory federal employees in every classification and pay level in civilian agencies. NTEU has worked for over 65 years to expand the scope of federal employee protections, rights, and benefits.

Here is some background on the history of NTEU. In 1938, the National Association of Employees of Collectors of the Internal Revenue (NAECIR) was established to improve working conditions, and ensure fair wages and job security for federal revenue officers.

When the revenue collection agency was re-organized as the Internal Revenue Service in 1952, NAECIR broadened its scope to include all IRS workers, and adopted a shorter name--the National Association of Internal Revenue Employees (NAIRE). NAIRE received its charter as a federal employee union in 1967.

In 1973, the union expanded again to include members throughout the Treasury Department. The organization's name was updated to the National Treasury Employees Union (NTEU) to reflect the change. In 1975, NTEU merged with the National Customs Service Association, which brought in the first non-IRS members.

In 1977, members voted to strengthen the union by moving beyond the Treasury Department to organize employees in other federal agencies. In 1978, employees of the Federal Communications Commission (FCC) became the first members outside the Treasury Department.

Today, local NTEU chapters operate in every state, Canada, the Virgin Islands, Puerto Rico, and the District of Columbia.

According to the NTEU national web-site (www.nteu.org), NTEU's every action is geared toward creating an employee-centered workplace that produces high quality public services. This includes: recognition of the value of federal service; respect for employee rights as workplace participants and as citizens; professional development and employee growth; and employee involvement in all workplace decisions.

- NTEU believes in the value of federal employees, and their work in the federal service.
- NTEU is leading the fight against wholesale contracting out of federal jobs.
- NTEU continues to win strong support in Congress for higher federal pay raises than those proposed by the administration.
- NTEU fought for and won the right for federal employees to make pretax insurance payments.
- NTEU protects current employee rights and secures new rights at the bargaining table.
- NTEU is an acknowledged leader in setting the standards for excellence in federal courts.
- NTEU consistently wins more than 80 percent of the arbitrations it handles on behalf of NTEU members.

What can you do to help NTEU fight for your rights? At a minimum, be active in your local chapter and report to the union your concerns and workplace issues that affect you or colleagues.

Chapter 280 at NTEU National Training

The National Treasury Employees Union held a three-day training session for Union leaders, as they do every year in various locations around the country. This year's training was held in the Holiday Inn in Rosslyn, Virginia, on March 21-23, 2006. Four training sequences included Stewardship, Representation, Leadership, and Seminar on Chapter Administration. Chief Steward Rosezella Canty-Letsome, Stewards Bill Evans, Pat Jennings and Diane Rains, and Executive Vice-President Jim Murphy attended from Chapter 280.

The new NTEU web site (at www.nteu.org) and web-enhanced representation, competitive sourcing, appraisal grievances, case law update, Hatch Act and legislative action, stewardship, managing RIFs, and what "duty of fair representation" means, were among the subjects presented and discussed. National President Colleen Kelley, National Executive Vice-President Frank Ferris, Director of Legislation Maureen Gilman, NTEU Librarian Mark Faherty, and Field Representative Will Igoe

participated prominently in various sessions and were available for discussions between meetings.

PARS Success Story - OSWER's Federal Facilities Restoration and Reuse Office Drops draft "CJE" on Professional Conduct and Development

by the Editor

Here is an example of how the PARS process should work. In this case, the Director of OSWER's Federal Facilities and Reuse Office provided to his staff draft CJE's and asked them for review and comment. My home office is FFRRO and I provided comments, the best of which were, that professional conduct and development is not a CJE. In response, that draft "CJE" was dropped from the final performance plans of FFRRO staff.

It is important to note, this is how the PARS process is suppose to work, with employees having meaningful input into the development of their CJE's. So if you think a draft CJE is not appropriate, speak up and let your mana