



GOOZNER, ALAN R.

# INSIDE THE FISHBOWL

*"We must conduct our affairs at EPA as if we worked inside a fishbowl ..."*

— William Ruckelshaus, former Administrator, U.S. EPA

October 1998

Volume 14, Number 4

## Chapter 280 Executive Board

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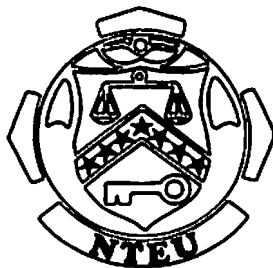
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## Editorial Policy

Articles from any source are considered for publication by the Editorial Board. Items should be submitted on Disk to UN-200. Articles indicating authorship reflect the views of the author, not necessarily those of Chapter 280. We do not publish anonymously submitted articles, but when requested, may conceal the author's name.

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## FROM THE CHAPTER PRESIDENT

First, I'd like to thank our members for participating as candidates and as voters in the election of our officers. And a personal thank you for those who voted for me.

Several members asked why I ran for Vice-President when I was unopposed for the office of President. The short answer is that I did not know for sure that I was unopposed for President until the deadline for accepting or declining nominations had passed.

I ask for your help and your ideas. We now have a chance to make partnership work at EPA. Partnership between labor and management is the crux of Executive Order 12871. The game is different in atmosphere and in procedures. Mutual problem solving and win-win negotiation are preferred to the older positional bargaining. NTEU's tradition of strong, active members is ideal for realizing the potential benefits of this opportunity.

Partnership makes new demands for which we need new volunteers. Your Union is willing to share its exclusive bargaining rights with **local partnership councils and awards boards**. We ask that the people representing NTEU Chapter 280 be members of the Union, trained by the Union. Both NTEU National and EPA's Chapter 280 of NTEU have training resources -- videos, literature, and seminars. The local Chapter also participates in training programs offered by the EPA, by the Federal Mediation and Conciliation Service, and by the Society of Federal Labor Relations Professionals. Let's pull together. Everybody benefits.

## EPA'S HISPANIC HERITAGE PROGRAMS

The observance of Hispanic Heritage month featured a live performance by QuinTango, a group of five, no, actually six, musicians and two dancers, on Monday, September 21. About 100 people attended in the EPA Auditorium at Waterside Mall. Our music editor was otherwise engaged at the time, so the review that follows is the best that we can do.

The musicians performed on stage with four fiddles of graduated sizes, from violin to bass, and one squeeze box, plus a piano on the floor in front of the stage. The musicians played with verve and enjoyment that was communicated to the audience. Entrances were well timed, indicating that they had the advantage of having worked together. The dancers complemented the music with a stylish sophistication, complete with spins, dips and lifts on EPA's dangerously small stage. Compared with last year's program of music and dance, this year's was more subdued, which was okay, since the reviewer's cardiovascular system is now a year older..

The program included some old standards and one original piece ("Un Beso," composed by the squeezebox player for an award-winning local film). The show opened with "Mi Buenos Aires Querido." After almost an hour of various tangos and other tunes, the audience was rewarded with an encore, "Adios, Muchachos," a tune familiar to Anglos as "I Get Ideas."

## AWARDS BOARDS UPDATE -HELP WANTED

Last April the two Headquarters unions and EPA reached agreement on creating awards boards under the new performance management system, PERFORMS. Management and each union will have the same number of members on all boards created under the agreement. We have now received management's proposals for awards boards to be set up in the various Headquarters AA-ships, and that information follows. Management proposes that there be one AA-level Board in each of the following AA-ships (in parenthesis after each AA-ship is the number of members proposed from each union and from management): OIA (1 member from each), OECA (2 members from each), ORD (to be determined), OCFO (2 members from each), OARM (3 members from each), and OGC (to be determined). OPPTS proposes one AA-level board for honor (medal) awards and three OD-level boards for monetary awards: OPPT, OP and I/O+OSCP (1 member from each). OSWER proposes four OD-level boards (2 members from each): I/O+OPM+OTI+OSPS+FFRRO, OST+PPO, OERR, OSW. OP proposes one AA-level board for honor awards (2 members from each) plus six OD-level boards (1 member from each). OAR proposes one AA-level board for honor awards plus four OD-level boards for monetary awards: I/O+OPAR+OPMO, OAP, ORIA and OMS. And taking the honors for the most boards proposed is the Administrator's Office: fourteen OD-equivalent-level boards, with number of members from each party to be decided. No proposal has been received yet from the Office of Water.

Progress has been spotty toward getting the awards boards set up. In many shops we have more than enough union member volunteers who have stepped forward to staff the boards (e.g. ORIA/OAR, OPPTS, OECA), while in others, we have no one (e.g. OERR). We are especially in need of volunteers from OMS and OAP/OAR, other OSWER Offices, and several of the OA organizations.

The Executive Board has voted to require that people who represent the union on these boards must be dues-paying members. If you want to have a direct impact on compensation - a novel if not unheard of authority for federal workers - and if you are not yet a union member, call Bill Hirzy, the union coordinator for awards boards for more information on how you can get in on the action.

## IN DOOR AIR QUALITY/MCS SYMPOSIUM by Bill Hirzy

The recent American Chemical Society meeting in Boston featured a symposium, August 25-26, on multiple chemical sensitivity and its connections with indoor air quality. Speakers included Claudia Miller and Nicholas Ashford, Rosalind and Julius Anderson, Iris Bell and Mercedes Fernandez, William Meggs and Michael Jaumann, and Albert Donnay, among others, who presented fascinating findings on MCS, physiological mechanisms of its induction and expression, and its history in scientific and other literature. The proceedings of the symposium soon will be published as peer reviewed articles in the *Journal of Toxicology and Industrial Health*. Audio tapes of the symposium, that include question and answer sessions, may be made available as well.

Claudia Miller noted that prior to development of the germ and immune theories of disease, there was no understanding of the mechanism of (and thus no rational therapy for), e.g., typhoid, small pox, typhus, etc. She presented her thesis and supporting arguments that the set of diseases that includes MCS, chronic fatigue syndrome (CFS), fibromyalgia (FM), and Gulf War syndrome are explicable by a new disease paradigm: toxicant induced loss of tolerance (TILT). She discussed ramifications of this new paradigm for policy, case definitions and prevention.

Along a similar line and countering the increasingly discredited “psychogenic etiology” theory of MCS/TILT, Nicholas Ashford noted the failure of “psychogenic etiology” proponents to properly distinguish between the physiological and psychological extremes along three quite separate, orthogonal axes of disease phenomenology: mechanism, symptoms, and treatment. He used the example of data showing superior survival of breast cancer patients who are in support groups. He pointed out that such superior survival among patients receiving psychological support (a treatment) does not mean that the mechanism or the symptoms of breast cancer are psychogenic. He noted the significance to MCS/TILT of Theo Colburn’s meta analysis of endocrine disruption, which showed a connection to *in utero* brain injury.

Both Miller and Ashford noted that as long ago as 1993, there was a consensus among all researchers into MCS/TILT, physiological and psychogenic etiologists alike, that a key to unraveling the mechanism(s) of the condition was construction and operation of an environmental chamber, which still has not been funded. **(EDITORIAL NOTE: EPA should take the lead in bringing such a vital test facility on-line. EPA continues to cite indoor air quality and injuries related to it as one of the top public health concerns. Its time for EPA to put its money where its mouth is.)**

Data were presented by several speakers on several animal models of MCS/TILT. These data included displays of how cholinergic hypersensitivity in FSL rats, which model human asthma very well, mimics MCS/TILT. FRL rats were used as controls. These data raise the very interesting question of the role of anticholinesterase pesticides in inducing MCS/TILT in humans, as has been observed, and the link between asthma and MCS/TILT mechanisms. W.R. Rogers and coworkers showed how time-dependent sensitization of rats to toluene is able to mimic MCS/TILT. Rosalind and Julius Anderson reported on their ongoing work using ASTM Method 981, in which one can see parallels between sequential sensory irritation, MCS/TILT, and neural sensitization. Leads for further animal research abound from these and other presentations.

Data from human cases were also presented. Those given by Gerald Ross were especially impressive. Ross showed many color slides of single photon emission computed tomography (SPECT) scans of people seen and treated at Dr. William Rea’s Environmental Health Center, Dallas TX. Scans were shown of patients on entry to the clinic, upon controlled exposure to triggering agents, and after de-toxification treatments. As SPECT slides were shown, Ross gave descriptions of neurocognitive clinical responses of the patients at the different phases of treatment. He showed how the scans reflected neurotoxicity, how scans from MCS/TILT patients differed from those of patients suffering from depression or schizophrenia, how exposure to

triggering agents change baseline scans and how scans change following detoxification.

Iris Bell and Mercedes Fernandez presented data on neural sensitization and limbic/mesolimbic dysfunction and their connection with MCS/TILT. They were able to distinguish responses to toxicant challenges from MCS/TILT patients, from patients with a history of sexual abuse, and from healthy controls, using EEG activity as a measure. Bell showed data and presented a hypothesis that limbic and/or mesolimbic dysfunction could be the cause of, or be factors in, both MCS/TILT and psychological disorders. In this connection, she showed that many MCS/TILT patients are completely free of any psychological dysfunction.

William Meggs showed that inflamed nasal tissue exhibits nerve fiber proliferation, and made comparisons between certain aspects of the CNS response in allergy and MCS. He also showed slides from MCS/TILT patients illustrating proliferation of nerve tissue in the nose - along with the presence of lymphocytes and hypertrophic gland cells and deranged mucosal cells, i.e. openings between mucosal cells that expose the basement membrane and underlying nerves directly to an insulting chemical. He said that the same picture is seen with allergy, except that neutrophils rather than lymphocytes are present, and that tumor necrosis factor (released by lymphocytes) can cause such openings. He further noted that such openings between mucosal cells are seen all through the airways of MCS/TILT patients, not just in nasal mucosa. He explained how, in both allergy and MCS/TILT, sensory nerve signals can be ultimately expressed at sites remote from the sensory nerve (switching), and he proposes that the multi-organ effects seen in MCS/TILT arise by this mechanism.

Albert Donnay illustrated how MCS/TILT overlaps with CFS, FM and a condition once known as neurasthenia, and these may have first appeared in literature in Poe's writings. He quoted passages from *The Fall of the House of Usher* and *The Telltale Heart* as examples. He went on to show how the medical literature from 1839-1866 began to use the term "nervous asthenia" to describe a condition identical to MCS/TILT/CFS. Justus Liebig (a noted German chemist, for you non-chemists) made note of "neurasthenia chemiform" as a condition that arose in some from chemical exposures in the laboratory, and Larry Plumlee has hypothesized that cases of "neurasthenia" in the general population during the mid-to-late 19th century may have stemmed from exposures to illuminating gases containing, among other coal by-products, carbon monoxide.

As Nicholas Ashford noted afterward, those people pushing the "psychogenic etiology" theory of MCS/TILT were notable by their virtual absence from the symposium - and not because ACS didn't make an effort to include speakers from that point of view. Frank Mitchell (who directed the production of the infamous Inter-Agency Report on Multiple Chemical Sensitivity), formerly with ATSDR and now chairman of the scientific advisory board of the industry-front group Environmental Sensitivities Research Institute (which counts Dow-Agro, Procter and Gamble, Bayer, and Chemical Specialties Manufacturers Association among its members) gave a vapid talk on how federal agencies make decisions in the face of conflicting information (omitting to note how, in fact, political pre-decisions usually determine the outcome - as in the case of the

report whose production he directed. I pointed out this omission during the Q and A session following his presentation.). Donald Black, who now says he isn't sure about MCS/TILT etiology, except that it is a conditioned response to odorants, reported on a 9-year follow up of 26 patients he first saw at the University of Iowa Psychiatric Center and on whom he published several years ago. He reported that 18 of the 26 were located and re-interviewed, and that the majority of the "subject remain strongly committed to their illness belief....".

For more information about the symposium, please contact me on the LAN.

## MEMBERSHIP VOTES UNANIMOUSLY TO RATIFY CONSTITUTIONAL AMENDMENT

On September 10, 1998, in the largest membership meeting of the year, approximately 40 members voted unanimously to approve the Constitutional Amendment which changes the way a Constitutional Amendment is introduced and ratified. Under the previous amending provision, an amendment could be introduced by a single individual at a membership meeting. At the next membership meeting an amendment could be ratified by the majority of a quorum. Under the new process, an amendment must be introduced by a petition of 30 or more members. The amendment then must be voted on by a mail ballot sent to the entire membership. Supporters of the new amendment believe that this process provides for maximum democracy in passing amendments and that it discourages frivolous amendments.

The next task for the Union's Constitution Committee will be to integrate the old NFFE Local 2050 Constitution and the NTEU model by-laws. Once completed the proposed new By-Laws will be provided to every member for extensive review and comment. Based upon this review, further revisions will be made before it is entered into the formal amending process.

## READER FEEDBACK

### MEMBERS VOICE STRONG SUPPORT FOR NON-REPRESENTATION OF FALSE OR FRIVOLOUS GRIEVANCES

Two lines from the July 1998 FISHBOWL have generated more positive comment than anything else in the issue. "Also, for the first time in the Chapter's history, we have turned down grievances which lack merit." from "REFLECTIONS OF AN OUTGOING PRESIDENT" and the phrase "The union can refuse to represent an employee because it believes the grievance to be lacking in merit..." from "NOTES FROM THE CHIEF STEWARD" have generated a tremendous positive response both at "Lunch and Learns" and in private conversations.

This response confirms what we already strongly believed to be true: that the officers, stewards, and members overwhelmingly support the Union not representing non-meritorious or frivolous grievances. Representation of such grievances wastes Union time and reputation, undermines those who DO have meritorious claims, and inhibits growth in Union membership. Your further feedback on this issue is encouraged.

## “WHY SHOULD I JOIN THE UNION” ARTICLE DRAWS MIXED REVIEWS

One member who indicated that the July 1998 FISHBOWL was “one of the best ever” indicated that among the highlights of the issue was the above captioned article by Eric Jackson. However, Eric got some negative feedback regarding the article’s use of the phrase “crack infested neighborhood” to refer to the area of the navy yard to which EPA Headquarters came close to being relocated. Commenters thought this a slight to the South East. To begin with, Eric did not write this particular phrase or even that section of the article. The editor did as part of Eric’s request that other issues in which the Union has had success should be added to his basic article. I apologize to any residents of the South East, which is not a single neighborhood by a collection of neighborhoods. The phrase referred to the open air drug market in the general area of the Navy Yard. That the Marines guard the feds working in the complex does not speak well for the safety of the area.

In a related comment, one person felt that reference to crack use is race linked. Such an idea is without merit as crack has invaded the white suburbs as well as the urban areas.

## STEWADING MATTERS by Rosezella Canty-Letsome and Dwight Welch

### ANTHONY PETERS: LABOR-MANAGEMENT RELATIONS PROBLEM SOLVER

Each year the Union handles dozens of grievances. Did you ever wonder why some are reported in the FISHBOWL and others are not? We prefer to work out disputes using partnership principles. Some while some managers have realized the benefit of this, others still play by the old rules of confrontation. Since a majority of grievances are a result of misunderstandings, miscommunications and the like, win-win bargaining can be especially amenable to grievance resolutions. A part of acting in partnership, on the part of the Union, is to allow managers to make corrections and at the same time save face. We would much rather educate than obliterate. Writing about a case undermines win-win negotiations; however, the opposite is true when the other side chooses a “won’t give an inch” stance.

For instance, in the past year there have been a number of grievances filed in the Office of Pesticide Programs. You hardly hear anything about them. Why? To begin with, OPP has made great strides toward the partnership ideal. This began with NTEU 280 VP Freshteh Toghrol and OPP Director Dan Barolo and has continued under Marcia Mulkey and Steve Johnson. However, there is another aspect to this relationship that we have not previously discussed.

The Office of Pesticide Programs is indeed fortunate to have Mr. Anthony Peters as their Labor Relations representative (even though Mr. Peters no longer even works for the HQ Labor-Management Relations staff!) Tony really cares. Tony is conscientious; Tony Peters is committed to resolving problems. Most importantly, Tony is upfront and honest and tells it to both sides exactly how he sees it.

The essence of win-win bargaining is to listen to both sides and then brainstorm solutions which meet the interests of both sides. A part of this process is to inform either or both sides what they might be doing wrong (i.e. violating regulations, the law, etc.) Tony calls it like he sees it, right there at the meeting. This not only begins the process of resolving the problem, but it encourages the Union representatives and the managers to follow suit. It prevents polarization from occurring. With both sides dealing with the problems openly and honestly, problems get resolved.

Unfortunately, Tony's brand of problem resolution is discouraged by upper management. We should be solving problems, not compounding them and Tony does just that.

#### **MORE GRIEVANCES EMERGE FROM OCFO**

Previously we reported that a group of employees in the Financial Management Division complained of a hostile work environment in FMD/OCFO. A similar situation has emerged in the Office of Planning Analysis and Accountability. Whereas the claim in FMD was a hostile work environment towards males, OPAA employee complaints revolve around a hostile work environment towards women and minorities. We would really like to tell you all about this one, but hope we won't have to, except to report that the situation has been satisfactorily resolved. The group of grievances is currently at Step 2.

#### **ATTENTION MANAGERS: "HOW TO AVOID A GRIEVANCE"**

The above is the title of a proposed course to be taught by the Union (Rosezella and Dwight) to managers. Members and other readers, if you know of a manager who might benefit from such a course, please show them this article. (If necessary you can clandestinely leave a copy on their desk for them to "discover".)

While a small percentage of managers are mean-spirited tyrants who deserve any grievances, EEO complaints, etc. filed against them, a far larger percentage of managers simply stumble into trouble because they don't know the rules. It is their lack of knowledge of employee rights and labor law that gets them into trouble. If you fall into the latter category, or might potentially fall into the latter category, then this course is for you.

#### **Do You Know:**

**\*That NTEU Chapter 280's (formerly NFFE Local 2050) founding principle is to protect and encourage professional excellence?**

**\*That not only do managers have certain responsibilities under the Collective Bargaining Agreement, but so do EPA professionals? For instance, an EPA HQ professional is required to provide a full day of work for a full day of pay and must recognize and respect the role of supervisors and managers in the organization.**



\*That the Union is not required to represent employees in false or frivolous grievances and that NTEU Chapter 280 has a policy against pursuing such representations?

\*That a majority of grievances can be resolved in so both sides benefit?

\*That if you have a grievance filed against you, you are much better off than if it was an EEO complaint or Unfair Labor Practice Charge? That you should view the grievance procedure as a tool of resolution, rather than as a personal attack?

\*How to deal with a problem employee?

\*How to deal with problems of discrimination?

\*How to deal with sexual harassment situations?

\*How to accommodate handicapped employees?

\*How to use the Union as a resource? That managers in the know prevent problems by discussing them directly with the Union before they get out of hand?

This is an excellent opportunity for managers to learn how to work with, as opposed to against, the Union.

About the instructors. Chief Steward Rosezella Canty-Letsome is an attorney with a legal education training background. Executive Vice President Dwight Welch is a three time Union President, founding President of the Local as an NTEU Chapter, and has 22 years with EPA with 10 years experience handling grievances and addressing and resolving other labor relations issues.

THE DOCTOR IS IN  
by Arthur O.S. Chiu, M.D.



MOVE FRIES SHARFSTEIN

The HQ Labor-Management Relations (LMR) office has been reconfigured during the month of July. During that month, the LMR staff were all crowded into the Muir Room of the Watercide Education Center. Since they are not represented by a labor union such as NTEU Chapter 280, there was nothing that could be done for them.

On July 31, 1998, the LMR staff was moved to its newly reconfigured home on the third floor of the Mall. As regular readers may already know, Steve Sharfstein is in charge of EPA's Labor

Relations EPA wide (Regions, labs, and HQ). Being the ranking person in LMR, Mr. Sharfstein got the largest office. With the office came more power than Mr. Sharfstein bargained for.

Steve got suspicious when he observed the display on his new monitor to be jiggling excessively. Upon relating this to Executive Vice President and Safety Steward Dwight Welch, Dwight offered test to Steve's office with the Union gaussmeter. Apparently, on the other side of the wall from Steve's desk is some heavy-duty electrical equipment. The reading at Mr. Sharfstein's desk went off the scale (greater than 24 milli-gauss)! Mr. Sharfstein has moved his desk to the other side of the room where the exposure is at an acceptable level. Other cubicles in the bay also measure at an acceptable level (2 milli-gauss or below).

Keep in mind, however, if you are visiting Mr. Sharfstein's office, you had better behave yourself. Otherwise he might make you stand in the corner!

#### KUDOS TO DENNIS BUSHTA AND JIM ENGLEKA

The following is the text of a memo sent to the Administrator expressing our appreciation of Mr. Dennis Bushta and his staff. If only Dennis had been around during the era of the great toxic carpeting poisoning of EPA employees, things then might have played out very differently .

#### MEMORANDUM

**SUBJECT:** Memorandum of Appreciation - Dennis Bushta and Jim Engleka

**FROM:** Dwight A. Welch  
Executive Vice President

**TO:** Carol M. Browner, Administrator, EPA  
Alvin M. Pesachowitz, Assistant Administrator, OARM  
John C. Chamberlin, Director, OA

I write this memo at the request of NTEU Chapter 280 President James Murphy and the rest of the Chapter 280 Executive Board. This is to express our appreciation on a job well done, indeed, a job well done above and beyond what would normally be expected, performed by Mr. Dennis Bushta and Mr. Jim Engleka of the Safety, Health and Environmental Management Division.

Recently EPA turned over Waterside Mall space, much of the second floor of the Mall, back to GSA. One of the new tenants going into the space is a charter school. Mr. Bushta and his staff, keeping an eye on the situation, soon discovered that the planned renovation of the second floor would disturb asbestos containing materials on the second floor.

Mr. Bushta and Mr. Engleka protected the health and workspace quality of EPA by not

only monitoring the air going into EPA space, but in meeting with GSA and the new tenants, pointing out the need to have qualified contractors conduct the asbestos removal and asbestos monitoring services, verifying DC and EPA Region III permits, obtaining permission to inspect the site and the removal, and verifying that the removal was done properly. Mr. Bushta and Mr. Engleka also met with our union to address a number of related employee concerns and kept our Health and Safety Vice President, Arthur O. S. Chiu, MD apprised of the situation.

Mr. Bushta and Mr. Engleka demonstrated great initiative in the action they have taken to ensure that EPA space is safe and in practicing partnership with our union. In addition to applying their technical expertise to the problem, Mr. Bushta also exercised his considerable interpersonal skills to assure cooperation between all parties involved. Not only were the interests of EPA employees protected, but as an additional bonus so were the youngsters and faculty who will be attending the charter school. (End of memo.)

#### TALES OF WASTE, FRAUD, AND ABUSE

While entering the main floor lobby of the Reagan Building from the Ariel Rios courtyard recently, I noticed that the marble floor tiles had become discolored adjacent to the metal spacers which separate the tiles. As I was bending over looking at the damage, I was greeted by a well dressed gentleman who introduced himself as one of the building managers. He told me that the flooring contractor had placed the tile over an improperly cured concrete subfloor and that a plastic vapor barrier had also been improperly installed. The contractor wanted to sand out the stains, but I agree with the building manager that a complete replacement of the tiles would probably be required. In a building which cost the taxpayers over \$800 million dollars, you would like to believe that they would take the time to do the job right the first time.

#### DR. THEO COLBORN AUTHOR OF "OUR STOLEN FUTURE" TALKS TO EPA STAFF ABOUT ENDOCRINE DISRUPTORS

by James Handley

Endocrine disruptors -- chemicals that affect the hormonal messages that control growth and development of many life forms including human -- were the topic of Dr Theo Colborn's July 30 presentation to EPA staff. Dr. Colborn of the World Wildlife Fund, who also serves on EPA's Science Advisory Board, spoke as part of the Office of Water's guest lecture series. She is the author of the 1996 book *Our Stolen Future* whose revelations played a major role in the enactment of provisions in the 1996 Food Quality Protection Act and the amendments to FIFRA (the Federal Insecticide, Fungicide and Rodenticide Act) that require EPA to address the special susceptibilities of children and the endocrine-disrupting effects (including in utero exposures) of pesticides in performing risk assessments to set food tolerances and register (or continue the registration of) pesticides.

Colborn explained that the endocrine disruption phenomenon was first noted with DDT and DDE -- birds had reproductive anomalies. PCBs and dioxins act in similar ways, and so do many

pesticides. The widely-used insecticide Dursban (chlorpyrifos) is suspected to be one of them. Colborn does "second order" science, that is, she reviews and assimilates the laboratory findings of others, attempting to see the bigger picture. She mentioned that Dr Phil Cook at the Duluth EPA lab has done extensive work on dioxin levels in the Great Lakes, finding that fish bioaccumulated PCBs, dioxins and furans. Colborn also mentioned Jacobs' study of the children of women who ate great lakes fish. This study found lower birthweight, shorter gestation periods, and neurological problems: memory, cognitive and verbal problems in such children. Helen Daly did a study in Oswego noting that the offspring of rats fed lake Ontario fish had trouble handling stress-- when the rats' environments were changed, they could not adapt as well as the control group. Daly noted that children whose mothers had eaten fish from the lake scored lower on the National Behavioral Assessment Scale, suggesting a similar effect on humans.

Colborn cited studies that show that in utero exposure at the date the fetus' sex differentiation takes place (52 days in humans and 15 days in rats) makes profound differences -- the exposed rats had anus and urethral openings too close together. Similarly, higher instances of male children with urethral tubes opening near the anus or testicles are being reported in humans. (She says this birth defect is under-reported because of problems with getting insurance coverage for the deformed babies.)

Endocrine disruptors seem to have behavioral effects at very minute levels (parts per trillion) if the pre-natal exposure is at the right time. (Colborn noted that a part per trillion dose was equivalent to one drop in a 660-car-long tank car train.) Endocrine disruptors apparently affect the thyroid functions: the exposed children have reduced IQ and sociability and there seems to be a correlation to attention deficit disorder (ADD) and attention hyperactive disorder (AHD). Rats exposed to endocrine disrupting chemicals in utero exhibit more aggressive behavior and less ability to respond to stress. One study found that children of exposed mothers smiled less and had different facial expressions.

Colborn expressed the need for additional studies of humans to follow their development and socialization, but noted that effects were hard to prove directly since human experimentation with toxic chemicals is unethical. Within normal populations there is a normal curve of personality types, with varying degrees of aggressiveness and nurturing. Colborn implied that the curve for humans is being skewed by our exposure to endocrine disruptors and that this may have profound effects on our society -- perhaps reducing the number of nurturing persons and increasing the number of aggressive ones.

The talk was followed by a question and answer session in which Jeff Beaubier noted that Congress had dropped the Delaney Clause when it enacted the Food Quality Protection Act and amended FIFRA but had added the tenfold margin of safety for pesticides in instances where EPA lacks adequate risk data. (The Delaney clause had prohibited carcinogenic food additives in processed food.) Jeff asked whether this was a good trade-off. Dr Colborn hedged, saying she didn't feel qualified to answer, but when Jeff pressed her a little, she said the tenfold margin was probably not adequately protective for endocrine effects.

After the talk ended, I couldn't help thinking about my 6-year-old nephew who has been diagnosed with ADD; I had been with him the previous week at the beach. My sister is really worried about him -- at first I thought she was over-reacting like any protective mom, but after being around him, I see there are problems -- too often he just doesn't seem to be "with it" and doesn't smile and laugh nearly as much as his younger brother. At the time she was carrying him, my sister lived downwind of Chevron's huge oil refinery in Richmond, California...

Ironically, when I left Dr Colborn's talk, I was delayed by the half-hour long funeral procession for the slain Capitol police officers. Colborn suggests aggressive behavior may be one of the results of pre-natal exposure to endocrine disruptors. Could paranoid schizophrenia be a result of pre-natal exposures to endocrine disruptors? Are we facing a future of social chaos because we've poisoned our children even before birth?

*[Mr Handley, a former Union vice-president, and past editor of the "Fishbowl" is an attorney and chemical engineer in the Pesticides and Toxics Enforcement Division. He authored the featured article in the May 1998 Environmental Law Reporter on the importance of enforcement of EPA's pesticide adverse effects reporting rule in order for EPA gain the data needed to carry out the pesticide risk re-assessment mandated by the Food Quality Protection Act and FIFRA amendments.]*

The C Fund

|      | Date | %Loss | %Gain |
|------|------|-------|-------|
| Aug  | 27   | 4.19  |       |
|      | 28   | 1.40  |       |
|      | 31   | 6.37  |       |
| Sept | 1    |       | 3.82  |
|      | 2    | 0.58  |       |
|      | 3    | 1.29  |       |
|      | 4    | 0.58  |       |
|      | 8    |       | 4.98  |
|      | 9    | 1.94  |       |
|      | 10   | 3.17  |       |
|      | 11   |       | 2.36  |
|      | 14   | 1.92  |       |
|      | 15   | 0.99  |       |
|      | 16   |       | 0.81  |
|      | 17   | 2.67  |       |
|      | 18   |       | 0.28  |
|      | 21   |       | 0.48  |
|      | 22   | 0.45  |       |
|      | 23   |       | 3.26  |

**STOCK MARKET VOLATILITY AFFECTS GOVERNMENT EMPLOYEE INVESTORS**

The Govt employee C-Fund declined 14.7 per cent in the August just past, the largest single month percentage decline since C-Fund inception in 1988, 112 months ago. Most of the August decline in stock market capitalization was due to losses sustained during the last three trading days of August, as shown in the accompanying table of % changes in the blue chip Dow Jones Industrial average, often spoken of as a surrogate for "the market."

Under usual circumstances virtually all Govt employees with 401-type self-directed retirement funds, including the C-Fund, can only rebalance their annuity retirement investment portfolios if they call New Orleans (504) 255-8777 + PIN #, not

later than cob of the 15th of the month.

This means a specific asset allocation of stocks cannot be changed during the last fifteen days of the month once the 15th of the month deadline passes. However, officials at the Thrift Savings Plan (TSP) recently announced that software and hardware enhancements to the system will allow Govt employee investors to change allocations every day beginning sometime in 1999 and thus avoid the two week exposure of being "locked-in". Despite this, many financial advisors continue to recommend that investors do not attempt to "time the market."

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Special to INSIDE THE FISHBOWL

### EDITORIAL OPINION

#### DR. GOLDMAN'S LEGACY

by Jeff Beaubier, Ph.D.

Dr. Lynn Goldman announced on Tuesday, September 22, 1998 her intention to leave her job this December as the top United States regulator of pesticides and toxic chemicals. Dr. Goldman was a friend of the Union and spokesperson for many good causes--the most important being protection of public health and the environment. Recently Dr. Goldman took some political risks in calling-off a proposed second reorganization, as well as in permitting a group of scientists to remain in their offices after previously stating that their space was necessary for a new program. The latter two decisions were made after Dr. Goldman considered employee comments on the proposed actions. That took a lot of courage and showed Dr. Goldman's concerns for EPA employees. Dr. Goldman and her immediate office staff also had to put up with a physical plant and an institutional culture that can be dauntingly inefficient.

On a more significant level--the crucial matter of the possible harmful effects of pesticides--we are not sure and cannot predict how Dr. Goldman's legacy will play out. For years the chemical industry pounded the table that its number one legislative goal was to repeal the Delaney Amendment--the law that forbade any amount of carcinogen in processed foods. It was largely through Dr. Goldman's leadership, and via some creative writing by some of her immediate office special assistants, that the Clinton Administration was able to persuade the Congress (who probably did not fully understand the arcane technicalities of risk assessment) to, in effect, trade away the Delaney Clause in exchange for creating the Food Quality Protection Act or FQPA. FQPA is supposed to provide greater safety for children from the hazard of pesticide-induced cancers and other adverse health end-points, but even the esteemed former Advisor-to-the-Administrator for Children's Health Protection, Dr. Philip J. Landrigan, has let it be known that this approach amounts to a large-scale experiment whose results won't be known for years.

In the meantime the American consumer gets the carcinogens and other toxicants, albeit in

supposedly very small quantities, right off the grocery-store shelf, with scant opportunity to avoid the hazards.

Dr. Goldman implemented Vice President Gore's Reinvention Initiative within OPPTS, and sponsored and awarded numerous committee members who served on reinvention panels, including the Union. But the effort, at some times dependent upon Mrs. Judith Nelson, appeared to be painstakingly slow and drawn-out, and many participants used the platform to find promotions or survival niches rather than to implement real reform.

Dr. Goldman was, and is, a persuasive advocate for environmental protection and a polished speaker. She represented the EPA around the country and internationally.

How historians of the Agency finally evaluate Dr. Goldman's contributions may largely be influenced by what science ultimately is able to determine about the long-term effects of pesticides on the population, the soils and land, the streams and lakes of our Nation. In particular it may depend upon the proportion of human cancers scientists of the future might find attributable to the additional pesticide burdens that entered the environment during Dr. Goldman's tenure. While focusing on this, in fairness, we must keep in mind Dr. Goldman's statutory obligations and the grave responsibilities she has had to carry for over five years.

For many reasons most EPA employees will miss Dr. Goldman, not the least of which was her determined effort to stave-off potential job cuts, implement diversity in the work place, create opportunities, work with the Unions, and for her humanism and concern for the family. Although Dr. Goldman's self-announced job change is still a quarter away, her e-mail announcement prompts us now to wish her well and relate our hope that Dr. Goldman will use her hard-earned experience to continue serving the public in the field of public health and environmental protection. Although it would be her right to affiliate in the future with the chemical industry, as did her predecessor, Ms. Linda Fisher (who is head of Regulatory Affairs for Monsanto, the chemicals giant that produces vast quantities of pesticides), we would be saddened if that were to happen.

FISHBOWL Investigative Report  
by Jeff Beaubier on Capital Hill

#### ADMINISTRATOR BROWNER MOVES PERCIASEPE FROM WATER TO AIR

Administrator Browner removed Robert Perciasepe from his job as Assistant Administrator for Water effective July 21 and shifted several other senior-level managers in an apparent shake-up precipitated by a confrontation with officials from the State of Nebraska. Ms. Browner replaced Perciasepe with Chuck Fox, Associate Administrator for Reinvention. Fox was simultaneously nominated by President Clinton for Senate "consideration and confirmation" to head the Water Office vacated by Perciasepe. Ms. Browner cited Mr. Foxes' "extensive background in

environmental issues and his management skills," but did not elaborate whether Mr. Fox had formal training in a scientific discipline related to water.

The moves occurred days after Sen. Bob Kerry (D) of Nebraska began a senate filibuster over his insistence on adding a rider (change amendment) to EPA's FY 1999 appropriations bill. In a heated debate with Sen. Bond (R) of Missouri, floor manager for EPA's appropriation bill, and Sen. Mikulski (D) of Maryland, Kerry objected to what he described as an arbitrary imposition by EPA of a 1.33 milligram per liter (mg/l) standard for copper in drinking water. In his filibuster Sen. Kerry frequently referred to a letter written by Perciasepe ordering Nebraska to implement the standard, even though Kerry and other Nebraska officials had repeatedly requested that the EPA consider other solutions to the copper-in-drinking water problem.

Many nutritionists consider copper in low doses an essential metal, although in high doses it can induce adverse gastrointestinal effects. Copper is not associated with any suspected cancer induction, unlike several pesticides also found in many Nebraska drinking water sources.

INSIDE THE FISHBOWL has learned from a reliable source that at least one EPA attorney at headquarters had previously warned Perciasepe to tone down his language in the letter Perciasepe intended sending to Nebraska state officials turning down their requests to negotiate and ordering them to accept the Water Office solution.

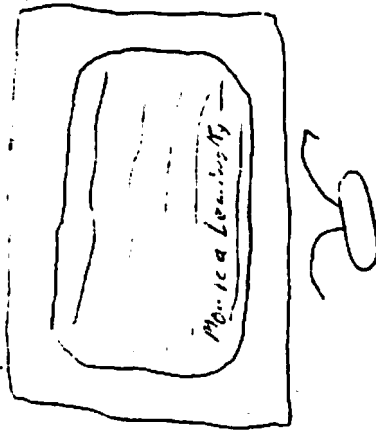
During the late night Senate floor debate Kerry bitterly denounced EPA's inflexibility in implementing its proposed solution that would have forced scores of small rural communities to perform a costly clean-up of finished drinking water at the well-head versus a public health information campaign educating people to flush home water pipes before drinking their tap water. Kerry complained that EPA's proposed solution to reach the 1.33 mg/l standard would have been ineffective anyway since the source of the copper is mostly from leaching of copper pipes in houses rather than from wells.

Kerry bitterly denounced Perciasepe for his stance, but when challenged by Milkuski and Bond not to hold up EPA's appropriation bill volunteered, "to call Ms. Browner, right now...Call her at her home, and get this straightened out. Find out why EPA won't show some flexibility. Won't show some understanding of Nebraska's needs." Kerry, a former Navy Seal and recipient of the Medal of Honor, refused to back down until Bond and Mulkiski promised that a compromise accommodation would be worked out via an exemption written into the bill during conference mark-up (writing the final bill).

Two days later, Perciasepe, who had been the Water AA for five years, was transferred to the Air Office and Ms. Browner announced in an all-hands e-mail that, "As you are aware Bob has led the Office of Water for the past five years in its efforts to ensure that the nation's waters are clean and safe. As the Agency continues to implement the extensive requirements of the Clean Air Act, we look to Bob to bring his extensive background in environmental issues and his management skills to the task facing us in ensuring the safety of the air we breathe....."



ROACHES



Mom, what does \*#!@\* mean?

But Mom...

Jocy are you reading smut on the internet again?

Something needs to be done about this.

You ARE reading smut on the internet again.

But Mom...

I think I need to complain to our Congressman about this.

But Mom...

But Mom, our Congressman voted to put this on the internet!

# REQUEST FOR PAYROLL DEDUCTIONS FOR LABOR ORGANIZATION DUES

## Privacy Act Statement

Section 5525 of title 5 United States Code (Allowments 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 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)<br><br>X   | 2. Employee Identification Number (SSN optional)<br><br>X                          | 3. <del>Organization</del> <b>RAII Code</b><br><br>X |
| 4. Home Address (Street Number, City, State and ZIP Code)<br><br>X | 5. Name of Agency (Include Bureau, Division, Branch or Other Designation)<br><br>X |  |

### Section A-For Use By Labor Organization

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

National Treasury Employees Union (NTEU), Chapter 280

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):

NTEU, Chapter 280.

for my grade and step  
 and to remit such 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

Date (Month, Day, Year)

X

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