



INSIDE THE FISHBOWL

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

November 1993

Volume 9, Number 7

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EMPLOYEE SECURITY

MEMBERSHIP DRIVE

LOCAL 2050 COLLECTIVE BARGAINING AGREEMENT: A POWERFUL TOOL

CARPET MAKES OGC SICK

TELECOMMUTING

National Federation of Federal Employees Local 2050

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SECURITY MEETING DRAWS OVERFLOW CROWD TO EPA AUDITORIUM

An armed robbery at Waterside Mall on November 2, which wounded an employee, gave a grim boost to interest and turnout for the November 3 Security Meeting. The meeting, originally initiated by the union with the help of Jim Jackson of Labor Relations, was planned as a result of concerns raised by the September drive-by shootings in the neighborhood east of Third Street and other security concerns.

The audience burst into cheers when Local 2050's President-Elect Dwight Welch remarked that the recent incident highlighted EPA's desperate need for a new headquarters building. Local 2050 board members distributed flyers urging employees to write to Delegate Eleanor Holmes-Norton and other Senators and Representatives urging Congress to approve a new EPA Headquarters building. EPA Management, Metro PD, and Federal Protective Service Officials answered questions from employees and were received with palpable skepticism.

Employees raised concerns about dangerous stairwells and elevators in the mall section of WSM. They reported that critical elevators and doors are locked after regular hours and on weekends making employees vulnerable while traveling from their cars or from the metro. The discussion pointed out the conflict between employees' need for more security and their desire for greater convenience. Employees at the Fairchild Building were also concerned about the lack of adequate security in their building. Malfunctioning fire doors at the Fairchild building which allow access to a secluded driveway where a van could be loaded with stolen property were reported by Dwight Welch 6 months ago and still have not been repaired.

Meeting participants voiced many concerns about security but some cautioned that a "Fort EPA" was not the answer and suggested other approaches to the problem such as community outreach. (For employees interested in promoting peaceful relations with our neighbors through a community outreach program contact Samuel Bryant at 260-6199.)

The meeting atmosphere was especially embroiling because ventilation to the auditorium was inoperative except for a 10 second period at 3:20 PM when the air conditioning briefly kicked on and off. As the meeting ended, several employees indicated that they were feeling sick. Another meeting is to be scheduled for December to report on the security changes to be implemented. (See related Health and Saftely articles.)

We appreciate the efforts of Jim Murphy, Alex Varela, Pat Hilgard, and Steve Spiegel of Local 2050 and Jim Jackson of Labor

Relations, Ann Linnertz of EPA Security, and Lt. Beverly Madlock of Metro PD for their efforts to make the security meeting a success. Because of the shooting incident, previously unscheduled appearances were also made by Chief of Staff Mike Vandenburg and Federal Protective Services. We look forward to further cooperation on security and other issues of concern to EPA employees.

WHAT'S IN OUR TOOL BOX: LOCAL 2050/EPA COLLECTIVE BARGAINING AGREEMENTS by Bill Hirzy

As we enter a new era in labor-management relations in the federal government, it is worthwhile to review what the Union and EPA have accomplished in reaching collective bargaining agreements. We have gained an impressive array of tools and we should keep them in mind as we confront new challenges. These achievements also provide a benchmark for measuring future accomplishments under a new set of rules and management attitudes.

Local 2050 and EPA reached agreement on a basic contract in November 1986. This contract is notable for three major features rarely seen in other federal sector labor agreements: a peer review provision for employees grieving performance appraisals they think are wrong; the establishment of a Labor-Management Committee that meets regularly and often to attempt cooperative resolution of disputes; and an "evergreen" clause that allows either party to open negotiations at any time on any negotiable matter.

Peer Panel Review of Performance Appraisals:

The peer review provision in our performance grievance process is truly unique. It requires that after first- and second-level supervisors review a performance-based grievance (assuming these officials do not grant full relief to the employee), the third step is to convene a three person panel of professional peers to review the employee's performance and the disputed performance appraisal. This peer panel then recommends a performance appraisal to a panel of three management officials, only one of whom may be from the aggrieved employee's chain of command.

The existence of peer panel review and the fact that only one chain-of-command manager sits on the final deciding panel, are strong incentives for managers to do the original performance appraisal as objectively as possible and to settle any grievance before invocation of a peer panel. In cases that actually reach a peer panel, the panel could overturn the first- and second-line supervisor's original, improper appraisal, and the panel's deliberations and recommendation would presumably be given great

weight if the matter were is brought before an independent arbitrator.

The EPA Labor-Management Committee:

The Labor-Management Committee has a checkered history. When first convened under a reasonably cooperative set of management officials in 1986-87, the Committee accomplished a great deal. Under its auspices the groundbreaking Clean Air Agreement was negotiated in 1987; the provision of an on-site child care center was negotiated in 1986-87; and numerous personnel disputes were settled quietly and cooperatively. During this period we reached agreement on the Union's role in Human Resource Council operations.

OARM management became openly hostile in 1987-88 with the massive outbreak of employee illnesses related to poor air quality and new carpet installation. Nevertheless, the Union was able to negotiate advantageous Compressed Work Week agreements for most AA-ships. The Union fought hard for employees injured by poor air quality - through grievances, invoking OSHA and Workers Compensation actions, intensive Congressional and media outreach - eventually winning alternative workplace concessions from management unique in the federal government, removal of toxic carpeting, and the right of workers to decide themselves what kind of flooring would replace the toxic carpet. The Union also negotiated advantageous modifications of the pilot Flexiplace program, allowing workers to work part time at home, even if not injured by air quality.

The Union's activities in protecting EPA workers from toxic carpet hazards also spilled over into public health protection action. The Union's filing of a TSCA section 21 petition, based largely on injuries to EPA workers, led to great public awareness of the issue and Congressional support for further action to protect public health.

The Future: Transportation Subsidies, Move Criteria, Training, and A Code of Ethics

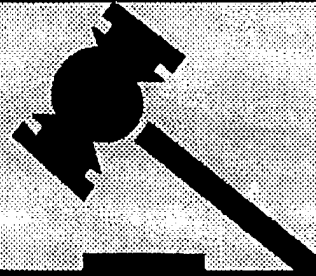
We are on the threshold of many new agreements, negotiable under the "evergreen" provisions of our basic collective bargaining agreement. Transportation subsidies are close to agreement; negotiations on generic move criteria to guarantee employee rights during moves are near completion; training for all employees and managers in the role of their representatives in employee relations will soon be accomplished; and enforceable code of professional ethics is on the table.

With the President's Executive Order granting unions the right to negotiate over number, types and grades of employees assigned to any work organization, and over the technology, means and methods

of performing work, revolutionary changes in our working situation are just around the corner. This is an exciting time to be a federal employee and to be advancing the revolution through a professionals' union.

CHIEF STEWARD'S

REPORT



Steward Committee Meeting - Security Concerns Addressed

Local 2050's Stewards and the Grievance Committee met last month to discuss the roles of the Stewards in representing members of the Union, the role of the Grievance Committee, representational activities, and plans for a membership drive. Communication of employee concerns is one of the most important roles of Stewards. Stewards learn employees' concerns and communicate them through me to the Executive Board.

At last month's meeting, Jim Murphy and Alex Varela raised concerns about security at Waterside Mall and EPA in general. We presented this information at our next Labor-Management Committee meeting on October 6 and requested that the Agency arrange an all-hands meeting with Security and the D.C. Police Department for employees to voice concerns and to have those concerns addressed. The November 3, 1993 employee security meeting was a product of Local 2050's stewarding system. Special thanks to Jim and Alex for their efforts and to Pat Hilgard who has been working on security issues for a long time.

If you want the EPA to be a better place to work, we need your help. Join the Union, volunteer to help with activities and projects, become a Steward for your office. Official time is available for Union activities. More members mean a more effective union. With your help we will be better able to make EPA the professional and outstanding workplace that it should be.

Membership Drive

This month Local 2050 is holding a membership drive. While it is always a good time to join the Union, for several reasons this is a particularly propitious time to join: EPA is reorganizing the Office of Enforcement. Your office may be moving or reorganizing

soon. The Agency is being elevated to Cabinet status. We are desperately in need of a new building and the Union is organizing efforts to reach that goal. The entire federal government is being "reinvented." The President has signed an Executive Order giving the Union increased and explicit authority to bargain over many aspects of these developments.

Some people don't join because they think they can get all the benefits without paying dues. If everyone acted this way, there would be no union and many of the rights and protections you enjoy would disappear. But even from a selfish point of view, there are distinct advantages to full membership: When the Union negotiates agreements with management, only the dues-paying members of the Union (and not the members of the bargaining unit) get to vote on the agreements. Only members get to be Stewards and have the opportunity to directly participate in the negotiations. Only members get a host of benefits ranging from money-saving opportunities to full representation from the Local in personnel matters.

Help yourself so we can work together: Join now. As a reward to existing members, the Local is offering a \$20 reward to existing members who sign up new members during November and December.

Membership Rally - Drive

On November 16, 1993, Local 2050 will be holding a rally in Waterside Mall. At 12:30 p.m., we speakers from the National and the Local will address the issues facing all federal employees and EPA employees in particular. Executive Committee Officers, Stewards and Volunteers will distribute information and answer questions on member benefits, and representational activities and provide membership forms. On November 17, 1993, the Local will set up informational tables in Crystal Station, Crystal Gateway and Crystal Mall. On November 18, 1993, there will be a Local membership meeting. We expect to have the two candidates for President of our national union, the National Federation of Federal Employees address the membership. Later that afternoon, we invite you to join us to socialize at El Toritos starting at 4:30.

TOWARDS A HEALTHY NEW BUILDING

by James Handley

First, Get the Building

Last month I wrote urging you to write to your Representatives and Senators, particularly Eleanor Holmes-Norton to press for EPA's occupancy of the Federal Triangle Building. Through our

national union, we have requested a meeting with her and I expect to be able to report to you on that very soon. If you haven't written that letter, I reiterate my plea. WRITE TODAY. The groundwork for our meeting will be lots of letters from you. In case you missed the address last time:

Eleanor Holmes Norton
U.S. House of Representatives
Washington, DC 20515

Norton's telephone number is 225-8050. For other representatives, the address is the same as above, just incorporate his or her name, for Senators, the address is:

U.S. Senate
Washington, DC 20510

Internal Design Features

Once we get a new building, the work on the interior begins. The interior of most buildings is not even developed at ground breaking. Thus, there is a lot of flexibility in the "build-out." There are some designs and materials and that really must be included for employees to be healthy and productive. As you might expect, operable windows are a big plus and some new designs are bringing back this feature that was a standard not long ago. In addition to the obvious ventilation benefits, employees in buildings with windows that open report feeling "empowered" by the ability to exercise control over their air.

As we're all acutely aware, ventilation systems are a big problem. The older designs do not exchange air rapidly enough to remove fumes from the new equipment and furnishings that have been added: printers, copiers and offgassing furnishings and fabrics. Exchange rates need to be about 6 replacements per hour to really do the job, and provisions need to be made for humidification during winter months. The ventilation system should be simple and easily maintained, and there must be provisions for ensuring that the maintenance actually is performed on a regular basis. Total shut-down of the system at night is a bad practice, because it allows growth of bacteria and molds in damp areas, and creates temperature gradients and condensation. Instead the system should be designed to be switched to a "low flow" mode to conserve energy when the building is less occupied.

The materials used in the building are also critical: we must avoid the use of toxic carpet, and there is a very good case to be made for avoiding it altogether. (See Bill Coniglio's opinion piece on the subject in the October issue.) Formaldehyde-containing furniture, particularly that made of particle board is also a major source of respiratory irritants and should be

avoided.

Lighting is also a very important factor and buildings that make as much use of natural lighting as possible report better employee morale, as well as reduced cost from lighting. Task lighting, rather than general overhead lighting is the trend, and this saves energy, by putting the light only where it is needed. It also gives employees more control, since they can move lights or them on or off as required. Motion switches can be installed so that when no one is present in a room the lights go off after a short interval. This saves energy, both in lighting and cooling since fewer lights produce less heat.

Noise is a frequent problem, particularly in open office configurations, and steps should be taken to minimize this. For instance, in selecting telephones, softer ringers should be chosen, and speaker phones should be avoided in open areas. Sound-absorbing material can be selected and in some designs white noise is also generated in order to dampen distracting noise.

Storage space is a problem in all EPA offices. Some of the new designs include centralized filing and storage and make use of large high capacity rolling file systems that conserve space.

Bargaining Over Working Conditions:

Maybe you think I'm just dreaming when I describe the things a healthy building should include. But local 2050's collective bargaining agreement makes these issues negotiable. That means that when EPA moves -- and Carol Browner has said that she is determined to see that we will -- the union will have a big role in negotiating the details of the work environment. The stronger our union is, the more we can do. Do you detect a theme for this issue of the Fishbowl? You guessed it: JOIN THE UNION, NOW. If you want a healthy work environment, get involved now. There has never been a more important time. No excuses.

NFFE URGES STAFF INVOLVEMENT IN OE MANAGER SELECTION

NFFE local 2050 Senior Vice President James Handley, serving on the OE Human Resources Team, is urging that staff be directly involved in selection decisions about first-line supervisors. The OE reorganization is expected to reduce the number of positions for first-line supervisors, presenting an opportunity to improve the quality of supervision by selecting the best supervisors for the remaining positions. Handley has urged that this selection not be conducted exclusively by senior management, because staff who have worked for particular supervisors have

unique perspectives and experiences that would be valuable in determining who the best supervisors would be. The Human Resources group is discussing a range of options for including staff perspectives in the process of selecting supervisors. Mr. Handley has advocated that staff teams work with senior managers in the selection of first-line supervisors, using survey information from staff to guide their decisions.

TELECOMMUTING: THE WAVE OF THE FUTURE

by James Handley

Al Gore notes in his book, Earth in the Balance, that commuting by automobile accounts for a large proportion of the carbon dioxide emitted by industrial nations that is leading to global warming. This automobile dependence is ruining our cities and making our planet uninhabitable. We must improve mass transportation and bicycling alternatives, but in addition, Gore points out that we must look to telecommuting:

We can... replace conventional commuting wherever possible, with what is known as telecommuting. This technology is already in widespread use, as increasing numbers of people work at home but keep a direct connection to co-workers through a communications link between their computer workstations. As the capacity of computer networks increases, this trend is likely to accelerate.

Local 2050 is working towards an agency-wide flexiplace agreement that would allow employees whose work would be performed at other locations, to opt for telecommuting arrangements. The flexiplace agreements now in place are temporary and cover only certain AA-ships. Local 2050 has notified management that we wish to bargain on a new and comprehensive flexiplace program. EPA should set the example for the federal government and begin an agency-wide program to encourage people to work at home at least part of the time. This would save energy, reduce regional air pollution and global carbon dioxide emissions, and save the agency and employees time and money. Could there be a better example of WIN-WIN negotiations?

CULTURAL DIVERSITY NEWS by Dwight Welch

LOCAL 2050 PRESIDENT AND PRESIDENT-ELECT MEET WITH ETHNIC COMMUNITY FORUM

At the recent Ethnic Community Forum, Bill Hirzy and Dwight Welch advocated increased daycare center scholarships. The idea was

well received, and we were delighted to learn from EPA Blacks in Government (BIG) President Brooks Hamlin, that BIG plans to sponsor a fundraising dinner-dance for the daycare center. Mr. Hamlin invited us back to discuss other issues of common concern such as WTI/Environmental Racism, Cultural Diversity, and ways in which the Local 2050 can work towards equality in the EPA workplace.

DISCRIMINATION COMPLAINTS FROM ASIAN-AMERICANS CONTINUE

Government cutbacks and reorganization make everyone feel a little nervous about performance evaluations and personnel actions, but ethnic minorities are often especially hard-hit. A significant number of discrimination complaints from Local 2050's bargaining unit during the past year came from Asian-Americans. This is particularly noteworthy since Asian-Americans represent only a few percent of our bargaining unit.

INEQUALITY PERSISTS CLAIMS BLACKS IN GOVERNMENT

"[T]here is little evidence of equalizing and diversifying this agency's work force," wrote EPA Blacks in Government President, H. Brooks Hamlin, in a September 27 memo to Kathy Aterno. Mr. Hamlin supports his argument with some telling statistics: Nearly 40% of African-American males are crowded into grades GS-2, GS-3, and GS-4, and only 12 out of the over 300 SES employees are African-Americans.

PAT HILGARD DONATES LABOR REFERENCE MANUAL

Kudos to member Pat Hilgard, who recently donated a copy of A GUIDE TO FEDERAL LABOR RELATIONS AUTHORITY LAW & PRACTICE, 1993 EDITION by Peter B. Broida. The 2300 plus-page reference is a welcome addition to the local's library. We appreciate Pat's generosity and union spirit, and welcome similar donations.

NEW MAIL CODES--USER UNFRIENDLY, LOCAL 2050 KEEPS UN-200

Are the new mail codes really an improvement? At least with the old system the code indicted the office. For instance, the enforcement mailcodes began with "EN", and Pesticides began with "H." The new codes are not user-friendly, and you cannot directly translate the old to the new. Pesticides, is easy, just

drop the "H" and you have the new code, but others like PM-212 (Personnel) change to four different codes, "3622", "3623", "3624", and "3632" so you cannot translate directly. Although we are being told to start using the new mail codes immediately, there is no practical way to find everyone's new mailcode until the new phone book comes out: it's promised sometime in January.

FEEDBACK WELCOMED

We appreciate the compliments regarding the "new" INSIDE THE FISHBOWL, and are glad you like the sharpened appearance and content. We also are striving to adhere to a regular monthly publication schedule. Thanks to Editor James Handley, Nan Clements for the new cover design, and Dwight Welch for keeping production rolling. Editorial Board members Bill Hirzy and Steven Spiegel have also made immeasurable contributions.

Please direct compliments, comments, or suggestions for articles, to James Handley at 202/546-5692 or Dwight Welch at 202/260-2383. We encourage your submissions; please send them to UN-200, on either 5.25" or 3.5" floppies in WordPerfect or All-In-1 E-Mail.

HEALTH AND SAFETY NEWS by Dwight Welch

BAD MOVES BY OGC LEAD TO EMPLOYEE SICKNESS

The Office of General Counsel (OGC) recently conducted two employee moves. Both times, management violated the Civil Service Reform Act by failing to properly notify and bargain with Local 2050 over working conditions. This not only poisons labor relations, it may have poisoned OGC employees.

Local 2050 attributed the problems with the first move to OGC Management's apparent ignorance of the rules. To compensate for the lack of proper notice, Chief Steward Steve Spiegel and President Bill Hirzy worked hastily in order to avoid delays. In spite of this effort by the union to accommodate management and to educate OGC management about the requirements, in the second move OGC management not only again violated the Union's right to bargain by providing absolutely no time to bargain, but had the audacity to blame the Union when the move was delayed.

Following the move, during a routine Labor-Management Health and Safety Inspection, I learned that many of the employees in the affected areas have become sick, several seriously so. Craig Annear wrote a memo:

"There is an obvious odor on the tenth floor immediately

after the re-carpeting... I have gotten complaints this week from several staff members, in 1027, 1030, 1031, and 1033, in particular, about health problems. These range from severely swollen glands and aggravated asthma to headache and sinus irritation. These individuals concluded that... these symptoms are likely related to the installation of the new carpeting... I have decided that no more carpeting will be installed in OGC until and unless we can understand what has happened on the tenth floor and in 3614."

Thus, Mr. Annear not only confirms the adverse health effects suffered by employees, but reinforces Local 2050's position opposing carpet installation and its advocacy on indoor air quality issues. The Collective Bargaining Agreement calls for a vote before carpet is installed and the assurance of 20 CFM/person of fresh air. In addition, all changes in working conditions are require notification to the union and opportunity for bargaining. Because OGC management failed to notify the union -- preventing bargaining over these issues -- employees' health has been damaged. It would have been far better to have taken preventative actions advocated by the Union than the remedial actions Mr. Annear now suggests.

Emerging medical and scientific studies suggest that some health effects from exposure to toxic carpet are irreversible. Local 2050 President J. William Hirzy has asked Mr. Annear to apologize and to correct the false impression left by management's communications to employees which blamed the Union for the delay in the move. Mr. Annear has thus far failed to respond to either request. Dr. Hirzy has also filed a grievance reaffirming the Union's right to bargain over carpet installation with Ms. Sallyanne Harper. Actions should also be taken by senior management to assure that Annear and other managers honor the Agency's agreements with Local 2050, particularly the requirements for timely and meaningful notice on actions such as moves.

CHAMBERLIN ADVISES OE MANAGERS NOT TO DISTRIBUTE AIR FILTERS TO PROTECT WATERSIDE LANDLORD

John C. Chamberlin, Director of the Office of Administration wrote to Scott Fulton, Deputy Assistant Administrator for Enforcement, in a memo dated October 14:

"We request that the "air cleaners" not be distributed to your employees until the following concerns and issues have been resolved... WMC Management, Inc., owners of the building, have requested that the units not be installed. A case brought against the owners of WSM by several EPA employees is scheduled to begin in late October.

Installation of the units may affect the trial. We need to determine what effect this may have on the case."

Mr. Chamberlin also questioned whether the Envirocaire units would be effective in offices. This concern seems especially unfounded since Envirocaire units are listed for use in hospitals because of their HEPA filtration capabilities which permit them to remove particles as small as two microns, the size of viruses. Fortunately, OE management has decided to distribute the filters despite Chamberlin's attempted interference.

Our readers may recall that Chamberlin was roundly criticized by employees for foot dragging during the toxic carpet/indoor air crises at Watercside Mall and for the illegal Crystalcside asbestos removal. Chamberlin's recent memo shed some light on his real priorities: protecting the landlord at the expense of EPA employees' health.

PRESIDENT-ELECT WELCH MEETS WSM LANDLORD

by Dwight Welch

It was a chance meeting. Jim Engleka and Tim McClellan of Environmental Health and Safety and I were coming back from meeting with an OGC employee suffering from the ill effects of toxic carpeting combined with poor ventilation. We were approached by a middle-aged man with grey hair who asked if the hold was still on for the OE air cleaners. He started discussing many of the issues presented in the Chamberlin memo such as the cleaners being alleged health hazards, etc. After we got out of earshot, I asked Jim and Tim who he was. In disbelief, they replied, "That's Charlie Bressler, I thought everyone knew him!" I couldn't help wondering why Mr. Bressler knew so much about Mr. Chamberlin's memo.

POST-SECURITY BRIEFING MEETING

by Dwight Welch

By chance, the day following the security meeting, I ran into Rich Lemley on the North Plaza. He invited me to a meeting about employee concerns that was starting 10 minutes later. The Administrator's Office was concerned over the shooting incident, and Security has been given authority to beef up its efforts around Waterside Mall. A Metro-Police substation was suggested at Watercside Mall with some free reserved parking spaces for Metro Police Cars. Other ideas included the use of electric cart patrols, off duty police, and guard stations at entrances rather than on floors in the mall area. Management also decided to open an off-hours entrance near metro for those working late, early, or on weekends.

PAT HILGARD APPOINTED AS LOCAL 2050 SECURITY LIAISON

by Dwight Welch

As Health and Safety Officer for Local 2050, I have appointed Dr. Patricia Hilgard as Local 2050 Security Liaison. Pat has long been interested in security conditions at EPA and has volunteered to work on this issue. In the past, Pat led Local 2050's successful efforts to get the Quiet Room and the Lactation Room. I have asked Rich Lemley to include Pat and me in future discussions of security issues and have reminded him that security is a negotiable working condition.

LEGISLATIVE UPDATES

Buyout Bill Wins Committee Approval, But Faces Possible Delay

On October 27, 1993 the House Post Office & Civil Service Committee approved legislation that would offer up to \$25,000 to Federal employees who resign or take early retirement. A similar bill is under consideration in the Senate. Republicans are expected to oppose the bill unless it also requires at 252,000-person reduction in force. The original bill called for restricting agencies to filling only half of the vacancies created. The Clinton administration has urged Congress to pass a "buyout" bill before the end of the year, but has put the bill on hold from its original target date of October 1, 1993 because of concerns about starting the process of "reinventing government" with headline-grabbing buyouts.

NFFE Local 2050 plans to negotiate the implementation of the buyout program at EPA. If you have questions or comments about the union's negotiating position, please contact the union office at 260-2383.

Bill to Elevate EPA to Cabinet Level Clears Government Operations Committee

The House bill to elevate EPA to cabinet-level, HR 3425, was voted out of committee on November 4, 1993. Several amendments were attached, including one to establish an office environmental risk that would provide the environmental secretary with advice on relative risks. Other amendments sought to limit the number of new unfunded mandates and to address state and local environmental issues.

Local 2050 Executive Board Seeking to Fill Vice President Vacancy

The Executive Board of Local 2050 has a vacancy for a vice president. We seek a person who is interested in participating actively in the union and can contribute ideas and effort to make working at EPA better.

UNION MEMBERS:

\$20 REWARD FOR NEW MEMBERS

EARN CASH FOR THE HOLIDAYS

CURRENT MEMBERS* OF LOCAL 2050 ARE ELIGIBLE TO RECEIVE \$20 FOR EVERY NEW MEMBER THEY SIGN UP DURING NOVEMBER AND DECEMBER.

As a recruiting incentive to members of Local 2050, we are offering a \$20 bounty for every new member you recruit during November and December. Be sure to write your name as the sponsor on the bottom of the membership form for each new member you sign up. Send new membership forms to Steven Spiegel, Chief Steward, Local 2050 (2244W).

* (Sorry, officers of Local 2050 are not eligible).

What Does

NFFE Offer You?

The National Federation of Federal Employees works for federal workers. Here are examples of the ways NFFE representation can benefit you.

Leadership for Federal Workers: NFFE has represented federal employees since 1917. Today, we represent nearly 150,000 federal workers in virtually every federal department. NFFE has always been at the forefront of legislation affecting federal employees. We are an effective voice on all committees that influence administration policies. Our leadership position has been acknowledged by legislators, administrators, and even U.S. presidents. Year after year, thousands of workers continue to choose NFFE representation over other unions.

Undivided Interest: NFFE is an independent union exclusively for Federal workers. We have no conflict of interest with private sector concerns. We always fight contracting out of federal jobs and fight to keep federal work where it belongs--in the government.

Access to Capitol Hill: NFFE's professional lobbyists focus exclusively on federal employee issues. NFFE also has a first-rate political action program, including an annual legislative conference in Washington, DC, and our own political action committee, NFFE PAC. NFFE has waged successful petition, postcard and letter-writing campaigns to stop proposed budget cuts, and cuts in federal pay, benefits and retirement. Congress depends on NFFE to raise issues important to federal workers.

Expertise in Collective Bargaining: NFFE has more than 300 labor agreements in effect with federal agencies. NFFE negotiates from activity or office level all the way up to headquarters level on behalf of our autonomous local unions.

Aggressive Legal Representation: NFFE General Counsel H. Stephan Gordon, former general counsel of the Federal Labor Relations Authority, leads NFFE's expert legal staff in providing free legal assistance to all NFFE locals for arbitration and other matters. NFFE has been responsible for major legal decisions affecting all federal workers, winning law suits on within-grade increases, RIF regulations, overtime pay, and other issues.

Local Union Autonomy: NFFE's national constitution guarantees that all NFFE local unions operate free of control by the NFFE national office. Locals need not seek permission to go to arbitration, negotiate contracts or otherwise run their own affairs. Yet, the national office is always available to offer assistance with all of these activities.

Experience in Federal Labor Relations: NFFE has successfully represented federal workers longer than any other federal union. NFFE's expert field representatives work closely with locals around the country, while NFFE's headquarters staff also provide direct local assistance and deal directly with agency managers. From handling arbitrations and fighting contracting out to filing back pay claims and negotiability appeals, NFFE has a spectacular winning record.

National Education and Training: NFFE sponsors a comprehensive training program in federal labor relations for local officers and members. NFFE publishes an extensive series of officer and steward manuals. We also conduct yearly training seminars all over America, keeping local members up-to-date on changing Federal law and regulations.

Informative Public Relations: All members receive NFFE's monthly newsletter, *The Federal Employee*, featuring in-depth articles on legislative and other issues of concern to federal workers. All leaders of NFFE locals receive *NFFE '93*, a comprehensive monthly publication that offers current, in-depth information on a different topic each month.

Comprehensive Member Benefits Program: NFFE sponsors a variety of member benefits including prepaid dental and dental indemnity plans, member credit card, discount eye care, auto insurance, accidental death insurance, member loan program, and more.



NFFE Member Benefits

If you are a member of the National Federation of Federal Employees, you can obtain these valuable benefits at a substantial discount.

Contact your local officers for more information.

MEMBER EYE CARE PROGRAM

Offers 20 to 60 percent off the retail price of frames, lenses and other eye wear accessories, and 15 percent off contact lenses at 2,000 retailers nationwide.

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Mutual of Omaha plan offering varying amounts of coverage to NFFE members and their families for specific losses. Available in \$10,000 increments up to \$250,000.

MATURE LIFE INSURANCE

Mutual of Omaha life insurance policy available to NFFE members age 45 to 75.

AUTO AND HOME INSURANCE

Low, discount rates on GEICO car and home insurance to qualified NFFE members.

DENTAL INDEMNITY PLAN

Offers a standard indemnity plan at low quarterly rates. Available at single, individual plus one, and family rates.

PRE-PAID DENTAL CARE

Provides pre-paid comprehensive dental coverage. Available through bi-weekly payroll withholding for single, individual plus one, and family coverage.

MEMBER LOAN PROGRAM

Qualified NFFE members may receive personal unsecured loans from \$3,500 to \$10,000.

AUTO RENTAL

Alamo offers discounted car rental rates to NFFE members.

MEMBER CREDIT CARD

Card features no annual fee for the first year, free additional cards, purchase protection, travel, accident, and rental car collision insurance.



NATIONAL FEDERATION OF FEDERAL EMPLOYEES



Rev. 4/13/94

Your Dues Money Saving You Money!

Recent Achievements

Continuing Objectives

- ✓ *Fought successfully for House passage of Hatch Act reform.*
- ✓ *Protected employees from unrestricted random drug testing.*
- ✓ *Won expanded union rights to fight contracting out.*
- ✓ *Successfully encouraged DOD to implement protections for employees affected by downsizing.*
- ✓ *Protected whistleblowers from retaliation.*
- ✓ *Stopped illegal searches of federal employees' government-leased homes.*
- ✓ *Saved hundreds of federal employees jobs from contracting-out.*
- ✓ *Obtained pay reform for General Schedule workers to restore comparability with the private sector.*
- ✓ *Over one million dollars won for members who have been treated wrongfully.*
- ✓ *Improved health insurance for federal workers.*
- ✓ *Stronger health and safety laws for federal workers.*
- ✓ *Pay reform for wage grade employees.*
- ✓ *Fair application of overtime pay laws.*
- ✓ *Broader bargaining rights for federal unions.*
- ✓ *Equal rights for all types of employees including National Guard, Title 38 and temporaries.*
- ✓ *Reform of Equal Employment Opportunity complaint process.*



What Happens To The Truth When The Boss Wants Lies.

THE "OFFICIAL" GUIDE ON HOW TO HANDLE WHISTLEBLOWERS

Make the whistleblowers —instead of their message—the issue.

Attack their motives, their character, their friends. Question their competence and work habits. Plant the seeds of suspicion.

Isolate the whistleblowers.

Transfer whistleblowers to bureaucratic Siberia or do-nothing jobs. Move them away from sympathetic friends. Make repeated changes in their assignments or superiors. Make them so unhappy in their jobs they'll want to quit.



Pretend to listen.

Appoint the whistleblowers to solve the problem. Then deny them the information and authority necessary for any effective inquiry or any meaningful reform. When they inevitably fail, make them the scapegoat.

Make their job impossible.

Cut travel budgets. Cut research privileges. Cut staff. Assign them unsympathetic supervisors. Then pile on new work to add to the disruption, and threaten whistleblowers with dismissal when they fail to keep up.

Eliminate their job.

Reorganize their department, reassign their responsibilities or make them irrelevant. Then find loopholes that enable you to lay off whistleblowers—even if you're hiring new staff.

Throw mud...

Declare all-out war on the whistleblower's character. Raise questions about their credentials. Spread rumors about the whistleblower's lifestyle. Accuse men of womanizing, women of conducting personal vendettas.

...Then throw the book at them.

Threaten to prosecute whistleblowers for violation of secrecy laws, privacy acts or employment agreements. Tell them they'll go to jail if they persist. Use fear as a weapon.



GAP is here to help.

The Government Accountability Project (GAP) helps save the jobs of "whistleblowers" — federal employees who reveal government or corporate practices that endanger public and environmental health — and ensures that the problems they expose are addressed.

Send your tax-deductible contribution to GAP, 810 First Street NE, Suite 630, Washington, DC 20002. Telephone (202) 408-0034.

Please support GAP. ✓ #0830 in the CFC.

PLEASE REMEMBER

EARLY ENVIRONMENTS CHILD DEVELOPMENT CENTER

NEEDS YOUR CONTINUING HELP TO MAINTAIN A HIGH QUALITY, OPEN ACCESS CHILD CARE CENTER HERE AT EPA HEADQUARTERS.

YOUR CONTRIBUTION VIA THE COMBINED FEDERAL CAMPAIGN IS VITAL TO THE CENTER'S SCHOLARSHIP PROGRAM.

THE CENTER'S CFC NUMBER IS:

7249

ON BEHALF OF THE CHILDREN AND STAFF:

THANK YOU!!!

Standard Form 1187
 Revised June 1969
 U.S. Office of Personnel Management
 FPM Chapter 550

REQUEST FOR PAYROLL DEDUCTIONS FOR LABOR ORGANIZATION DUES

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 you, 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 the 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 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 or Type Last, First, Middle) X	2. Employee Identification Number (SSN optional) X	3. Employee Mail Code 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 (Include Local, Branch, Lodge or Other Appropriate Identification)

NATIONAL FEDERATION OF FEDERAL EMPLOYEES LOCAL 2050

I hereby certify that the regular dues of this organization for the above named member are currently established at \$ 8.65 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)
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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):

NFFE Local 2050

and to remit such annual amount to the 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 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 cancellations 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.

Contributions or gifts (including dues) to the labor organization shown as left are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.

Signature of Employee X	Date (Month, Day, Year) X
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