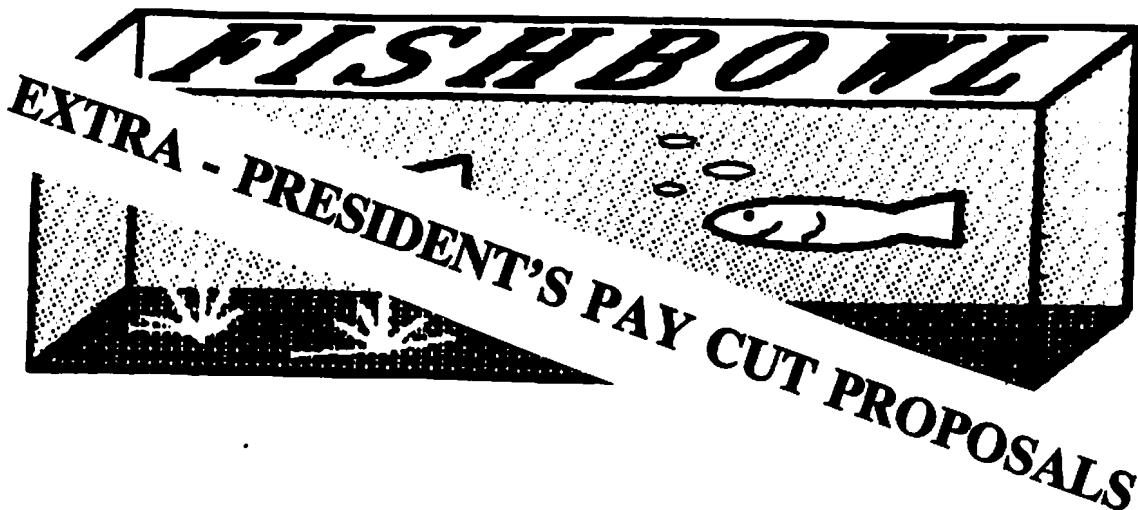


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INSIDE THE



**NATIONAL FEDERATION OF FEDERAL EMPLOYEES
LOCAL 2050**

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*"We must conduct our affairs at EPA as if we worked inside a
fishbowl ----" William Ruckelshaus, former Administrator ,
U. S. EPA*

NFFE LOCAL 2050 -- JOIN TODAY

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EDITORIAL POLICY Articles from any source are considered for publication. Submit items for publication to UN-200 on disk (returned if requested). Items are selected for publication by vote of the Editorial Board. Articles indicating authorship reflect the views and opinions of the author and not necessarily those of NFFE Local 2050. INSIDE THE FISHBOWL does publish articles in which the author's identity is concealed should the author desire such protection, however, we do not publish anonymous articles.

SPECIAL PUBLICATION IN THE WORKS

Watch for a special publication devoted to the theme stated by Rep. Dingell during Administrator Browner's recent appearance before his Oversight and Investigations Subcommittee. Rep. Dingell was quoted in the Washington Post of March 11 as calling EPA "one of the worst cesspools" he had ever seen.

We will publish a retrospective of articles from Inside the Fishbowl dating back to 1985, and it will be titled, "Inside the Cesspool".

We will cover the high-level coverup of OMB interference with asbestos rulemaking, science fraud, abuse of employees by the Inspector General and Personnel, lying by various and sundry managers, oppression of OPP workers, the poisoning of EPA employees by its own management and management's subsequent hand-wringing/washing denials, the cozy relations between EPA officials and the people they were supposed to regulate, etc. etc.....a little something from Local 2050 to remind us of what we've been through and what the Union has been doing about it.

If Mr. Dingell thinks it looks and smells its bad from where he sits on Capitol Hill,

If you want a copy of Inside the Cesspool, drop us a line at Mail Code UN-200 or call the Union office at 260-2383.

¹ Rep. Dingell's comments are valid enough regarding some managers at EPA. But we must remember - and remind Rep. Dingell - that the majority of staff and managers at EPA are dedicated, hard-working Civil Service professionals who do the best they can under often trying circumstances. And remember, too, that the Nuremberg defense ("I was only following orders") has never worked, and should not be honored by the incoming Administration.

FROM THE EDITOR This is a Special Edition of Inside the Fishbowl dealing with the President's proposals that ask federal workers to contribute the major portion of deficit reduction savings in his economic recovery plan. We are publishing this edition because of the obvious large impact President Clinton's plans will have on us, and because timing is crucial if we are to take effective action to prevent the Civil Service from being brutalized by these plans in their present form. In the last issue, we asked for your comments on President Clinton's plans, and we continue to ask for your thoughts.

A questionnaire related to these proposals and alternatives to them is attached to this issue, and we urgently ask that you complete and return it to UN-200 by COB April 2 so that we can best represent your views.

In testimony before Del. Eleanor Holmes Norton's Subcommittee on Pay and Compensation of the House Committee on Post Office and Civil Service, Tyrone Aiken and Bill Hirzy asked that employees be given a voice in shaping the sacrifice that will be required of us. They also asked that workers be given a chance to show how money can be saved and government "reinvented". Local 2050 will serve as one conduit for channeling your ideas to the Administration, and we urge you to use all possible means for bringing your money-saving ideas forward.

If the government - or EPA management - asks workers' representatives to sit at the table to shape the nature and size of the sacrifice ask of us, Local 2050 wants to be ready to do as good a job of representing you as possible. A survey aimed at this eventuality is attached to this issue, and we ask that you complete it and return it to Mail Code UN-200 by COB April 2.

If ever there was a time to speak your mind, this is it. Call 260-2383, or write care of UN-200 or P.O. Box 76082, Washington, DC 20013, if you have any other thoughts - or time - to contribute to this effort to lessen the economic impact on us of "re-invention" of government.

DEL. HOLMES NORTON HOLDS EMPLOYEES' HEARING ON PRESIDENT'S PLANS FOR CIVIL SERVICE SACRIFICES Del. Eleanor Holmes Norton held hearings on March 3 to investigate the impact of President Clinton's proposals for contributions by the Civil Service to deficit reduction. Reps. Gary Ackerman, Connie Morella, Leslie Byrne, Jim Moran and Albert Wynn attended along with Del. Holmes Norton and spoke in defense of the federal worker. Significantly, all of them stated the need for some sacrifice by federal workers, but noted the widely disparate burdens imposed on federal and private sector workers by the President's proposals.

Representatives of organized labor testified in our defense as did a contingent from the National Association of Retired Federal Employees. Bob Keener, head of NFFE and Dave Schlein, Region 14 Vice-President of

AFGE spoke. All these officials were questioned closely by the Subcommittee panel about Mr. Clinton's proposals and alternatives to them. At the hearing's end, Del. Holmes Norton said she would use the testimony of union leaders and of the several dozen rank and file workers to develop questions for Administration officials, who would testify before her on March 10.

A representative of the Federal Managers Association, under questioning by Del. Holmes Norton, said she did not think that federal workers should make any financial sacrifice whatsoever. Del. Holmes Norton said, forcefully, that "that is just not credible", that there will be some sacrifice asked of federal workers, the question is how much, under what circumstances it would be imposed, and whether there would be any input from workers representatives in designing the sacrifice package. All the other Members of Congress- all known as friends of long standing of Civil Service employees - who spoke that night echoed Del. Holmes Norton's theme: there will be a hit on us, and the best Congress can do (and will do) is limit its negative impact.

Union national representatives told the panel that they had not been consulted about the President's plan before it was announced.

Testimony revealed that under the President's plan 72 percent of the budget reductions in 1994 will come directly from our pay and benefits, and that over a five year period, 64 percent of the "savings" would come out of our paychecks. We have already contributed \$119,000,000,000 since 1980 to "deficit reduction", while the deficit has ballooned out of control and our pay has fallen to about 70 percent of the equivalent in the private sector. And Washington area workers have been denied the locality adjustments granted New York, Boston and San Francisco workers. John Hunter, a Department of Labor employee, pointed out cogently, that we feds did not create nor are we exclusively responsible for the deficit, but we are being asked to pay most of the clean up costs. He noted that all Americans are responsible for the deficit, by having elected the Presidents and Congresses that built it up. Therefore, says Mr. Hunter, we should all shoulder a proportionate part of the burden in cleaning up the mess. Tyrone Aiken and Bill Hirzy testified and the text of their remarks follows:

Bill Hirzy's Testimony Madame Chairwoman and distinguished Members of the Committee, thank you for conducting these hearings and for the opportunity to testify on behalf of the professional employees that my union, Local 2050 of the National Federation of Federal Employees, represents at headquarters of the U.S. Environmental Protection Agency. I am Bill Hirzy, President-Elect of the Local.

My remarks tonight are addressed to President Clinton. They are aimed toward his heart as much as toward his formidable intellect.

Once there was a President who, with a few eloquent words defined himself, his administration and the Civil Service credo.

"Ask not what your country can do for you - ask what you can do for your country".

Since then, we have endured a President who lived and led by the crass political principle: "Reward your friends and punish your enemies". Mr. President, you - and we - are now faced with the herculean task of cleaning up after that kind of leadership.

The Civil Service is not your enemy nor America's. Those of us whose careers are guided by John Kennedy's credo resent it when our leaders refer to us as "the bloated bureaucracy" and want to impose economic burdens on us as though we were an enemy.

We recognize the rhetorical value in a campaign promise to cut 100,000 jobs from the federal work force. We recognize the political necessity of calling, yet again, on federal workers to sacrifice to help clean up a mess not of our doing - or yours. And sacrifice again, no doubt we will, as we did in the decade past when we surrendered over 100 billion dollars in pay and benefits to help finance the "Reagan Revolution".

America's workers ask only that you and those we serve demand a bearable sacrifice of us, and that you respect that sacrifice for what it is - a sacrifice - made out of love of country - and not categorize it as punishment for being "the bloated bureaucracy".

America's workers ask that before the nature and the magnitude of that sacrifice are defined, that you engage us in its definition. And we want more than negotiations over how much more it will cost us than any other American worker in our salary brackets to fix our economy. We want to help you reinvent and redefine our government.

Not only are we eager and willing to help, but we have knowledge and skills to contribute, unique knowledge and skills gained as we have worked for our country. Bring your workers representatives into your councils and let us help. Here is a simple but illustrative case in point.

Our union is negotiating a move of attorneys from our present location at Waterside Mall, infamous for its air quality problems, to offices recently vacated by your transition team. The union, after talking to the workers, proposed that the perfectly serviceable furniture and equipment they are now using be moved with them. EPA management told us that "contract opportunities" require that we accept new furniture, new equipment and new carpet. In the grand scheme of things, the amount of money involved here is nothing, but the principle is everything. Your employees want to save money, and we are willing to fight to do it.

Give us a chance to help find alternatives before you dictate to us a full and disproportionate menu of sacrifices: an ever widening gap in pay

parity with the private sector; loss of locality adjustments; reductions in cost-of-living adjustments; pay freezes; increases in civil service retirement costs; limits on career grade increases, etc.

As your appointees begin to target administrative costs cuts that could threaten the long-term vitality of the Service, direct them to bring us to the table to help identify cuts that won't threaten it.

Our agency, EPA, should lead the world in providing the expertise to keep our planet livable. We must maintain our scientific edge if we are to fulfil that role. Rather than cut the pittance now spent on keeping our professional skills up to the standards America demands and deserves, we would target management retreats to the Eastern shore, wasteful spending on contractors, fat bonuses to management officials, and useless mandatory drug testing. These are but some examples of where real fat, not the bone and muscle of government, can be cut. Let us help. I could expand further on these and give more examples of ways to save administrative costs, but my point is this: engage the Civil Service in the job of helping save money.

In closing let me say that we can live with some sacrifice - because our country clearly needs and asks it of us.

We ask in return that we and our service be honored, not denigrated, and that union leaders be given a role in helping shape the scope and size of the sacrifice.

We recognize that workers in America and around the world are suffering from economic stagnation and the looting that took place during the decade past. Re-building a healthy international economy will require solidarity among the workers of the world and a re-built American economy. We Civil Service workers are ready to lift our part of the load. Don't ask us to carry an unjust burden. We are not an enemy, but your natural allies. And we sincerely want to keep it that way.

Tyrone Aiken's Testimony Madame Chairwoman and members of this Subcommittee, I am here to testify in opposition to the President's freeze of pay for federal workers. I am Tyrone R. Aiken, President of the National Federation of Federal Employees Local 2050, located at the U.S. Environmental Protection Agency. NFFE Local 2050 represents scientists, lawyers and other professionals at the EPA. We are in favor of reinventing government, but not at the cost of government employees who have not been given the chance to design the method of invention. The reinventing of government has for fifty years included: the Brownlow Commission (1936-1937); first Hoover Commission (1947-1949); second Hoover Commission (1953-1955); Ash Commission (1969-1971); President's Reorganization Project (1977-1979) and the Grace Commission (1982-1984). These Commissions were designed with the best of intentions, but they lacked true input from unions and civil servants at the working level.

The current trend of management is profiled after the Japanese use of statistics and quality management. The first ethos of quality management is to seek the advice of the worker on the line of production. The second ethos is to use the advice of the worker; the President is not listening to the unions or the workers on the line.

We have something to say about cutting the cost of government. Government workers are also tax payers with families to feed and college loans to pay back. The federal employee cannot afford to be second to private industry in terms of pay or skills. We are the guardians of the environment, protectors of the nation and the most patriotic in practice; we serve the government of the United States daily. Service to the government should not require that we sacrifice our basic right to participate in the government. The Hatch Act prevents full political participation; now the President is denying us the right to use our practical experience in solving the government's problems. NFFE Local 2050 has offered suggestions to the EPA for years that would cut cost and create more effective enforcement of environmental regulations. Most of our employees who have offered good suggestions to save money and create better government have been rebuffed. They have been discriminated against, labeled whistleblowers, troublemakers and gadflies. The problems have mushroomed out of control, and the guardians of the civil service have been asked to sacrifice. Why should we when there are Congressional records showing massive waste and mismanagement in federal agencies? Our unions are denied an opportunity to offer suggestions, and other tax payers are ignored when waste and mismanagement are critiqued. EPA had questionable costs of \$348.3 million in 1992 due to contract financial mismanagement and poor enforcement of environmental laws. The Office of Inspector General opened 255 investigations concerning fraud, waste and mismanagement at EPA. NFFE Local 2050 warned the agency of the deficiencies in its scientific programs. Scientific data integrity is crucial for accurate and effective environmental decisions. Investigations show that EPA is not getting what it pays for and the research is not accurate or objective. Due to significant cost overruns and delays, the costs continue to accumulate. NFFE Local 2050 and EPA employees suggested cost savings measures; they were ignored.

All we ask from the President of the United States is our constitutional right to freedom and happiness. We are not happy with a government that is not effective and efficient. President Clinton must provide a forum for tax payers, federal unions and others to challenge waste and mismanagement effectively. Freezing the pay of federal employees will not stop waste and mismanagement. Before we make this sacrifice show us that you, Mr. President, have confidence in federal workers. Create a law outlawing waste. Deny agencies budget increases when they ignore viable suggestions from unions and employees that are

beneficial to the government. Punish those who waste and reward those who save, but don't punish all federal government.

IF WE'RE GOING TO BE HIT - LET'S MAKE THE MOST OF IT by Bill Hirzy After sitting through nine hours of testimony and questioning on this subject, I came to some conclusions about the President's proposals and their impact on us. This piece is a distillation of those conclusions; they are mine alone, and do not necessarily reflect the views of anyone else. However, the people I've spoken to in the hallways of Waterside Mall largely agree with the thrust of the following idea.

Rep. Morella asked several witness at the March 3 hearing what they thought of substituting a number of days of furlough, or leave-without pay, for the pay freeze proposals of the President. I think that if we must take a hit, that is the best solution - for a couple of reasons.

First, in simple economic terms, our work is not going to be less important to the country next year than it would have been if we had not been asked to endure loss of comparability/locality increases (6.4%), cost of living adjustments (ca. 2-3%) and increases in Civil Service Retirement System contributions of 2%. That's about an 11% decrease in what we would otherwise have received next year over this. Our work is not going to be 11% less valuable than it would have been, so why lay that on us?

Second any pay freeze affects us forever, diminishing our pay and retirement benefits over the long haul.

Third, there is an economic principle workers have lived with since time began - "no pay, no work." If the government can't afford to pay us what we are worth, then give us the time off as leave-without pay. It won't be easy giving up 5 or so days' pay, but there is no question but that we will be required to make some significant sacrifice toward deficit reduction. (When representatives like Norton say its not credible to propose no sacrifice by us federal workers, you know there is no way to avoid it.)

Fourth, if the government reneges on its promises to federal workers to implement locality/comparability pay, and to require sacrifice of cost-of-living adjustments and to impose higher CSRS payments, the morale effect will be awful - it already is awful, and a terrible tone will have been set by the new Administration for its work force.

Fifth, our being off work for some period will impose some sacrifice on the public to do without our services for those days, and that seems an appropriate way of sharing this extra economic burden on the Civil Service.

Sixth, if this generation is to "reinvent government", it is going to have to understand what it is trying to reinvent. One way to gain an understanding of what the varied roles of federal government are is to see those roles in action. The problem of just looking to see the federal

government in action is that the public has become so used to the government that it is largely invisible. One sure way of making the government visible is to put it on "hold" for awhile...to stop it for a few days. That is, all - or virtually all - federal workers should be on furlough on the same days, e.g. centered around the 4th of July 1994. Under those circumstances, I think it will become quite clear what some of the major functions of government are, and how important they are. And we may also get an idea of some things to change.

In short, if we are to take a hit - and that seems inevitable, distasteful though that is for everyone - then let's get maximum benefit from the result at minimum cost. Make the needed sacrifice, educate the public, keep promises, maintain morale as best as can be done, distribute part of the Civil Service's burden to the public, take positive educational steps toward reinventing government.

In case you missed the point, this is not a suggestion that we volunteer for furloughs. What it is is an alternative that eliminates the long term negative impact of a pay freeze if the Administration cannot be moved off the idea of taking something out of our collective hides. And what I heard in two days' testimony leads me to believe that Congress is not going to be able to - nor is it willing to - fight off the idea of some hit on us.

If this idea makes sense to you, call your Congressional representatives and the National Office of NFFE (202-862-4400) directly with your support. In any event, please comment, on the detachable survey form, on this question.

DEL. HOLMES NORTON HEARS THE ADMINISTRATION'S CASE FOR CUTS. On March 10, Del. Eleanor Holmes Norton's Subcommittee on Compensation and Employee Benefits heard from representatives of the Office of Management and Budget, the Office of Personnel Management, the Congressional Budget Office and the General Accounting Office concerning the proposals to freeze Civil Service pay, etc.

(Editor's Note: In a noteworthy aside at the beginning of the hearing, Rep. Norton excoriated "senior-level career Civil Servants, acting as de facto political operatives of the last Administration" for attempting to sabotage a bill that would transfer some land to Columbia Hospital for Women. "I know who you are, and I won't tolerate it", she said. Administrator Browner and her staff would be well advised to take special note of that comment and explore that phenomenon in our shop.)

Reps. Ackerman, Morella, Byrne and Del. Norton again spoke bitterly of the disproportionate load that the Civil Service was being asked to carry by the President's deficit reduction program. The most hopeful word

to come from the Administration's witnesses, was Ms. Rivlins' (Deputy Director, OMB) comment that her Office would be willing to work with Congress on alternatives.

The most discouraging word was that the Comparability Pay Act is viewed as seriously flawed by the Administration, and that they want to "revise" it during the one-year suspension of its application to the Washington metro area. The major concern raised was that use of a flat percentage differential between federal and private pay scales for calculating comparability adjustments was too generous to some job types and not generous enough to others. Reps. Ackerman and Morella, especially, noted that during the time they wrestled with just that issue as the Act was working through passage in the late 1980's, they were unable to devise any more equitable or workable alternative. They had serious doubts that the new Administration could do better, and to hold off for a year from implementing the Act in January for the sake of "improving" it was a very bad trade-off. The Congressional people said that the morale impact of the broken promise would be terrible, and too costly.

Congressional Representatives also questioned the wisdom - and legality - of shifting a larger portion of health insurance premiums onto the backs of federal workers, especially while the Administration is in the process of a major health care delivery reform. The Representatives said that the Administration should wait until it gets its act together on health care reform before changing the Federal Employees Health Benefits program.

If you'd like to join an existing NFFE Local, please fill out this form.

COMPLETE SECTIONS MARKED "X"
REQUEST FOR PAYROLL DEDUCTIONS
FOR LABOR ORGANIZATION DUES

Standard Form No. 1187
 Revised January 1979
 Office of Personnel Management
 FPM Chapter 550

Privacy Act Statement

Section 5525 of Title 5 United States Code (Allotments and Assignments of Pay) permits Federal agencies to collect this information. This completed form is used to request that labor organization dues be deducted from your pay and to notify your labor organization of the deduction. Completing this form is voluntary, but it may not be processed if all requested information is not provided.

This record may be disclosed outside your agency to: 1) the Department of Treasury to make proper financial adjustments; 2) a Congressional office if you make an inquiry to that office related to this record; 3) a court or an appropriate Government agency if the Government is party to a legal suit; 4) an appropriate law enforcement agency if we become aware of a legal violation; 5) an organization which is a designated collection agent of a particular labor organization; and 6) other Federal agencies for management, statistical and other official functions (without your personal identification).

Executive Order 9397 allows Federal agencies to use the social security number (SSN) as an individual identifier to avoid confusion caused by employees with the same or similar names. Supplying your SSN is voluntary, but failure to provide it, when it is used as the employee identification number, may mean that payroll deductions cannot be processed.

Your agency shall provide an additional statement if it uses the information furnished on this form for purposes other than those mentioned above.

1. Name of Employee (Print—Last, First, Middle) X	2. Employee I.D. Number (SSN or Other) X	3. Timekeeper Number X
4. Home Address (Street Number, City, State and ZIP Code) X	5. Name of Agency (Include Bureau, Division, Branch or Other Designation) X	

Section A—For Use By Labor Organization

Name of Labor Organization (Indicate Local, Branch, Lodge or Other Appropriate Identification)

NATIONAL FEDERATION OF FEDERAL EMPLOYEES LOCAL _____

I hereby certify that the regular dues of this organization for the above named member are currently established at \$ _____ per (biweekly pay period) (calendar month). (Strike out whichever period is not appropriate, based on arrangement with the employee's agency.)

Signature and Title of Authorized Official	Date (Month, Day, Year)
--------------------------------------------	-------------------------

Section B—Authorization By Employee

I hereby authorize the above named agency to deduct from my pay each pay period, or the first full pay period of each month, the amount certified above as the regular dues of the (Name of Labor Organization) _____ and to remit such amount to that labor organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted which is certified by the above named labor organization as a uniform change in its dues structure.

I understand that this authorization, if for a biweekly deduction, will become effective the pay period following its receipt in the payroll office of my employing agency; and that, if for a monthly deduction, it will become effective the first full pay period of the calendar month following its receipt in the payroll office of my employing agency. I further understand that Standard Form 1188, Cancellation of Payroll Deductions for Labor Organization Dues, is available from my employing agency, and that I may cancel this authorization by filing Standard Form 1188 or other written cancellation request with the payroll office of my employing agency. Such cancellation will not be effective, however, until the first full pay period which begins on or after the next established cancellation date of the calendar year after the cancellation is received in the payroll office.

Signature of Employee X	Date (Month, Day, Year) X
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FOR COMPLETION BY AGENCY ONLY—The above named employee and labor organization meet the requirements for dues withholding. (Mark the appropriate box. If "Yes", send this form to payroll. If "No", return this form to the labor organization.)	YES	NO

NFFE LOCAL 2050 QUESTIONNAIRE ON PROPOSED FEDERAL PAY ADJUSTMENTS

The questionnaire has two parts, one multiple-choice and one open-ended. In the first part, circle the number that best represents your feelings about each statement. A 1 means that you strongly reject the statement; 2 means that you disapprove of what the statement says, but not so strongly; 3 indicates neutrality or indifference; 4 indicates approval; 5 indicates strong approval.

	Reject				Approve
1. The budget deficit requires action this year.	1	2	3	4	5
2. Taxes on individuals should be raised.	1	2	3	4	5
3. Federal spending should be reduced.	1	2	3	4	5
4. The federal <u>civilian</u> work force is too large.	1	2	3	4	5
5. The government has too many managers.	1	2	3	4	5
6. Reductions-in-force (RIFs) are needed.	1	2	3	4	5
7. Early retirements are a good idea.	1	2	3	4	5
8. Buy-outs should be offered to cut payrolls.	1	2	3	4	5
9. Furlough days are better than pay freezes.	1	2	3	4	5
10. Any furlough days should be consecutive.	1	2	3	4	5
11. Any furlough days should be simultaneous.	1	2	3	4	5
12. Across-the-board budget cuts are fairest.	1	2	3	4	5
13. Targeted budget cuts make the most sense.	1	2	3	4	5
14. The civil servant should help decide cuts.	1	2	3	4	5
15. COLAs for retirees should be suspended.	1	2	3	4	5
16. Promotions should be suspended.	1	2	3	4	5
17. Longevity step increases should be suspended.	1	2	3	4	5
18. Higher grades should sacrifice more than lower.	1	2	3	4	5
19. If pay is frozen, also stop merit pay bonuses.	1	2	3	4	5
20. Training should be suspended.	1	2	3	4	5
21. Travel should be suspended.	1	2	3	4	5
22. Moves should be suspended.	1	2	3	4	5
23. Move people, but not furniture.	1	2	3	4	5
24. Office size should be reduced.	1	2	3	4	5
25. All citizens should share the burden equally.	1	2	3	4	5

For the second, open-ended part of the questionnaire, use the blank space on the reverse side, and as many additional pages as you need, to offer your suggestions for ameliorating the budget deficit. Return your questionnaire to mail stop UN-200. You need not sign your name, but we need volunteers to process responses and help us protect your interests.

Optional Demographic Data on Person Responding to Survey:

(Please circle what applies to you.)

Type of appointment:	GS-	GM-	WG	SES			
Gender:	Male	Female					
Age:	Teen	20s	30s	40s	50s	60s	70s
Grade:	<5	5-7	8-9	10-12	13-15	>15	