



# INSIDE THE FISHBOWL

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

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

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## Local 2050 Executive Board

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***ROACHEZ***

**National Federation of Federal Employees  
Local 2050**

PO Box 76082  
Washington, DC 20013  
Offices: Waterside, North Plaza  
Mail Code: UN-200  
Telephone: 202-260-2383  
FAX: 202-401-3139

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## ***LABOR-MANAGEMENT RELATIONS NEWS***

**BARGAINING ON PERFORMS** Local 2050 representatives Bill Garetz, Rosezella Canty-Letsome, James Murphy and Bill Hirzy opened negotiations with EPA representatives Jill Clark and Mary Free on February 9 over the new performance management program proposed by the Agency, PERFORMS. The two sides have explored interests to be considered in the negotiations and are now dealing with the substance of the management proposal. The starting point for this negotiation was the agreement concluded between the AFGE National Council and EPA at the end of January. The intent is to have the performance management programs for the two Headquarters bargaining units track as closely as possible. As of this writing, the negotiators are nearing final agreement on the performance appraisal portion of PERFORMS and will next take up the matter of awards and recognition.

***ON THIS POINT THE UNION ASKS FOR FEEDBACK FROM THE PROFESSIONAL BARGAINING UNIT ONLY: NAMES OF AWARDEES WILL BE PUBLISHED. DO YOU WANT DOLLAR AMOUNTS OF THOSE AWARDS TO BE PUBLISHED ALONG WITH THE NAMES OF THE AWARDEES? PLEASE LAN OR PHONE YOUR RESPONSE TO BILL (JOHN) HIRZY. PHONE: 260-4683.***

The Agency is posting the AFGE Agreement on PERFORMS on the LAN for all employees' information. The Agreement reached between EPA and Local 2050 will also be posted once it is concluded.

**BARGAINING ON FLEXIPLACE** Local 2050 President Dwight Welch submitted a proposal to EPA management on January 28 requesting bargaining on a uniform Flexiplace policy for Headquarters. Mr. Welch cited the issues of fairness, consistency, and efficiency in requesting to negotiate a single, uniform HQ policy as opposed to have many negotiations on many different policies for each AA-ship. (Editor's Note: We have been down that road of multiple negotiations in establishing the compressed work week program, and it is extremely wasteful. After bargaining with nine different management groups, we finally got CWW in place across Headquarters, only to have the various AA-ship programs coalesce into a single system after about a year.)

The President's memo pointed to Region 8's Telecommuting policy as a model from which negotiations could proceed. Region 8's Telecommuting Policy is currently being used by about 15% of the Region's employees. It arose out of the Region 8 Partnership Council. Their program includes an appeals panel consisting of union, management, and non-bargaining unit employee members.

So far, management's response to Local 2050's proposal has been to say that they are waiting to see if AFGE wants to conduct national level bargaining on Flexiplace. Local 2050 will not wait much longer, given the wide interest in the program, to put more pressure on management to open bargaining forthwith.

### **ULP FILED OVER OPPT'S UNION BYPASS ON FLEXIPLACE - REMEDY**

**PROPOSED** The Human Resources Panel (for which read: "company union") in OPPT attempted to bypass the unions on Flexiplace bargaining last month. One day after President Welch's memo to management requesting bargaining, the OPPT company union sent out a LAN

message to all hands asking employees to send their comments on the Flexiplace policy to their company union representatives. For this violation of law to happen four and one-half years after issuance of Executive Order 12871 is remarkable, to say the least. Even before the Order, such bypasses were illegal. As the exclusive, democratically elected representatives of the professional and non-professional bargaining units, NFFE Local 2050 and AFGE Local 3331 are the sole lawful agents with whom management is to deal on such matters - the company union has no role as a representative of bargaining unit employees regarding the impact and implementation of management policies. The situation cries out for remedies, including abolition of all company unions in EPA and intensive training in labor law for EPA managers.

President Welch has sent a proposal to management to accomplish these ends. In his memo to management, Mr. Welch not only blasts the illegality of the company unions and asks for their replacement by partnership councils (PCs), but outlines reasons why it is in the best interests of both the unions and management to replace company unions with PCs. Company unions directly undermine employees' motivation to join their own union. The establishment of PCs would stimulate participation, through democratically operated unions, of those who have positive ideas for improving EPA. Mr. Welch also noted the successes of the OECA Partnership Council and new OPP Director Marcia Mulkey's interest in changing the hybrid Employee Advisory Group to a partnership council. A major difference between company unions and PCs is that, for the latter, the employee unions elect, rather than management pick, the bargaining unit employee participants. PCs would also make routine negotiations such as moves and reorganizations more efficient at all levels.

**SIMS CHARGES OF "THREATS OF VIOLENCE" DISMISSED BY FLRA AND UNION INVESTIGATION COMMITTEE** Union members received widely broadcast e-mails messages from former Chief Steward Patricia Sims alleging threats of violence by certain Union officers. An Unfair Labor Practice charge submitted by Sims on September 30, 1997 making the same allegations has been dismissed by FLRA Regional Director Michael W. Doheny. Among the reasons given for the dismissal were the following:

1. The evidence does not support the allegations: the Director did not agree that removing "Pepsi Points" from Pepsi bottles during a meeting was a threatening act.
2. Sims alleged that the President made threatening remarks immediately after the Board meeting on September 16. In fact, the President was home all day on sick leave on September 16 and did not participate in the meeting, either in person or by phone.
3. Ms. Sims also did not attend the Board meeting in September 16.

In a separate but related action, an investigation committee appointed by Executive Vice President James J. Murphy also found no basis for charges submitted by Sims, including allegations of threats of violence and of financial improprieties by Union officers. The committee was composed of a female VP, a steward who had previously been Ms. Sims grievance representative, and another member.

**EECO MEMBERS MAY APPLY FOR DUES REFUND** Last April, by vote of the membership, Environmental Employees Collectively Organized (EECO) was dissolved. The majority voted to have the organization's assets returned to the members. Members of the final EECO Executive Board were appointed members of a Final Distribution Committee which was charged with developing a mechanism for doing this.

Because EECO was never recognized as a representational entity by the Agency, payroll dues deductions were handled as individual, private allotments. This privacy results in neither EECO nor the Agency being able to identify contributors. In order to return EECO's funds in proportion to their contribution in dues to the final surplus, persons who had been members of EECO and now wish to get back some of their dues should contact Bill Hirzy or Jim Murphy.

We can identify from checks those who paid by that method. For those who paid by payroll allotment, please provide to the committee a copy of the first and last payroll statement showing the \$5.00 allotment for EECO (with other data blocked out, for those who paid by payroll deduction). After the information is assembled, which may take several weeks or longer, proportional returns will be made to members.

## ***FROM THE CHIEF STEWARD***

### **HOW TO FILE A GRIEVANCE UNDER THE COLLECTIVE BARGAINING AGREEMENT BETWEEN NFFE, LOCAL 2050 AND EPA HEADQUARTERS by Rosezella Canty-Letsome, Chief Steward**

If you are considering filing a grievance under the Collective Bargaining Agreement between NFFE, Local 2050 and EPA Headquarters, please notify me at the NFFE office located at NEG 070 or at 202-260-2383. As Chief Steward, I will be happy to assist you or have a volunteer steward from the Steward Corps assist you in determining whether your issue(s) rise(s) to the level of a grievance. We are here to represent you and provide the necessary resources for effective representation. Below is a detailed explanation of the procedures that should be followed in filing a grievance. Full text of the negotiated grievance procedure can be found at Article VII of the Collective Bargaining Agreement between EPA and Local 2050.

#### **STEP 1**

##### **A. Initiating the Formal Grievance Against the Agency**

The grievant initiates the process by sending a memorandum entitled "Grievance" to the lowest level management official or supervisor that the grievant, after reasonable inquiry, believes has the authority to grant the relief sought. The grievance memorandum must be presented within 28 calendar days of the date of the event or non-event being grieved. The grievance memorandum shall contain, at a minimum:

- 1) the name, location, organizational unit and phone number of the grievant and those of his or her chosen representative, if any;
- 2) a designation, by name of the Union representative or statement of self-representation;
- 3) a clear statement of the basis for the grievance, including reference to statutes, rules, regulations or collective bargaining agreement provisions alleged to have been violated, citing specific paragraphs or articles;
- 4) any documentation supporting the grievant's view;
- 5) a statement of the remedy, relief or corrective actions being sought, and

6) the grievance must be signed and dated.

7) The grievant must forward copies of the grievance memorandum to the Local Chief Steward and the Agency Labor Relations Office. Copies of all grievances will be filed and maintained by the Union and the Agency.

The immediate supervisor or other management official has 15 calendar days from the initial date of receiving the grievance to answer the grievance. If management does not provide an answer or request an extension by the 15th day, the matter may be elevated to Step 2.

**B. Initiating a Formal Grievance Against the Union**

Everything remains the same as explained in part A except if the grievance is against the Union, the grievance is to be sent only to the Chief Steward of the Local.

**STEP 2**

**A. The Appeal of a Formal Grievance Against the Agency**

If the matter is not satisfactorily resolved during Step 1, the grievant or his or her representative, if any, may within 14 calendar days of the notification of the answer to the grievant, present the matter in writing to the next level Agency official over the Agency official who heard Step 1. The grievance memorandum on appeal at Step 2 will contain the following:

- 1) information submitted in Step 1
- 2) the disposition at Step 1, if any, and
- 3) the grievance memorandum must be signed and dated.

A resolution conference will be scheduled and the Agency official, grievant, and Union representative will meet and discuss the grievance. The supervisor at Step 2 will issue a written decision to the grievant within 28 calendar days from the date the Step 2 appeal is received. If a decision is not rendered within this time, the Union may proceed to Step 3.

**B. The Appeal of a Formal Grievance Against the Union**

Everything remains the same as explained in Section A, above, except if the grievance is against the Union, the matter may be presented to the President of Local 2050.

**C. The Resolution Conference**

The Agency official, grievant, and Union representative shall meet and discuss the grievance. The Agency official at Step 2 will issue a written decision to the grievant within 28 calendar days from the date the Step 2 appeal is received. If a decision is not rendered within this time, the Union may proceed to Step 3.

**STEP 3.**

**A. Initiating Step 3**

If either party is not satisfied with the results of Step 2, he or she may proceed to Step 3. The grievance must be filed within 30 calendar days after receipt of the Step 2 decision or within 30 calendar days from the end of the 28 day period in Step 2 above if no decision is rendered.

To initiate Step 3, the grievant must forward the following:

- 1) the grievance as filed at Step 1, and
- 2) the response to Step 1, and
- 3) a request for review from Step 2 to the designated Agency Labor Relations Office for grievances against the Agency or to the President of Local 2050 for grievances against the Union.

**B. Review of Grievances by Resolution Panel**

- 1) Composition of the Resolution Panel

a. If the grievance is against the Agency, the Agency will designate three management officials: one from the same AA-ship (or equivalent) as the grievant, and two from other AA-ships (or equivalent).

b. If the grievance is against the Union, three Vice Presidents will serve as panel members to decide the grievance.

The resolution panel shall review the documents submitted by the Parties in Steps 1 and 2, and may meet with either the grievant or his or her supervisor or both to discuss the matter. For other than performance related grievances, the resolution panel shall render a decision within 45 days from the date that the grievance appeal is received at Step 3. The decision may:

- 1) accept the decision(s) in Step 1 or 2 of the Grievance Procedure or
- 2) make its own determination as to the remedy.

For performance-related grievances against the Agency, the Agency will empanel a group of three qualified peers employed by the Agency to review the grievance and provide a recommendation to the resolution panel within 21 calendar days of being designated by the Agency.

The resolution panel has 45 days from the date that the grievance appeal is received at Step 3 to issue a decision on the grievance, The decision may:

- 1) accept the recommendation of the Peer Panel or
- 2) make its own determination as to the performance rating.

#### Arbitration

Either the Agency or the Union may invoke arbitration within 30 calendar days after issuance of the final decision in the grievance process. The 30-day period commences on the date of the Step 3 decision or if no decision is issued and no extension is agreed to, then either the Agency or the Union may invoke arbitration upon the expiration of the deadline for issuing a decision.

**NFFE LOCAL 2050 DOES COMMUNITY OUTREACH** On January 14, 1998, Chief Steward Rosezella Canty-Letsome, Chief Steward participated in the Washington Center's "Women as Leaders Seminar" for young college women from across the United States. Rosezella had 2 students "shadowing" her for the day. The students want to pursue legal careers in environmental law. Through a videotape on the WTI hearing, the students experienced an EPA public hearing on environmental issues. They also were exposed to several current issues in environmental law, including environmental justice, Title VI of the Civil Rights Act, children's health risks, and fluoridation of drinking water. As a second year participant in the Seminar, Rosezella found it to be a rewarding experience for her as well as for the students.

**ANN GOODE REPLACES RAFAEL AS OCR DIRECTOR, DeLEON GOES TO OGC, GUTS TITLE VI STAFF** Rafael DeLeon somehow continues to be the darling of upper EPA management while maintaining his anti-union style of operation. One Title VI employee to leave OCR was our own Chief Steward, Rosezella Canty-Letsome. As provided under the Collective Bargaining Agreement, Rosezella was entitled to take her phone number and new computer with her. Rafael vetoed this action in December. Then on January 20, 1998, Mr. DeLeon was

transferred to OGC, and he took three Title VI attorneys and all their and his computers to his new location and job with him.

Anne Goode replaced Rafael as the new Director of OCR. Ms. Goode, in marked contrast to Mr. DeLeon, offered both the computer and phone line to Rosezella. In a one hundred and eighty degree departure from Mr. DeLeon's attitude, Ms. Goode has also invited participation by the Union in OCR activities. You may recall in a previous article we reported Rafael's riding roughshod over the Union's negotiations on the wasteful and demoralizing renovation of OCR space.

### ***NFFE NATIONAL AND LOCAL 2050***

**NFFE NATIONAL CONSTITUTION REVISION COMMITTEE** by Bill Hirzy The nine person committee appointed by former NFFE President James Cunningham (one member was appointed by Acting President Al Schmidt) met February 9, 10 and 11 at NFFE Headquarters on 16th Street, N.W. The 1996 NFFE Convention designated the 1998 Convention to be a Constitutional Convention, one during which major changes in the union's Constitution would be entertained. The committee appointed by Presidents Cunningham and Schmidt was tasked with preparing a draft of the new document and presenting it to the National Executive Council at its meeting in early March.

Progress in drafting the changes has been slow. Turmoil in the National Office, and elsewhere, has made focusing on the job difficult for some committee members, including your faithful correspondent. The committee has proposed revisions to the troublesome Article VIII on Offenses, Trials and Appeals. Over the last ten years, NFFE has suffered under recurring abuses of this Article (and the election challenge process) that have resulted in the ousting of elected Presidents chosen by the members' Biennial Convention delegates in 1992, 1994 and 1996 using that section of the Constitution. Article V on National Officers, Duties of Officers and Committees, also a source of much trouble over the past ten years, received substantial attention from the committee.

Any member wanting more information on this work should contact Bill Hirzy at 260-4683.

**NATIONAL PRESIDENT SPEAKS OUT ON FEDERAL PAY** Acting NFFE President Al Schmidt sent a letter to President Bill Clinton on February 10 complaining about the Administration's, "...consistent failure.. to heed the mandates of the Federal Employee Pay Comparability Act." Schmidt said, "The excuses offered are flimsy at best. OPM blames its pay setting methodology, but fails to offer any alternatives. The President uses his power to hold back the increases by claiming serious economic conditions, but the economic indicators he uses to determine those conditions all show a strong economy....Congress recognized the fact that federal employees should receive just compensation; he President and OPM are obligated to follow through".

**SPECIAL MEETING TO DECIDE ON AFFILIATION OF THE LOCAL** As Local 2050 members have already been notified, there will be a special membership meeting on February 26, 1998 to decide whether the Local should remain affiliated with the National Federation of Federal



Employees or re-affiliate with the National Treasury Employees Union. Only dues paying members of Local 2050 may participate in the meeting, which will be held from 11:30 a.m. to 2:30 p.m. in the basement of Westminster Presbyterian Church at 4th and I Streets, S.W. The vote on affiliation will be by secret ballot at the meeting and results will be announced immediately after.

### ***FROM THE PRESIDENT***

**FMD EMPLOYEES GET CLUCKED - by Dwight Welch** I'm told that it is realized as high up as the Office of the Comptroller that Robert (Bob) Cluck is a bad manager. But in the "everyone is beautiful in his own way" reality avoidance atmosphere of the Clinton Administration, bad managers get reassigned to new areas so that they can wreak new damage in these new areas. Such is the sad plight of six employees in the Financial Management Division, all of them male!

Of the six, four initially came forward with the intent of filing a grievance. The complaints of the four are general dysfunction of the organization under Cluck, including but not limited to: poor morale, gender discrimination, reprisal and retaliatory actions, poor communication skills by Mr. Cluck, and the resulting adverse effect on the health of the affected employees. Conditions are so bad under Mr. Cluck, that all or most of the four have had to see their doctors--high blood pressure and other cardiac symptoms are hard to ignore.

The employees claim that the females in the organization were consistently rated high while the males were consistently rated low. I have handled grievances for nearly 9 years now, and there are certain things I look for to establish for myself whether the problem is with the manager or the employee. One obvious indicator is performance evaluation trends. If the employee had been scoring high, but suddenly experiences a precipitous drop in evaluation, this indicates a problem. Is the employee going through a major life crisis such as a divorce, or death of a loved one? Does the employee exhibit signs of a substance abuse problem? Or, on the other hand, could the problem be the manager? If the employee was rated high by previous managers, but suddenly gets a lower rating under a new manager, the manager becomes suspect. In this case it is not one but all six males who suffered this fate after Bob Cluck became their manager. There was not merely a lowering of their scores -- all six were lowered one full Summary Level (i.e. from Outstanding to Exceeds., or from Exceeds. to Satisfactory). The six span three races. One of the four has dropped out of the grievance process, but of the remaining three, two were historically rated Outstanding and the third has shown a slow but consistent increase in evaluations throughout his EPA career...that is until he got Clucked. One of the employees, for his FY '97 evaluation meeting was required to spent a full five hours in the meeting without even a lunch or rest room break! When the problem is occurring between one employee and one manager, it is sometimes difficult to ascertain on which side the problem lies. However, when the problem is between an entire group of employees and one manager, there is little doubt as to where the problem lies -- this is obviously a case of bad management.

The manager from Hell? Mr. Cluck does his best to avoid oral communication. He prefers to deluge his employees with e-mail. Another of his favorite tricks seems to be assigning target employees with tasks that they cannot reasonably be expected to accomplish. Another is to require extensive overtime as a requirement for a decent performance evaluation. Mr. Cluck,

although supervisor of the employees for only half of FY '97, failed to consult with the former supervisor in developing his '97 evaluations. I spent many hours with these employees collectively and singly, and it is plainly evident to me that these employees are of the highest caliber, as their formerly Outstanding ratings suggest. For instance, three of these employees completed a project which eliminated a major Inspector General concern, benefitting the Agency's financial statement. Cluck, however, seems to be always challenging their honesty, integrity, and professionalism. Could this be because one of the employees pointed out that we do not have an adequate Managerial Cost Accounting System for FY'98 and that this is now an issue in Sallyanne Harper's upcoming confirmation hearing? Or could it be because the employees have pointed out that Mr. Cluck misrepresented facts in order to conceal failures to meet FMFIA deadlines to correct material and Agency level weaknesses? Based upon what I have seen, it is Mr. Cluck's honesty, integrity, managerial skills, and professionalism that are in question -- not his employees'.

In the spirit of partnership, I contacted Sallyanne Harper and requested an informal interest-based resolution session. This request skipped Jackie (Jack) Shipley, who according to the employees, is also a major part of the problem. Long time FISHBOWL readers may remember that Mr. Shipley cooperated in the illegal retaliation against our efforts to organize Environmental Employees Collectively Organized (EECO). Jackie's role in this reprehensible Union busting episode included cooperation with the previous Labor Relations group to a) stop members from withdrawing from NFFE and b) to stop members from beginning direct payroll allotment deposits into the EECO account.

Ms. Harper contacted me and indicated that the interest-based bargaining would be done by Bill Cooke of FMD. Sallyanne Harper has thus far dealt honestly, cordially, and in good faith with the Union, so I had a reasonable expectation that Mr. Cooke would deal with us in the same manner. How wrong I was. We met with Mr. Cooke in mid-December and he promised he would get back to us by mid-January. However, retaliations began almost immediately. We have also heard reports that Mr. Cooke engaged in gossiping about the case with another employee who definitely did not have a need to know, and did so the very next day after our first meeting. Such loose gossip clearly undermines effective resolution of complaints. Since this resolution attempt involved career and health threatening concerns, this idle gossip is particularly disturbing. Two of the three employees have managed to secure temporary details outside the organization, leaving the third employee to bear the brunt of Cluck's revenge.

Cluck has assigned the remaining employee two FTE's of work. Due with the same deadline are two major projects for which there is only enough time to do one. Especially incriminating of Mr. Cluck is the fact that the second project was taken away from the individual who had previously done the (yearly) project and it was then foisted upon the sole grievant who has remained in FMD. This employee has no experience in doing the second project. If this is not retaliation, I don't know what is! It is not only retaliation, but stupid management--why take the project away from the expert and give it to an unwilling novice?

On January 7, 1998, I filed a grievance with Bill Cooke on behalf of the employee for this retaliation. On January 8, 1998, our friend Jackie Shipley replied to the grievance denying relief on ALL counts. As of this writing, Step 2 has been filed with Sallyanne Harper. I have also filed

a five count Unfair Labor Practice Charge based on Mr. Cooke's and Mr. Shipley's illegal conduct with regard to this grievance.

**Late Breaking Update** Yet another grievant from Cluck's branch has come forward to file. In addition to complaints similar to the first four, this grievant complains of being denied interviews for positions for which he is qualified in the OCFO front office. The grievant, one of the six males from Cluck's branch, indicates that females are being hired for these positions. (Others have complained that lower level managers have been chastised for hiring males instead of females in OCFO Divisions.) The complaint also points out that in the OCFO front office there are already 19 females, but only 7 males. It is time for EPA to recognize that reverse discrimination exists.

**OPPTS REORGANIZATION SURVEY** The survey conducted by Local 2050 on the proposed reorganization of OPPTS met with an underwhelming response. Less than 10 percent of the bargaining unit responded, and given that insignificant response, we will not proceed further with this method of soliciting employee thoughts on the issue. Further, since AA Lynn Goldman has subsequently decided to stretch the implementation of the reorganization out into the time frame for moving OPPTS employees to the Rachel Carson space (the new building site at the Federal Triangle), the pressure to develop bargaining ideas is off. We will get back to the issue when it heats up again. Meanwhile, if you have ideas to share, give us a call or drop an e-mail message to any of the Executive Board members.

**FEEDBACK ON OPPTS REORGANIZATION ARTICLE by Dwight Welch** I got a lot of feedback on the OPPTS Reorganization article. The principle comments concerned my advocacy of scientist Steve Johnson over attorney Marcia Mulkey for OPP director. Some thought my point of view to be biased. They are absolutely right. I am a scientist, but also politician enough to know on which side my bread is buttered. The scientists are my primary constituency and I am their primary advocate. I would consider changing my stance on this position on the day that a toxicologist, chemist or biologist is appointed head of OGC or OECA! And as long as I am on my soapbox, let me remind everyone of my commitment to fight the "third-class citizen" status of EPA scientists; they keep us around so that they can refer to EPA as a "world-class" science organization, but in reality a Ph.D. in science is more of a road block than an asset. Further, I continue to oppose the prejudicial stereotype of the scientist as a solitary toiler in the lab who is somehow retarded when it comes working effectively in groups, and therefore is inferior management material. This offensive stereotype is about a century out of date--modern scientists routinely work on projects of an interdisciplinary nature.

As to my support for Marcia Mulkey, nothing personal, Marcia. I would like to share with everyone that my position is changing on this issue. See the next article.

**LOCAL 2050 OFFICERS MEET MARCIA MULKEY by Dwight Welch** On January 21, 1998 Vice-President and Crystal City chair, Dr. Freshteh Toghrol, and I met with Marcia Mulkey. We were favorably impressed. To begin with, Marcia met with us at the very front end of her new assignment instead of as an after-thought. The meeting was short and occurred just prior to a presentation by her and AA Lynn Goldman at the Crystal City conference center. We did get to

discuss a few issues. True to form, Freshteh spent her time on her number one issue — senior scientist opportunities for OPP scientists. For my part, I briefly outlined some ideas for an OPP partnership council to replace the Employee Advisory Group and for my teaching a course on labor relations for OPP employees (mandatory for managers, optional for employees). Ms. Mulkey seemed interested in these proposals and asked me to send her outlines, which I will do.

Meanwhile, comments continue to roll in regarding Ms. Mulkey: some of them con, but most of them pro. Former VP and principal negotiator of the most recent Collective Bargaining Agreement, F. James Handley, noted that Ms. Mulkey has a very strong record of environmental enforcement and thus OPP should welcome her with optimism. As is my way, I tend to judge people by how I find them, not by what others tell me. Based upon our first meeting, I have shifted from being neutral to the positive column. Based upon Marcia's reactions to some of our proposals, I see definite possibilities of pioneering partnership in OPP. In future issues of the FISHBOWL, I will share these ideas with the membership as well as Ms. Mulkey.

**BOOK REVIEW - Living Downstream: An Ecologist Looks at Cancer and the Environment. By Sandra Steingraber. 358 pp. Addison-Wesley Publishers. Reviewed by Jeff Beaubier, Ph.D., Environmental Epidemiologist.** Many of us at the U.S. EPA work on problems related to cancer and have relatives, friends or colleagues who have died of cancer. Many of us worry about our own vulnerability to the disease. This book was written by a woman who found when she was 21 years old that she had bladder cancer, a cancer often thought related to industrial exposures.

Dr. Steingraber had to drop out of college for her medical care. She got past the acute phase of her treatments, returned to college and eventually went on to graduate school (Ph.D. in Ecology, Univ. of Michigan), a writing career (books on poetry and African ecology) and now provides us with an inside, highly personal and sensitive view of the question: could the proliferation, since the end of WW II, of synthetic organic chemicals, solvents, plastics and pesticides that have worked themselves into the environment and into our bodies, be responsible for a pandemic of cancer so vast and pervasive, that its sheer size, proximity and familiarity have blinded us to its existence?

To answer such a question is a daunting task that requires the courage and intellectual stamina to grasp the fundamentals and intricacies of ecology, environmental epidemiology, toxicology, genetics, biochemistry and physiology, oncology, cancer statistics and other subjects as diverse as rural sociology, government science, industrialization and modern agriculture.

Dr. Steingraber seems naturally suited for this formidable task by having grown up in a small farming community in Illinois, situated on the edge of a highly polluted river, a nexus for the Illinois River and a cluster of polluting industrial plants and dump sites all placed helter-skelter, downstream from the Chicago Sanitary and Ship Canal and in the middle of a vast transformed prairie, now devoted to corn and soybeans production, and thus the focus of the "chemicalization" of American agriculture.

She is also a sensitive observer and lover of nature, and trained in ecology, is driven to seek answers through fieldwork. Listen, for instance, to her musing over the prairie that was home to her ancestors..."The year after my cancer diagnosis, I signed up for a field ecology class and learned to identify plant species in the rarest of rare Illinois habitats: the black soil prairie. Its

remnants are almost completely confined to a few old pioneer grave sites. Hunkered down between headstones, I cupped the unfamiliar plants in my hands and tried to will into existence thousands of acres of these grasses and herbs, the sound of animals running, wildfire, birdsong...[the landscape]...covered in eight foot grasses, rushes, gentians, blazing stars and a hundred other flowering herbs. To be sure Illinois was once overlain by twenty-three different prairie types." And then, further on, another view of the prairie...."Ten thousand years of tall grass prairies have left a fainter trace on the place I call home than 27 years of DDT spraying." The latter assertion is backed up by myriad statistics and hard data Dr. Steingraber has gleaned from scientific articles, government reports and books. For example, 89% of Illinois farmland, mostly planted in corn and soybeans, is sprayed with 54,000,000 lbs. of synthetic pesticides, such as Atrazine and 2,4-D.

Atrazine, one of the triazine herbicides, produced by the largest pharmaceutical-chemical company on Earth and a source of enormous profits for Swiss-based Novartis, is implicated in breast cancer causation. Besides investigating her own tumor type, Dr. Steingraber looks at breast cancer and, weaving facts from diverse fields, presents a compelling argument for the likely environmental etiology for some of this most prevalent of all female cancers. She also discusses how incinerators generate dioxins (see next article).

If there is one book an EPA employee might read to help make sense of the often confusing and contradictory information about environmental health, this might be the one. "Her book deserves to be widely read."-- writes Philip J. Landrigan, M.D., Mount Sinai School of Medicine and Senior Advisor for Children's Health to EPA Administrator Carol Browner.

Copies of Living Downstream, are available from the Union's lending library.

## ***INSIGHT AND OPINION***

### **WTI - EPA'S MOST DISGRACEFUL DECISION (A CONTINUING SERIES)**

**by Dwight Welch** Recently EPA's e-mail network has been bubbling with e-mails regarding the election of former EPA Region V Administrator Val Adamkus' election to the office of President of Lithuania. Aside from the skepticism raised on its face, namely that an American should become the leader of a foreign nation, I feel compelled to remind Mr. Adamkus' well wishers of his disgraceful and tragic decision to permit operation of the Waste Technology Industries toxic waste incinerator in East Liverpool, Ohio. No matter what Mr. Adamkus' other accomplishments, no matter how nice a guy people might find him to be personally, the permitting of the WTI incinerator in East Liverpool, Ohio has got to rank among the top environmental crimes of the century. That disgraceful decision effectively negates even a lifetime of positive accomplishments.

Located on the flood plain of the Ohio River, 1100 feet from an elementary school and 320 feet from residential housing, with global warming increasing the frequency and severity of storms, the WTI incinerator is an environmental disaster waiting to happen. With steep mountain slopes on either side of the river and the effluent plume trapped by thermal inversions within this valley, WTI is an ongoing environmental disaster for the local residents. When I visited the town of East Liverpool, I found the secondary roads serving WTI to be a little scary in my road

hugging sports coupe; I shudder to think what it is like to pilot a big 18 wheeler loaded with drums of toxic waste down those same roads.

I first became interested in WTI when citizen protesters showed me a picture of the facility. Seeing it in person I was awestruck that such a facility could be located in such a densely populated valley. Even if you like incineration of toxics, you gotta hate WTI.

We must realize that our decisions are not just widgets to be completed on a performance standard--they have real life implications for living human beings and the environment they live in. I write this series, lest we forget.

### **FORMER EPA ADMINISTRATOR TWEAKS ADAMKUS AND CLINTON ADMINISTRATION ON WTI**

Mr. William K. Reilly, the previous EPA Administrator, in a December 5, 1997 letter to the Tri-State Environmental Council (a local anti-WTI citizens group), adroitly blasts the Clinton-Browner EPA and former Regional Administrator Valdus Adamkus. Some selected quotes: "I can't say I'm surprised that U.S. EPA's recent accident analysis concluded that the siting of the facility so close to a 400 student elementary school and residential neighborhood was a mistake. That the risk study set out 27 possible scenarios that could result in life-threatening consequences for the children is a shocker. During my time at EPA we confined our review, by statute, to emissions and related characteristics, leaving location and siting matters to state and local government agencies. The location of the facility was something that many of us considered unfortunate.

"I cannot offer any first hand information on the WTI incinerator. The matter was handled out of EPA's Chicago (Region V) office in my time and the decision making authority was delegated. The only thing (we at Headquarters) agreed to ..... was a trial burn. My impression as I left office was that the Clinton Administration was committed to a full-scale review having made it an issue in the 1992 campaign. They appear to have taken their time!"

Meanwhile the Akron Beacon Journal has brought some startling information to light:

"...according to a 1996 memo from (Ohio) EPA Administrator Hilkens, the company (WTI) had the 'nerve' to issue a news release bragging about excellent results in a lead emissions test required by the EPA.

"The EPA later learned WTI had tested so well because the company hadn't put any lead into the incinerator during the test. WTI's permit did not specify what had to go into the incinerator during tests. 'No lead in, no lead out, Gee' Hilkens wrote.

"The EPA also discovered in 1995 that the incinerator's kiln was leaking 'uncontrolled, uncombusted hazardous wastes' directly into the atmosphere, Hilkens wrote.

"The sporadic leaks - lasting less than four seconds - weren't picked up by the company's monitoring system. And they weren't taken into account in a massive U.S. EPA risk-assessment study completed last spring, even though Hilkens thought they should have been.

"On the basis of that study - and after years of protests by area residents concerned about the incinerator's safety - WTI received final permission to burn hazardous waste from both the federal and state EPAs in June ."

**READER RESPONSE ON BAROLO - by James Goodyear** I was amazed to see Dwight Welch again praising former Office of Pesticide Programs Director Dan Barolo in the last issue of *Inside the Fishbowl*. Dwight said that Barolo "...was probably the best thing that ever happened to OPP", and "was very popular with the scientific community within OPP."

In my opinion, Barolo is a careerist who worked to advance the registration of pesticides over the regulation of pesticides (our legal duty) in order to advance his career. In doing so he deceived employees and trod on the intellectual integrity of the scientific community. I will agree that Barolo reorganized OPP to make it function more efficiently, but his record is one of opposition to FIFRA and the Union.

Barolo was not an isolated phenomenon. He is part of a continuum of administrators who have tried to please the politicians and the pesticide lobby. Before he came to OPP, one of the industry's major contentions was that OPP had a culture that was hostile to them. They wanted to change that. This is how Barolo got into OPP as a Division Director.

Barolo continued and expanded the "fresh-blood" policy. He brought in people from other places in EPA who were not experienced in pesticides, but who (in many cases) were willing to do a "good job."

One method they decided to use to diminish the culture of science in OPP, was to break up the science divisions and create interdisciplinary divisions. This would keep the scientists from talking to each other and dilute their discipline. He started to secretly implement a new plan for reorganization after the long furlough. I picked up the tremors about these changes from various people (management is my best source) and pieced together the outline of his first moves.

I gave this information to Dwight Welch. Barolo had an assistant tell Dwight that there wasn't any reorganization going on. Indeed, the reorganization couldn't go on because we didn't have any money. In spite of the specifics that I had given him, Dwight believed the story. The Union did nothing until management had settled on the reorganization and presented us with a *fait accompli*.

Barolo has worked to get rid of experienced scientists in OPP's management. A manager tried to explain to Barolo that scientists have a system of integrity that requires them to tell the truth and that ignoring data because the higher-ups want to get the registration done is not acceptable. He was involuntarily removed from OPP. No official connection between these two acts was ever mentioned. Division Directors and Branch Chiefs have been transferred out of the Office or put in positions where they decided to retire.

When the reorganization came, Sections were dropped and new Branches were created. The rating panels for the new Branch Chiefs were given factors that were not in the advertised requirements. Ability at science was drastically downgraded. The weighting for ability in science was the lowest of the rating factors - a point which was not revealed before the short list was complete. As a result, many Section Heads in scientific divisions did not even make the short list for the new Branch Chief jobs.

Scientists at OPP evaluate studies done by registrants on various aspects of the toxicity of their pesticides. Barolo tried to set up a program to allow registrants to evaluate their own major studies. A campaign by NFFE stopped this joke, but we didn't have the resources to stop a self-approval program for some minor, routine studies.

When he first came to OPP, he held an "all-hands" meeting. I reminded him that our job is to regulate pesticides, not just register them. I said we needed a change in our procedures so that not registering a pesticide was as beneficial to a scientist's career as registering it. My logic was flawless, so he agreed with me publicly, but he never did anything to carry it through.

Dwight thought that Barolo's "strong sense of duty pitted against the high stress of being the OPP director . . . probably led to his leaving OPP." No, Dwight, that wasn't it.

If Dan Barolo had stayed in OPP he couldn't have looked for a retirement job with the pesticide industry. Instead, he moved to another EPA office and made his deal. Dan Barolo is now working for one of the biggest contractors in the pesticide field, Jellinek, Schwartz, and Connolly. He can't deal with OPP for a while, but eventually he will. Meanwhile he can recruit new clients for Jellinek as the man who has done the most to destroy the culture of science at OPP. And it's 100% legal.

**WHICH LAW TAKES PRECEDENCE? by Dwight Welch** One of my all time favorite commercials is the TV commercial for Hebrew National hotdogs. A Rabbi (or a fellow dressed as one) reads the USDA standards for what is permitted in hot dogs by the Dept. of Agriculture. After reading through the allowed quantities of additives, preservatives, by-products, and (I might add) rat feces pellets, cockroach parts, etc., the Rabbi, casts his eyes skyward and says, "We answer to a higher authority."

So my question is this: when does our union duty as employee advocates end - and our duty tell the truth, our duty as civil servants and U.S. citizens to report waste, fraud, abuse, and the squandering of taxpayer dollars - begin? There is an old Union maxim that 2% of the membership generates 98% of the work. Here at EPA, certain employees take this one step further. After doing your best and getting them more than they really deserve, they turn around and file charges against you!

Back during the RIF/Furlough scare, some of the more forward looking Union officials seriously suggested that management and the Unions work together to eliminate the dead wood, both management AND employees. A Union Colleague warned me against such talk. With all due respect to that colleague, I must say, I have had too much and I can't take it anymore.

Local 2050's founding principle was to form a professionals' association to encourage excellence, ethics, and professionalism. We have learned in training given by both Labor Relations and NFFE National that the Union is NOT required to take a case which has no merit. But is this enough? When you know of fraud, when you know of abuse, when you know of taxpayer money being squandered, how can you, in good conscience, remain silent? The decision is easy if it is management committing the abuse, but what about those in your own bargaining unit? Do you not have the moral obligation to stand up and say, "This is wrong. Not only will I not support it, I will oppose it"? I believe that one does have such an obligation. I believe that, as important as loyalty is, honor and integrity come first.

Shouldn't the Union serve as the advocate for employees? Yes, indeed. Should the Union sit in judgement of employees with complaints? Absolutely not. However, there comes a point in some cases when the evidence is so overwhelming that management, coworkers, and Union representatives all agree that an action is fraudulent; this is when a line must be drawn.



My colleague's advice to me was well intended - articles like this might cause me to lose re-election. But I am willing to take that gamble. This membership is higher degreed, more intelligent, and of a higher moral caliber than the general EPA population or the bargaining unit. But with only 12% of the bargaining unit as members, we must ask, "Why haven't we broken this ceiling?" I believe that winning one bogus case hurts the Union far more than winning several good cases helps it. I believe many do not join because they perceive the Union not as an organization encouraging professionalism and ethics, but as one that works to keep employed those who should be fired. I believe that if I can convince those who are not now members that Local 2050 will not tolerate foolishness, that Local 2050 will support those hard working people who deserve it, then these folks will join. I have often said that the wisdom of the membership never disappoints me, and I believe I will not be disappointed now.

We cannot hope to reform EPA until the Union itself sets an example for EPA to emulate.

Finally, you there reading this. Yes, you, the hardworking yet still non-member. Your last excuse has just evaporated. I ask you join with us. We cannot do this without your help. Join and become part of the solution.

**EDITOR'S END NOTE by Bill Hirzy** As an adjunct professor of chemistry I regularly see articles about higher education cross my American University desk. Two such recently struck me as exemplary of how the U.S. has fallen away from a sense of community and dedication to education. We, particularly our Congressional and some state leadership, prefer to provide tax relief for the wealthy rather than education for the next generation. I report here on two articles from the October 1997 issue of "Recruitment and Retention in Higher Education". This first is headlined, "Free Tuition to End in Britain", the second, "No Tuition at Community Colleges".

In the first article, it is noted that, "For the first time, undergraduates at British universities will have to pay tuition.....abandon(ing) the country's longstanding tradition of providing a free university education to all eligible students....Beginning in 1999, all but the poorest undergraduates must pay up to..\$1670 U.S. per year....Free tuition had long been considered a right in Britain, with the taxes paid by graduates considered sufficient payback for..a state-supported education."

In the second article we read, "The chair of the State Board of Higher Education...has proposed that tuition and fees be eliminated at all 15 Massachusetts community colleges to make the colleges more accessible to low-income..students...Tuition in the state's community colleges is currently the second highest in the nation....Critics of (the) plan question whether the state can afford (it) when the state's acting governor has proposed a \$1.2 billion tax cut".

So, in Britain, ruled for most of the last 30 years by Conservatives led by Iron Margaret Thatcher and her successors, undergraduate university education was free. That was news to me, and rather astounding at that. While here in the U.S., for decades at least, a "liberal" society exuding pride in its system of higher education, even a community college education was beyond the reach of many in as liberal a state as Massachusetts. And now that state, which alone bucked the Reagan tide of 1984, has a leader who thinks tax relief for those already swimming in money is a better use of public wealth than educating future taxpayers. Not to mention what our Congressional leadership has been up to since 1995.

Ain't it grand?



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY  
WASHINGTON, D.C. 20460

JAN 22 1998

OFFICE OF  
PREVENTION, PESTICIDES AND  
TOXIC SUBSTANCES

**MEMORANDUM**

SUBJECT: Total Release Fogger Label Safety Precautions Final Rule

FROM: Stephen L. Johnson, Acting Director  
Office of Pesticide Programs

TO: Dwight A. Welch

As you've heard, the final rule on new safety precautions for total release fogger labels will be signed this month. I would like to thank you for your diligent and unflagging efforts to ensure that the Agency gave an appropriate priority level to this issue.

Among your contributions to the question of aerosol fogger safety was to focus attention on the public's right to know about the high butane content in these products. As a result, language has been included on the label informing consumers of this fact. In addition, the new label gives specific instructions to extinguish any ignition sources, and to use only one fogger per room. A bright red flame symbol has been added to draw consumers' attention right away to the fact that these product are highly flammable.

I appreciate your efforts and thanks for a job well done.

EDITOR'S NOTE: Dwight Welch identified this problem in 1978! Nearly 20 years later, the first step has been taken to properly label a small percentage of the 3 to 4 billion aerosols produced annually for the U.S. market which contain extremely flammable propellants such as propane, butane, isobutane, and dimethyl ether. Mr. Welch's public disclosure of this deficiency in the pesticide regulations resulted in 3 attempts to fire him, an illegal reassignment, a 130 point performance evaluation, and an illegal attempt to take 97 hours of annual leave for a bogus charge of AWOL (all but 13 hours were recovered).

# ROACHES

...it is unconscionable that civilian populations are being exposed to neurotoxic agents.

Thank you for you views, Senator.

They weren't talking about Iraq; the last story was about Med-Fly spraying with Malathion in Los Angeles, California

In another story more than 1,000 drums of a highly toxic nerve agent were discovered today, being stored less than 400 feet from a residential neighborhood. . . .

This story is about WTI in East Liverpool, Ohio.

They really need to do something about that Saddam Hussein and his weapons of mass destruction.

...it has also been reported that the National Guard has ejected Iraqi weapons inspectors from East Liverpool, Ohio...

To Join NFFE 2050, please complete marked sections

# REQUEST FOR PAYROLL DEDUCTIONS FOR LABOR ORGANIZATION DUES

Standard Form 1188  
 O-100-108-107  
 U.S. Office of Personnel Management  
 2024 Chapter 130

## Privacy Act Statement

Section 5525 of title 5 United States Code (Allocation 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)  X	2. Employee Identification Number (SSN) (optional)  X	3. <del>Employee's Full Code</del>  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) (eliminate 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):

**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

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

For sale by the Superintendent of Documents, U.S. Government Printing Office  
 Washington, D.C. 20540 (50¢ each)  
 Stock Number 612-622-02173-4

1187-108



# INSIDE THE FISHBOWL

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

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

May 1998

Volume 14, Number 2

## Chapter 280 Executive Board

Dwight Welch, President  
Jim Murphy, Executive Vice-President  
Rosezella Canty-Letsome, Chief Steward  
Bill Hirzy, Senior Vice President

Arthur Chiu, Vice-President  
Bill Garetz, Vice-President  
Freshteh Toghrol, Vice-President  
Martha Price, Vice-President  
Jeff Beaubier, Vice-President  
Julie Simpson, Secretary  
Bernie Schneider, Treasurer

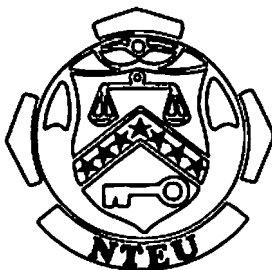
## "Fishbowl" Editorial Board

Bill Hirzy, Editor  
Bill Garetz  
Jeff Beaubier

## 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. do not publish anonymously submitted articles, but when requested, may conceal the author's identity.

# SPECIAL ELECTION ISSUE



## National Treasury Employees Union Chapter 280

PO Box 76082  
Washington, DC 20013  
Offices: Waterside, North Plaza  
Mail Code: UN-200  
Telephone: 202-260-2383  
FAX: 202-401-3139

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## CANDIDATES FOR PRESIDENT

### Statement of Jim Murphy, Nominated for President and Vice-President

I have accepted your nomination to run for President or Vice-President of Chapter 280 of the National Treasury Employees Union (NTEU), because I have seen NTEU in action, and I want to work with them. I did not seek to leave the National Federation of Federal Employees (NFFE), but I embrace our members' decision to go to NTEU. NTEU is big, powerful, and vigorous. NFFE was comfortable; NTEU is exciting. We stand together on the threshold of a new era of accomplishment. Working together, we can protect the environment and each other.

Be warned. Labor relations is not a spectator sport, and NTEU does not value couch potatoes and free riders highly. (NTEU expects at least 70% of the bargaining unit to join the Union.) I urge you to help me build a big, active Union of EPA Headquarters professionals, who can make local partnership councils hum.

Thank you for your support -- past, present, and future. Now, let us march.

## CANDIDATES FOR EXECUTIVE VICE-PRESIDENT

### Candidate Statement of Dwight Welch, Candidate for Executive Vice President

When you have a facilities or health and safety problem, who do you call? When the Chief Steward has a grievance, who does she ask to represent her? Who helped initiate and orchestrate a successful Montrose to NTEU? Who has recruited the most new members? Who has mentored and encouraged more officers and stewards than any other officer? Who has recruited and mentored more minority and women officers and stewards than any other officer? Those in the know say "Dwight Welch."

We need to broaden the membership to include mainstream EPA employees. While most of our current members are EPA's finest, it need not be an act of courage to join the Union. Indeed, we need to make it a career necessity, not a career dampener. Numbers talk, high involvement moves. To this end I measure my term accomplishments, not so much by what I have done, but by the many accomplishments I have inspired and facilitated through this term's outstanding Executive Board and Steward Corps.

If elected, in the coming, term I intend to act as right hand man to President Murphy. I intend to support Chief Steward Rosezella Canty-Letsome by taking on a lion's share of the grievances. Being relieved of the responsibilities of being President, I plan to spend more time with the membership, listening to your concerns, and helping you deal with your issues.

## RESULTS NOT RHETORIC - ELECT DWIGHT WELCH EVP

**The Environmental Professionals' Union is now NTEU Chapter 280.**

**We join NTEU with current Department of Labor financial reports.  
We have reaffirmed our Constitution Members' Bill of Rights.  
We have a full roster of stewards in virtually every EPA Office.**

**We are trained in labor law, member representation and leadership.  
We resumed regular grievance committee and membership meetings.  
We met directly with injured members to develop a viable AWS section.**

**Fellow union officers lauded these contributions. Until August 12, 1997.  
I insisted member intimidation cease in my grievance committee meetings.  
You heard way too much of the retract-resign-recall fiascos that followed.**

**Why does EPA condone union officers' violent threats against our members?  
What is EPA rewarding with tawdry commendations and unearned medals?  
Why are dues-paying members ten percent of our collective bargaining unit?**

**Members injured by Watercide Mall contaminants need strength in numbers.  
Threats, intimidation and Star Chamber secrecy dis-serve our members.  
NTEU is an opportunity to reclaim our professional union's first principles.**

**Please cast your vote for Pat Sims, Chapter 280 Executive Vice President.**

## **CANDIDATES FOR CHIEF STEWARD**

### **ROSEZELLA CANTY-LETSOME CANDIDATE FOR CHIEF STEWARD**

**BACKGROUND: BA, HOWARD UNIVERSITY, MA, ANTIOCH-PUTNEY GRADUATE SCHOOL, JD., DUQUESNE UNIVERSITY LAW SCHOOL, LL.M., HARVARD UNIVERSITY LAW SCHOOL. I began my legal career in public service in 1973. I joined EPA in 1987 as an Assistant Regional Counsel in Region IV. I transferred to the Office of General Counsel in July, 1988. In August of 1994, I was detailed to the Office of Civil Rights to work on issues involving Title VI of the Civil Rights Act as amended and Environmental Justice. Since December, 1997, I have been Chief Steward of NFFE Local 2050.**

**As Chief Steward, I believe it is important to resolve issues, not escalate them; to cool hot emotions, not inflame them. This is hard work, but very rewarding. You will notice that since I have been serving as Chief Steward there has been little controversy. Things appear to be quiet. Grievances are being settled, agreements signed, and work is being done. The recent trend of resignations of members has been reversed and we are now signing up new members and bringing back former members. This is due to mature, experienced, rational leadership, and hard work. I ask for your support and your vote so that I may continue this positive trend.**



## **Re-elect Steven Spiegel Chief Steward**

I am asking for your vote to restore responsible representation to your union. I served three years as your Chief Steward and established credible representation on your behalf which management respected, if not also feared. They knew I conducted myself in a prepared and professional manner and that my number one priority was the representation of your interest. This resulted in most cases being successfully resolved through negotiations and others going through processes gaining significant victories for the represented employees.

The number one responsibility of any union is the representation of its members. Employees who needed help knew to come to me. Many still do, even without my currently holding office. My opponent, an interim appointee, however does not hold these same commitments. She recently removed union representation on a pending grievance without providing any reasons, did so in a secret meeting, excluding the employee, and the employee's steward, President-Elect James Murphy, from any involvement. All this despite the fact that management admitted the violations. My record is one of communicative and responsible representation, and not star chambers where employee's rights are sold out to management under a cloak of secrecy.

NTEU presents us with the opportunity to elect new leadership under a new and responsive national union. I'm glad that my work product on the change of affiliation was sent to you in considering this change. I have always practiced politics of inclusion and expansion of our union. I ran the only membership drive we had this decade, and I always worked to provide meaningful notice and open meetings so you would be informed and have the opportunity to be involved. It was through my negotiating that the Collective Bargaining Agreement was preserved, including the AWS provisions protecting our EPA injured employees. The very same provisions which are now quietly being given away to management without notice to you. It's time to move away from the bunker mentality and enemies lists which have plagued this union before my time, and move to a responsive and responsible future. I ask for your votes for a better future through a better and more representative union.

### **CANDIDATES FOR SECRETARY**

**NAME: Julie Simpson CANDIDATE FOR: Secretary**

This has been an eventful year for the union. We are now affiliated with the National Treasury Employees Union, an extremely well-organized, professional union with an impressive record of promoting the interests of Federal employees. NTEU also provides information, training, and technical support for its local chapters that simply was unavailable to us under NFFE. With the help of the national organization, we should be able to interact much more effectively and constructively with management on behalf of the bargaining unit.

If re-elected, I would work with the Executive Board to build equity and accountability among management and employees through fair and effective implementation of the new PERFORMS system, including the awards boards; work to bring the difficult partnership negotiations on the Alternate Workspace Policy to a close; finalize a HQ-wide flexiplace policy; and provide needed support for disabled employees seeking accommodation.

To realize these accomplishments, the union leadership must be responsible for maintaining a rational, constructive, professional focus on benefiting EPA employees. We need to reopen communications and seek the involvement of new energies. There's a lot to accomplish and it takes work and dedication to do it. I hope the professional employees at EPA will take a fresh look at NTEU Chapter 280, will become involved in the priorities it sets, and will support candidates who have the skills to do the job.

## PAT HILGARD — CANDIDATE for SECRETARY & VICE PRESIDENT

New Executive Board members, like myself, will have a fresh perspective, new ideas and, perhaps, with firm strategies for a broad range of issues, we can make real progress for our members. To turn our Union around, we need more openness and true democracy. For example, I favor an end to closed Executive Board meetings and I would like to see the Secretary's minutes distributed to those members who want to know what the Union is doing. Also, I am fervently hoping for an end to the feuding and vendettas by certain Board members that have caused a decrease in membership and I would welcome true solidarity. Furthermore, I believe the Board should work closely with Management but not so closely that Management is directing the Union or setting our agenda.

I have much experience in leading union projects and collaborating on committees. I developed the Lactation Rooms Program and the Quiet Room. I have worked for years on flexiplace (work at home), security, indoor air quality, and disability issues. As Secretary or Vice President, I will continue to do my best on a variety of issues - and look forward to working with members on these and new challenges.

The Union has yet to take full advantage of its opportunities under the Statute and Executive Order. Working cohesively as a team, working with members, working with the new NTEU National, and working with Management, the new Executive Board should be able to make progress and accomplish great things. I ask for your vote.

## CANDIDATES FOR TREASURER

Jeff Beaubier: Candidate for Vice President and Treasurer

A.B. Anthropology Stanford University 1965; M.A. Asian Studies Japanese East-West Center Univ of Hawaii 1967; M.P.H. Epidemiology Sch Public Health Univ of North Carolina 1969; Ph.D. Medical Anthropology-Field Epidemiology U. No. Carolina 1974; Postdoctoral Immunology Ctr Aging@Duke Univ. Med Ctr 1975; Postdoctoral Environmental Epidemiology Johns Hopkins Sch.Pub.Hlth 1990. Athletic scholarship, Freshman record holder, U.S. Olympic Team 880 prospect, G.N Guiberson Scholarship in Soc. Science; Population Fellowship; State Dept Fellow; NIMH Award; CIIT Postdoctoral Fellowships in Epidemiology, declined, 1980 & 1981. Johns Hopkins Postdoctoral Award. Asst Port Captain Everett Steamship Corp. Vietnam 1967. Taught 17 different college & univ courses in 5 yrs of teaching at Univ. No. Carolina campuses and Sweet Briar College VA. Author of book on longevity and coauthor of 4 vol work on US CANCER MORTALITY RATES AND TRENDS, published by EPA & NCI. Discovered significant correlation between # of corn acres sprayed with herbicides and breast cancer deaths in 100 Illinois counties & reported finding at Int'l Epidemiology conference, Holland and am following-up.

Have been a long time member of our Professionals' Union and served on numerous committees striving for workplace democracy, fairness and scientific integrity. Am presently a member of the Executive Board. Have been an outspoken critic of EPA policy advocating it's OK to allow carcinogens in the U.S. food supply!--called Food Quality Protection Act. Not afraid to defend professionals against arbitrary action by management. Have worked against arbitrary, disruptive and wasteful physical moves of employees. Believe Union Officers must adhere to the highest ethical principles, but work in unison and stick to "bread and butter" issues vital to our members.

**BERNARD A. SCHNEIDER - CANDIDATE FOR TREASURER**

Bernard A. Schneider, Ph.D., Senior Plant Physiologist

Candidate for: Treasurer

Statement: I have been a scientist with the EPA since 1972, and I have served this Local since 1991 as a Vice-President for three years and I have been serving as the Treasurer for the past four years. The Treasurer's position is very important to the success of our Union. All expenses, accounts, and investments must be accurately maintained by the Treasurer as well as dues statements and completing the annual Department of Labor Financial Reporting Forms. While Treasurer, audits of our records have accounted for every penny in our accounts. This year also will be very challenging for the Union Treasurer as we undergo organizational transition, however, I have the experience essential for this change. This year I would like to standardize the record keeping for the Union records and set up a training module for all Union Treasurer forms. I would like to have your vote, so I can continue in this capacity.

**CANDIDATES FOR VICE-PRESIDENT**

**JIM GOODYEAR** for Vice-President:

Employed by EPA since 1987 and a Steward since 1994. Negotiated for his Division on reorganization, space allocation, indoor air quality, and the structure of teams. Wrote and filed comments on the "self-certification" of toxicity studies, thus stopping the chemical companies from declaring all their studies "valid" without review.

"I negotiated with my division's management to provide offices with sufficient working space. This agreement should now be enforced in the old Commerce Building after EFED's 2003 move. It also should be expanded so that more of EPA's professionals have adequate accommodations.

The Union's two big issues last year were the new performance appraisal system and our affiliation with NTEU. Under the original PERFORMS plan, we would have been evaluated based on the work of our team. If anyone on your team did a poor job, you would have received a bad Performance Evaluation. I believe that my biggest accomplishment in the Union last year was to convince our negotiating team to have PERFORMS changed so that we would be evaluated based on our own work."

## **Bill Garetz -- for Vice President**

**Principal Accomplishments:** I was one of the four members of Local 2050 who jointly (or rather serially -- in a kind of tag-team effort) played a crucial role in moving us from NFFE to NTEU. My key role was: (1) re-energizing things when enthusiasm started to flag due to concerns about the danger of trusteeship and concerns about personal debts owed (the non-literal kind) to some very good people at NFFE, and (2) coming up with the strategy that was employed so effectively to keep us out of trusteeship. There were some very uncomfortable moments, but it was worth it. We're already getting terrific support from NTEU on a number of fronts. There's actually a there there. NFFE was so perpetually messed up that they couldn't be there for us, even when they wanted to. **In November I took on the role of serving as the lead steward for my AA-ship, the Office of Policy, Planning, and Evaluation.** There are some serious long-standing problems there, mainly centered around a klatch of astonishingly self-absorbed and self-serving mid-level managers. At the same time, we have an exceptionally able and experienced staff who have a lot to contribute -- but are being held down. Since becoming lead steward for OPPE, I have taken several actions that have started to change the perceptions both of the staff and of the managers. Things have started to break free. The center of focus right now is the proposed Office-wide re-organization, on which we have asked to bargain, much to the annoyance of OPPE management. **I was one of the NFFE negotiators on Performance Management and played a key role in bringing to our members Local Awards Boards, open disclosure of who is getting awards, and disclosure to the unions and the Local Awards Boards of how much money those receiving monetary awards are getting.**

## **STATEMENT OF ARTHUR CHIU, CANDIDATE FOR VICE PRESIDENT**

My interest in public health and the desire to better our working conditions bring me to ask you to vote for me as vice president. I am a Union Health and Safety Officer, who walked through most of the EPA buildings last year to ensure better working conditions for the employees. I have just become a member of the Human Resource Council in ORD. My interests are in scientific productivity, scientific integrity, awards, and equity. Our workgroup last year has succeeded in reducing red tape so that laboratory workers can work effectively as their schedule demands. I hope I can work with my colleagues in the executive board 1998. My training is as follows: PhD (1973 Mol Biol, U Penn), MD (Thomas Jefferson University), postdoc (Cardiac Unit/ Mass Gen Hosp/Harvard U), pathology residency (GWU), assistant prof (Comp Med) Multitest Clinics attending physician (GWU)

Arthur O.S. Chiu

**FRESHTEH TOGHROL - CANDIDATE FOR VICE PRESIDENT**

Freshteh Toghrol, Ph.D. in Biochemistry, 10 years of teaching and research, 10 years with EPA, 5 years as Vice President of NFFE LOCAL 2050, 3 years as Chair for OPP Affairs.

Some of my achievements as Union Vice President include the following:

1. I negotiated and signed an agreement creating 24 additional Senior Scientist slots. This agreement has now been implemented, and the 24 new slots have been filled. Unlike other Senior Scientist positions, these slots are permanent, and will remain in existence even after the employee leaves the Agency. This agreement also provides for additional Senior Scientist slots for new Branches created in the future.

2. I have negotiated with management for the following amenities for our Crystal Mall 2 facility: automated transit subsidy dispensers, fitness center with showers, nurse's office, faster elevators, and better air circulation.

3. I served on the OPPTS Staff Preference Selection and Placement Process Committee, which enabled employees to choose their Divisions and Branches. 92% of OPP staff were assigned to one of their first three choices.

I have always been outspoken in support of our members' rights, and was instrumental in obtaining the first Transit Subsidy for the Agency. If elected, I will continue to work hard to achieve a better work environment for all EPA employees.

IRVING MAUER: nominated for Vice President, has been an active member of N F F E for 10 years. He has previously served on the Union Board (as a Vice-President) as well as a steward. His primary interest in representing all professionals at E P A remain: the advancement of professional development; settling grievances amicably; encourage self-respect, and promoting fair performance appraisal.

I would like to continue to serve the union as a Vice-President. Institutional memory (continuous service as an officer since 1984), dedication to the union (the only charter member candidate), experience in negotiation and dispute resolution, respect by employees, key management officials, other unions' officials and outsiders, a strong science background in industry, academe and government, demonstrated ability to make good things happen, willingness to take risks for environmental progress, perseverance, and an intense interest in professional ethics are the assets I would bring to the office. Accomplishments this year: negotiation of the Awards section of PERFORMS; representing the union with the public and media on science ethics issues - indoor air quality, MCS, and fluoride toxicity in the main; editing the Fishbowl; service on the National and Headquarters Partnership Councils; creation of our first AA-ship Partnership Council (OECA) and pushing hard for expanded AA-level Councils; and consultations on moves and reorganizations in OPPT, OPPE. I look forward to continuing to help rebuild the union and help lead its transition into an NTEU Chapter. The new era as NTEU promises great opportunities for the union to grow in membership and in involvement by members in its day-to-day work. We will also grow in influence through association with NTEU. I want very much to be part of that era, to serve with other honorable members who put the union first, and I hope that you choose to re-elect me, Bill Hirzy.

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

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

July 1998

Volume 14, Number 3

### Chapter 280 Executive Board

Jim Murphy, President  
Dwight Welch, Executive Vice-President  
Rosezella Canty-Letsome, Chief Steward  
Bill Hirzy, Senior Vice President

Arthur Chiu, Vice-President  
Bill Garetz, Vice-President  
Freshteh Toghrol, Vice-President  
Jim Goodyear, Vice-President  
Jeff Beaubier, Vice-President  
Julie Simpson, Secretary  
Bernie Schneider, Treasurer

### "Fishbowl" Editorial Board

Dwight Welch, Acting Editor  
Bill Hirzy  
Bill Garetz  
Jeff Beaubier

### 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.

A NEW DAY FOR

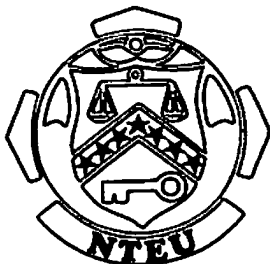
EPA

PROFESSIONALS

JOIN AND SUPPORT

NTEU CHAPTER 280

("MEMBERS ONLY" EDITION  
INCLUDES COLOR PIX OF  
INSTALLATION LUNCH)



### National Treasury Employees Union

#### Chapter 280

PO Box 76082

Washington, DC 20013

Offices: Waterside, North Plaza

Mail Code: UN-200

Telephone: 202-260-2383

FAX: 202-401-3139

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## NOTICES:

### SPECIAL ANNOUNCEMENT - LAST CHANCE FOR EECO MEMBERS TO RECOVER \$\$

#### APPLICATION FOR EECO REFUND DUE BY SEPTEMBER 15, 1998

As has been reported, members of Environmental Employees Collectively Organized (EECO) voted last year to disband and discontinue as a labor organization. Members of EECO who want to claim a proportional rebate of their EECO dues have until September 15, 1998 to make the claim.

Submit sanitized copies of payroll statements or canceled checks showing the first and last payments to EECO to committee members Jim Murphy or Bill Hirzy. Persons who have already submitted claims and documentation need not reapply. EECO members who are still having EECO dues deducted should contact the EPA Payroll Office individually to have this allotment terminated.

James Handley suggests you may want to donate your refund to the Government Accountability Project. GAP has helped a number of EPA Whistle-blowers and your donation is tax deductible.

#### ELECTION RESULTS

Eighty seven votes were cast in the 1998 election. The results are as follows (\* denotes winners):

**President:** Jim Murphy\* (running unopposed) 81

**Executive Vice President:** Dwight Welch\* 72  
Pat Sims 13

**Chief Steward:** Rosezella Canty-Letsome\* 68  
Steven M. Spiegel 13

**Secretary:** Julie Simpson\* 66  
Pat Hilgard 13

**Treasurer:** Bernard Schneider\* 60  
Jeff Beaubier 25

**Vice Presidents (6):** Freshteh Toghrol\* 64  
Bill Hirzy\* 63  
Arthur Chiu\* 59  
Bill Garetz\* 55

Jim Goodyear\* 55  
Jeff Beaubier\* 46  
Eric Jackson 26  
Jim Murphy 24  
Irv Mauer 23  
Pat Sims 10  
Steven M. Spiegel 10  
Pat Hilgard 9

#### ATTENTION NTEU CHAPTER 280 CASH PAYS: CONVERT TO PAYROLL DEDUCTION

This year's Executive Board is urging all "Cash Pay" members to switch to payroll deduction. "Cash Pays" create a great deal of extra work for the Treasurer and the Election Chair.

#### LUNCH AND LEARN SCHEDULE

If you haven't been to a Lunch and Learn yet, you owe it to yourself to check it out. Particularly welcome are those who haven't as yet decided to join. You bring your own drink and get treated to as much pizza as you can eat (wide choice of toppings). You also get to view a short video which you will find very interesting. Field representatives from NTEU National will be on hand to answer any questions you may have. The following is the schedule for the next three Lunch and Learns:

\*Thursday, July 23, 1998, 4045 Ariel Rios, 11 AM to 2 PM

\*Wednesday, August 12, 1998, OGD Conference Room B-3 Level, Ronald Reagan Building, 11 AM to 1:45 PM

\*Wednesday, September 2, 1998, tentatively 12 Noon to 2 PM, 3 North Conference Room at Watercside Mall (This meeting is intended to be primarily for attorneys.)

#### AUGUST MEMBERSHIP MEETING

The August membership meeting is on August 6, 1998 in the EPA Auditorium at 12 Noon to 1:00PM. Call in number: 202-260-7280, Access Code: 1889#.

#### NO BOARD, NO AWARD?

As you may be aware an agreement between EPA HQ and the Unions provides for the formation of Awards Boards which are one third from management and one third from AFGE 3331 and one third from NTEU 280. Both Unions are choosing Awards Boards participants from Union membership. These Awards Boards, which finally allow the Unions active participation in the awards process, will allow for a more fair and equitable process for distributing awards money.

Problem is, in some programs there are no volunteers coming forward from among NTEU members and in some cases there are no Union members in those organizations. Sounds to us like and opportune time to join up and participate. If there are no NTEU volunteers in your organization, will this put those in the NTEU Bargaining Unit at a disadvantage? Let us not test this hypothesis, become involved.

#### GS-14/15 ATTORNEY VOLUNTEERS NEEDED TO STAFF PEER REVIEW PANEL

Elsie Wilson of HQ Labor Relations is currently calling GS-14/15 attorneys at random, trying to find a panel of three GS-14/15 attorneys to serve on a performance grievance Peer Review Panel. Thus far she has been unable to locate the three volunteers needed. Management has been pressuring us to drop the Peer Review Process in the performance grievance process. Their reason for this pressure is that our colleagues are unwilling to serve on the peer panels. Chapter 280 urges you to participate if called upon. This is an important right in our Collective Bargaining Agreement which must be preserved.

#### NEW DUES DEDUCTION SCHEDULE

The BAD NEWS is, NTEU's dues are higher than NFFE's; and it looks worse because Local 2050 absorbed the last several NFFE dues increases, rather than to pass them through to the members.

The GOOD NEWS is, NTEU is more value for your money. NTEU is bigger, stronger, more active, and more effective. NTEU contributes to arbitrations and building membership. NTEU lobbies on Capitol Hill and fights in the courts for federal workers...and WINS.

#### GS Chart (D.C.)

#### 1998 NTEU Dues

Step	1	2	3	4	5	6	7	8	9	10
GS-1	8.03	8.08	8.09	8.13	8.21	8.25	8.28	8.33	8.33	8.37
2	8.20	8.25	8.29	8.32	8.35	8.39	8.40	8.41	8.43	8.49
3	8.35	8.39	8.40	8.41	8.45	8.51	8.57	8.62	8.70	8.79
4	8.44	8.50	8.56	8.63	8.71	8.81	8.95	9.04	9.09	9.14
5	8.69	8.78	8.91	9.04	9.09	9.14	9.24	9.33	9.43	9.48
6	9.05	9.12	9.21	9.31	9.42	9.47	9.51	9.59	9.64	9.70
7	9.38	9.45	9.49	9.56	9.62	9.70	9.80	9.89	9.95	10.02
8	9.59	9.64	9.74	9.85	9.94	9.99	10.07	10.14	10.27	10.39
9	9.87	9.95	10.03	10.09	10.22	10.35	10.49	10.62	10.68	10.71
10	10.08	10.24	10.39	10.56	10.68	10.70	10.76	10.81	10.88	10.98
11	10.58	10.68	10.89	10.78	10.83	10.83	11.01	11.12	11.23	11.34
12	11.00	11.13	11.26	11.39	11.48	11.57	11.63	11.67	11.75	11.81
13	11.60	11.65	11.76	11.83	11.88	11.92	11.99	12.08	12.16	12.22
14	11.95	12.05	12.16	12.22	12.29	12.35	12.42	12.51	12.63	12.73
15	12.35	12.44	12.58	12.71	12.83	13.00	13.21	13.45	13.73	13.96

## REFLECTIONS OF AN OUTGOING PRESIDENT by Dwight Welch

I have been a full time officer for the most part of 9 years. I've seen officers come and go. I know what good ones act like and unfortunately what not so good ones act like. This past year I have had the good fortune of working with one of the best Executive Boards ever. Apparently the membership agrees with this analysis based upon the election returns. Although this has been a most hard working board, I did see one small problem they had. It seems they have been working too hard to have the time to tell anyone what they did this last year. This has been a banner year for our Union and I would like to take a moment to summarize our progress over the year.

The Conversion to NTEU Without a doubt, this was one of our major accomplishments. While NFFE was floundering, indeed, spiraling downward, the leadership of this local (er chapter), after considering our many offers, had the foresight to gain affiliation to the best federal labor union around. NTEU, often referred to as a lawfirm disguised as a labor union, has considerable clout and, when it takes something on, usually wins. In the few months we have been affiliated with NTEU, we have definitely noticed the difference, including more support than we have ever gotten from NFFE. The reaffiliation effort took a lot of teamwork and coordination. From the members who signed the initial petition to the follow up needed to secure final granting of our affiliation change from the Federal Labor Relations Authority.

The Establishment of Local Partnership Councils Our first local partnership council (PC) was with OECA. We have since signed a local partnership agreement with OPPE (now OP). We have also had serious PC discussions with OPP and OFCO. OPPT has also expressed an interest.

PERFORMS/Awards Boards After extensive consultation with the membership and the bargaining unit, the Union, in conjunction with our sister unions, was able to sway management from a proposed 3 tier system to a pass/fail system. The Union also negotiated an awards system that includes peer nominations and Awards Boards which will consist of one third management, one third AFGE members, and one third NTEU members.

Opening Up of 26 Senior Scientist Positions in OPP The Union was responsible for negotiating the creation of these positions as well as consulting on team leader positions.

Alternative Workspace Agreement We have been diligently working on an AWS agreement which will bring a measure of fairness when it comes to responding to employee requests to be assigned to alternative work space. Currently the Agency is not even sure as to who is entitled to AWS or not. The standards that applied have varied widely from supervisor to supervisor. Further, since many of the AWS assignments arose from contamination at Watercide Mall, management had threatened to impose a "recertification" effort on those whose programs are now assigned to other buildings. The Union was able to secure a moratorium to stay this recertification and soon will be announcing an AWS policy which is fair and equitable to both employees and supervisors

and which also provides for a Union/Management Oversight Committee.

Grievance Representation We have provided employees with outstanding representation, settling many complaints without the necessity of a formal grievance. Also, for the first time in the Chapter's history, we have turned down grievances which lack merit. By rejecting complaints lacking in merit, we improve the reputation of the chapter, and quality of our representation for those we do represent.

Constitution Committee The Constitution Committee had begun the work of merging the NTEU model by-laws and the 2050 Constitution.

#### SPACE NEGOTIATIONS-OPPTS by Bill Hirzy

There has been a convoluted series of talks among union representatives, and OPPT and OPPTS senior management officials over space issues, related to past and pending reorganizations in that A.A.-ship.

In late 1996/early 1997 the A.A.-ship underwent a significant reorganization to conform to the 1 to 11 supervisor-to-staff flattening mandate of the Administrator. During that period both A.A.-ship offices, Pesticides and Toxics, carried out staff placement exercises that were designed and executed in partnership with the two Headquarters unions. Within OPPT, there were virtually no moves of people to new offices in conjunction with the staff placement/reorganization effort. Given that the electronic communication system was/is used extensively, and for the most part efficiently, little need was seen for physically moving staff around the East Tower for the mere purpose of seating staff alongside their new Branch/Division-mates. About ten or twelve people were moved to new offices in cases where those folks had transferred to completely new functions. The unions were consulted during these moves and there were no problems.

Then came A.A. Lynn Goldman's tentative proposal to create an Office of Science Coordination and Policy (OSCP) within OPPTS, and with that proposal a need for space to house the staff. Dr. Goldman has proposed to occupy all of the 6th Floor of the East Tower with her immediate office staff plus the new OSCP, and directions went out from her office to the Director of OPPT, Dr. William Sanders, to move his people off that floor for that purpose.

When Dr. Sanders got his marching orders from his boss, the AA, his staff prepared plans (actually refined plans that had been in the works since last Fall) to "complete" the reorganization of early 1997. This was to be done by coalescing OPPT staffers who did not move in early 1997 into offices that would bring the reorganized Branches and Divisions into more or less contiguous office space.

A large portion of the 6th Floor East Tower space occupied by OPPT, namely Risk Assessment Division Immediate Office space, was vacated, freeing essentially all of the west side of that floor for A.A.-I.O. use, without objections by staff or the unions.. But the A.A.'s office wanted all of

the 6th Floor cleared of OPPT staff, including the "South Bay", which houses ca. 16 people from four different Branches of RAD in space that is designed and maintained for Confidential Business Information use, including special CBI LAN drops. At this point, foreseeing the "cascade" of moves that would follow, and hearing from the staff in the South Bay and throughout the rest of East Tower that more moves were anathema to them, the union raised objections and requested bargaining. Jeff Beaubier and Bill Hirzy have been the union's representatives in this matter.

A meeting was held on Friday March 13 at which OPPT staff expressed their dissatisfaction with management's move proposals. The next Monday Dr. Sanders met with both unions. He pointed out his marching orders from his boss, and the fact that there were residual inequities in space assignments left over from the 1997 reorganization. We promised to begin analyzing the inequities and to open talks with the A.A.'s office. These things we did, leading to the series of meetings referenced above. During the meetings we pointed out that the unions needed to be bargaining with the appropriate management level, namely the A.A. of OPPTS, not the Office Director of OPPT. We also pointed out that the A.A.'s drive push to out the remainder of OPPT/RAD from the 6th Floor was very premature. There was no formal proposal before the unions to create the OSCP, whose creation was the putative reason for OPPT/RAD to vacate the rest of that space. The union offered to drop its objections to vacating part of the 6th Floor, provided the A.A. would leave the South Bay to OPPT/RAD. If the South Bay remained undisturbed, that would most likely eliminate the driving force to "complete" the 1997 reorganization "cascade" of moves throughout the rest of East Tower, which employees and the union see as unnecessary and a waste of resources. (Money used for moves comes from the same budget account as employee training.)

Meanwhile, back at the ranch, on May 12 the union received a memo from the A.A.'s office conveying a pre-decisional proposal for the structure, functions, housing, etc. for the OSCP. This memo notes that the actual creation of the new Office and the staffing of it are some time off.

The union's promised analysis of space has included work by Jeff Beaubier, Dave Mauriello and others, working with architects to draw up plans to house about twelve staff members of RAD who are now on the 6th Floor outside the South Bay and who might move to comparable space in the Northeast Mall. This work remains in progress. Bill Hirzy reviewed the specific office assignments of every OPPT employee in the East Tower, and found, as Dr. Sanders noted, some inequities in space assignments. Several employees have two offices; several contractors have much more space than EPA employees; some senior grade people have significantly less space or are in semi-private offices, while more junior people are more commodiously housed. In talks to date, the union has agreed to deal with these inequities on a rational, case-by-case basis. That is, if employees do not want to move, even though a case could be made for better office space for them, there will be no move.

The keystone issue, however, remains unresolved, and is still under discussion between the union and the A.A.'s office. How much space does the A.A. need on the sixth floor of the East Tower? Clearly there are some people that Dr. Goldman needs to be able to walk out of her office and

speak with face-to-face within 30 seconds. We are not yet convinced that that number is so large that all of the 6th Floor East Tower should be assigned to her Immediate Office.

We invite your comments and suggestions on this matter. Please call Jeff Beaubier at 260-2263 or Bill Hirzy at 260-4683 and share your thoughts.

LATE BREAKING NEWS: Union V.P.s Jeff Beaubier and Bill Hirzy met with A.A. Lynn Goldman during the morning of July 20 to argue for minimal moving in the East Tower. Then, in the afternoon, the three along with OPPT Director Bill Sanders met with employees working in the South Bay. Among comments made by the employees were those telling how well they worked together in the South Bay and how important to efficient operation of the New Chemicals Program it is for them to be in close proximity to each other, with ready access to the CBI LAN.

UNION SCIENTIST'S ACTION FOR VIRGINIA'S ENVIRONMENTAL QUALITY: Brian Dementi recently wrote a letter in support of efforts to block use of Virginia as a dumping ground for New York's garbage. He wrote, in part, "As a native Virginian who appreciates the ..great natural treasure we have in the Chesapeake Bay and who is aware of the vulnerability of this estuary to the workings of man, I stand amazed that anyone living here would condone using this region as a dumping ground for New York's garbage...(I)t would be offensive, to say the least, to see barges loaded with New York's trash floating up the James and York Rivers, and to know what they carry and what that portends in the way of spills, odors, oil on the rivers, etc.... I am amazed that our General Assembly would decline President Clinton's initiative to designate the James River as a historic scenic river, and then, were that not sufficiently reprehensible, would support designating the river as a major conduit of out-of-state garbage to be dumped into the drainage plain of the greatest natural estuary in the world. In his letter Dr. Dementi joined the organization, "Virginians Against the Practice", which is pledged to fight the proposal referred to; copies went to the Virginia General Assembly, the Chesapeake Bay Foundation and the U.S. Congress. Good going, Brian!

#### NTEU LUNCH AND LEARNS A SUCCESS

Approximately 30 employees, both members and non-members, have attended each of Chapter 280's "Lunch and Learns" that have so far been held.. You bring your own drink, get plenty of free pizza, get to watch an interesting video about NTEU's history, and field representatives are on hand to answer any of your questions. The first Lunch and Learn was held in a conference room at Watercide Mall. Areas of interest expressed by those attending included our Chapter's representing Environmental Protection Specialists (currently considered by the Office of Personnel Management to be non-professionals) and in having one Union at HQ. (Note: NTEU is not interested in "raiding" our sister AFGE Local.) One complaint voiced loudly by some non-members is the Union's representing and keeping employed employees who do not do any work. "I would like to see just ONE bogus complaint not represented by the Union," shouted one disgruntled employee. President Dwight Welch responded that he acknowledged that this has been a problem in the past. Mr. Welch went on to indicate that, under his Presidency and

Rosezella Canty-Letsome's Stewardship, a number of complainants requesting representation by the union had been turned down due to lack of merit.

The second Lunch and Learn was held in Crystal Mall 2. Here the major issue was scientific integrity. Employees were interested in protection from coercion to change scientific reviews in order to appease industry pressure to register pesticides. This, being the founding principle of Local 2050, was a slam dunk—this has been the major area of activity for our local/chapter throughout its history and will continue to be.

Interested in attending a Lunch and Learn, see the schedule on pages 1-2 above.

NOTES FROM THE CHIEF STEWARD by: Rosezella Canty-Letsome

One of the goals of the Chief Steward is to provide information to the members of the bargaining unit in order for them to understand what to expect in representation by the Chief Steward and the NTEU Chapter 280 Steward Corp.

The following is a summary of shop steward representational rights of NTEU Chapter 280:

1. A shop steward is the exclusive representative of unit employees within any organizational boundaries imposed by our collective bargaining agreement.
2. The Chief Steward in conjunction with the Grievance Committee has the right to decide what grievances to assign a steward to and which to let the employee proceed without union representation. The union can refuse to represent an employee because it believes the grievance to be lacking in merit, because it will cost the union too much money or other resources to pursue, or because it is against the best interests of the union and/or the bargaining unit. The steward can also refuse to represent a nonmember in matters falling outside the scope of the Collective Bargaining Agreement. (E.g. EEO, OSC, and MSPB cases.)
3. The steward has the right to attend any grievance meeting management has with an employee who files without union representation and to be informed of (and concur in) any proposed grievance resolution.
4. The steward is to be informed in advance of any formal meeting a manager has with employees to discuss personnel policies, practices and working conditions, to attend the meeting on official time, to ask questions related to the topics the manager raises and to make a brief statement to employees about the union's position on the issue under discussion.
5. A steward can delay any change in working conditions management wants to implement until management has notified the union, bargained with it if requested, and reached agreement. The steward can also demand that unilaterally implemented changes be revoked until bargaining is complete.



6. A steward can talk to employees confidentially about representational matters, and, if it is during non-work time (e.g. during lunch or on break) the steward may do so without informing a manager of the meeting.
7. The steward can get access to any documentary records management has that are needed to file a grievance, to negotiate or otherwise make a representational decision.
8. All stewards have a right to be free of retaliation, coercion or other interference for exercising any representational right as well as to have reasonable accommodations made to his or her workload for the time spent on official time.
9. All stewards have a right to file grievances, through the Union, on behalf of bargaining unit employees.
10. All stewards have the right to be treated by management as an equal and to engage in robust debate.

The following is a list of stewards that I have already recommended to President Jim Murphy, that he has appointed and that the Executive Board has confirmed:

Richard Nalesnik	Reagan Bldg.
Barbara Corcoran	East Tower
Bill Hirzy	Watercide
Jim Murphy	Watercide
Bill Garetz	Watercide
Dwight Welch	Watercide
Julie Simpson	East Tower
Arthur Chiu	Riggs Bldg.
Jim Goodyear	Crystal Mall 2
Jeff Beaubier	East Tower
Richard Emory	Ariel Rios
John Wheeler	Ariel Rios
James Handley	Ariel Rios
Mark Schuknecht	Crystal Station
Freshteh Toghrol	Crystal Mall 2

We need more volunteers to become stewards. If you have an interest in representing grievances, working on Health and Safety issues, signing up new members, being a contact point for the Union, participating in a partnership council or in helping out the Union for a few hours each month, you should consider volunteering. Only members in good standing who are capable of working as part of a team will be nominated by me for appointment. If you are interested, please call me at 260-3346.

## THE DOCTOR IS IN

EPA HQ Health and Safety News by Arthur Chiu



### Weekly Health and Safety Walk-Throughs

Everyone acknowledges the importance of a *professional* environment with good working conditions. “*Ideal*” conditions will result in a positive attitude of the part of employees and a superior product from their efforts. We realize that working conditions in the EPA are far from perfect, and EPA has many “health and safety” problems that need to be worked on continuously as long as we are in this organization. EPA does not have a single federal building to house all its employees. The agency is dispersed over several locations: Waterside Mall, Ariel Rios, the Fairchild Building, Crystal Station, Crystal Mall, Crystal Gateway, the Ronald Reagan Building, and the Riggs Bank Building. These buildings were constructed in different eras, and thus, they have different physical problems in their facilities that must be addressed to meet the needs of the employees.

For the enclosed structures built in the late 20th century, there are problems of uneven heating in the winter, air-conditioning in the summer, and health related problems from exposure to indoor air pollutants, including allergenic organic materials (e.g. a new carpet that has not been adequately aired out prior to installation). Central air-conditioning for an open bay with thousands of square feet is made even more difficult for those areas, where the glass windows are north or west facing, or blocked sporadically by barriers unforeseen by the architect. To compound the complexity of these routine problems, we have to remember there may be sprinklers that are blocked and/or may for some other reason be inoperative, defective swinging doors, failed emergency lights, outdated fire-extinguishers, or unlit exit signs. The latter are essential to allow rapid evacuation in the event of fire or bomb threats. Microbial growth in uncleaned air ducts may lead to asthmatic attacks, epileptic seizures, or even worse. Remember all the “free-living” bacteria, such as *Legionella spp*, that can be found in a humidifier.

To keep an eye on all these problems, the EPA’s Headquarters Health and Safety staff in conjunction with Facilities Management and the Unions, conduct a walk-through every Wednesday. This exercise is not limited only to the offices, but basements, garages, loading docks and the day-care center. Jim Engelka from the Health and Safety Office coordinates this endeavor with AFGE (Kathy Chang) and NTEU (Arthur Chiu and Jeff Beaubier) and building managers from the building being inspected. When a problem is identified from these inspections, a letter is sent to managers requesting appropriate corrective measures.

You can play a part to keep our buildings safe and healthy. Report health and safety problems to me at 564-3296, to Jeff at 260-2263, or to Dwight Welch at 260-2261.

Union Complaints Abate Construction Noise Near Ariel Rios

Stewards F. James Handley and John Wheeler among other members at Ariel Rios have complained about construction noise just outside the buildings for months. The reason given for its continuance was that it was a GSA project and therefore out of the Agency's control. Then President Dwight Welch met with Rich Lemley (Facilities Management) who in turn brought the issue up at the regular staff meeting. The Agency will now be paying the differential to have the work major work done on off hours.

The Union thanks Don Flattery for negotiating the solution to the noise problem with GSA and Rich Lemley out of whose budget the differential will come.

### Asbestos Danger in Watercide

Perhaps you've heard: a magnet school is coming to Watercide Mall. They will be occupying the second floor of Watercide Mall. President Dwight Welch met with several groups of people to deal with the following concern: the area the school will be occupying is in the asbestos zone within Watercide Mall. Readers of the FISHBOWL may remember, that several years ago, large parts of the Mall were shut down as a result of less than one square foot of asbestos containing ceiling material dropping to the floor.

Upon walking through the second floor of the mall, Welch noted that a number of floor to ceiling walls were marked to be demolished. Mr. Welch met with Rich Lemley (Facilities Management) and Dennis Bushta (HQ Health and Safety). Both were aware of the potential problems with construction on the second floor. The former President also met with a vanguard of teachers from the new school who were NOT aware of the potential problems on the second floor. Dwight then provided them (courtesy of HQ H&S' Jim Engleka) copies of the Indoor Air Quality Survey volumes and the asbestos plan. Mr. Lemley wrote GSA about the asbestos problem and GSA's asbestos expert is now working with Mr. Bushta is assure that no problems with construction-disturbed asbestos entrainment will occur. Entrainment of asbestos dust could present a hazard to EPA employees occupying Watercide Mall, not to mention the students and teachers of the magnet school.

### Health and Safety Modules

How do I report an air quality problem? How do I report unhealthful or unsafe conditions? How can I find out about the Maternal Wellness Program? These and other questions can be answered by going on line. Mr. Julius Jimeno is purchasing a number of mouse pads to be distributed to employees. The Union will be getting some of the first of these. (We will let you know when we get some.) The mouse pads, bearing the logos of NTEU, AFGE, SHEMD (Safety, Health, and Environmental Management Division, and FMSSD (Facilities, Management and Security Division), also give you a menu of these "How to" modules and the website address. For those of you who can't wait, the net address is: "[HTTP://DC\\_WWW.WIC.EPA.GOV/OA/HowDoI/INDEX.HTM](http://DC_WWW.WIC.EPA.GOV/OA/HowDoI/INDEX.HTM)". The Union wishes to thank our partner Julius Jimeno for setting up this site.

## WHY SHOULD I JOIN THE UNION? By Eric M. Jackson

I'm approached from time to time about the Union. I always recommend that people join the Union and participate. After all, this is the only official bargaining entity for the professionals. The response I usually get is: "Why should I join the Union? What does the Union do?" Well, being a good dues paying member of the Union, I try to relate the various and important duties the Union performs for us. So I will try to enumerate some of the important issues the Union has been involved with over the last couple of years.

(1) Transit subsidy - The Union not only researched this for the benefit of EPA employees, arranged meetings between Metro and the Agency, and negotiated the Transit Subsidy Agreement, but it also fought to keep this valuable benefit when there was talk of axing it out of the budget. (The savings vary but it could be up to \$66 per month)

(2) Reorganization(s) - The Union has been very effective in getting important issues to EPA employees addressed by EPA management. The Union worked on surveying the staff to find out what issues are important. The Union continues to support the EPA employees in the proposed reorganization. The Union worked in partnership with management to develop a highly successful staff-placement plan for the reorganizations in OPPT and OPP.

(3) Federal Triangle - NFFE Local 2050 (now NTEU Chapter 280) was not only instrumental in helping to secure EPA's space in Federal Triangle, but it helped to defeat our getting relocated to the Navy Yard in the heart of a crack-infested South East neighborhood. Under Administrator Reilly, the Union researched the previous land use of the site and found it contaminated with mercury (from WWII torpedo manufacture) and PCBs (the Navy had used the area to consolidate small batches of PCBs into tanker trailers). Once the Union informed Mr. Reilly (as well as certain members of Congress) about this situation, the Southeast Federal Center was deselected as the site for the new EPA building.

A major obstacle to EPA's getting the Federal Triangle complex was Congressional opposition. Both Unions worked together on this one. AFGE Local 3331 lobbied Eleanor Holmes Norton, with whom they have a good relationship. Ms. Holmes-Norton, you may recall, was initially a major opponent to EPA's getting the space. NFFE Local 2050, for its part, desk dropped to all employees an outline of a letter to be written to our individual members of Congress and Senators. Although one would surmise from Administrator Browner's letter announcing EPA's getting the Federal Triangle space that she did it all by herself (the "U" word was never mentioned), it was this additional, substantial political pressure which made the difference. With the move to the Federal Triangle area, the Union has been vary active in making sure the area is suitable and meets the needs of EPA employees. The Union has also been very active in moves resulting from reorganization.

(4) PERFORMS - The Union was instrumental in de-linking the awards process from the performance evaluation process and in getting employees a say in the granting of awards through

employee-staffed Awards Boards.

(5) Indoor air quality/Sick building problems - The Union was instrumental in getting EPA management to recognize that Watercree Mall and other EPA HQ buildings were making people sick, and in getting alternative work space for adversely affected employees. The Union has also utilized knowledge obtained from this process to have carpet removed which was contaminating the work environment and to have new carpet aired out prior to installation to prevent future contamination. The Union also led the fight to get asbestos containing dust (from a shoddy removal job) cleaned up in Crystal Mall 2. This knowledge was also used in designing, selecting materials for, and construction of the new space at Federal triangle.

(6) Flexitime/Compressed Work Schedule - The Union surveyed the EPA employees about their desire to have compressed work schedules. The Union negotiated both flexitime and the compressed work schedule programs implemented here at EPA. This has been a great benefit to all EPA employees.

(7) Telecommuting - The Union has worked to make it possible for EPA employees to commute to an EPA Center closer to their homes, thus reducing their commute time. The EPA employee is then able to perform their normal duties via e-mail and telephone at these satellite locations.

(8) Grievances - The Union, as sole representative of the professional bargaining unit, has worked on several types of personal grievances. These have ranged from "Whistle-blower" cases to performance evaluation ratings.

When asked what has the Union been doing, I think the above mentioned topics just scratch the surface in describing the Union's effectiveness. When I am asked about the value received for the dues paid, I ask that you consider the following. You can recoup more than your dues paid in Metro Transit Subsidy alone. If just a couple of "decompressed" days saves you from taking leave to get your car registered or to go to the doctor, etc., you have again recouped your dues money. Not to mention various discounts such as 10% off at NTB, a low interest Visa Card, reasonable dental insurance etc. There is no such thing as a free ride--it's time for your to join with us.

**NEW COMPTROLLER (Mike Ryan) RESOLVES GRIEVANCES/ULPs by Dwight Welch  
(Follow up to FMD Employees Get Clucked)**

As reported in a previous issue of INSIDE THE FISHBOWL a number of employees, all male, in the Financial Management Division had problems with dropping performance evaluations as well as a general problem of mismanagement and miscommunication from the supervisor. While about 5 or 6 employees experienced this problem, only 4 came forward initially. In the end 2 of the employees hung in there with a grievance. As a result of these grievances, both employees will be reassigned elsewhere and both have had their performance ratings upgraded from "Satisfactory" to "Exceeds Expectations". Indeed, one employee experienced a one hundred point gain in his

score.

Much of the credit for this problem-solving exercise goes to Mike Ryan, the Agency's new Comptroller. Mr. Ryan went above and beyond merely granting of the relief sought; he is also attempting to deal with the underlying problems. Scheduled for FMD was facilitated training designed to improve communications and resolve other problems within FMD. Mr. Ryan is a man of his word, not a manager who just tells the Union what it wants to hear then does something else or nothing at all. We would like to see more managers of Mr. Ryan's caliber in this Agency.

#### PAST PRESIDENTS REPRESENT UNION ON ETHICS AND FLUORIDE RISKS by Bill Hirzy

Union past Presidents Dr. Bob Carton and Dr. Bill Hirzy gave presentations on fluoride risks and the ethical issues faced by EPA staff during development of the Agency's health-based standard for fluoride in drinking water. The two union representatives spoke at a symposium titled "Drinking Water Fluoridation and Ingested Fluoride -- Scientific Risk Assessment" in San Diego, CA on June 21. Earlier speakers at the symposium included Dr. Karl Jensen, EPA ORD researcher and co-author of a recent paper on neuro- and nephrotoxicity of sodium fluoride and aluminum fluoride, Dr. Phyllis Mullenix, Children's Hospital, Boston, MA, Dr. Lennart Krook, Pathology Professor Emeritus, Cornell University, Dr. David Mory, Staff Toxicologist, CALEPA, and Dr. David Kennedy, past President International Academy of Oral Medicine and Toxicology. Drs. Hirzy and Carton gave a comprehensive risk assessment presentation on fluoride, covering absorption, acute effects, reproductive toxicity, mutagenicity, neurotoxicity, skeletal and dental fluorosis, and carcinogenicity. Dr. Hirzy presented calculations for  $R_fD$ s for fluoride based on three different peer reviewed toxicity studies, two involving neurotoxic effects and one involving reproductive toxicity. The three  $R_fD$ 's ranged from 0.000007 mg/kg-day (based on changes in brain morphology and increased  $I_GM$  inclusions in cerebrovasculature) to 0.00015 mg/kg-day (based on increased abortion and calf death rates in cattle). EPA's current  $R_fD$  is 0.06 mg/kg-day (based on objectionable dental fluorosis) **Odd that EPA would base and  $R_fD$  on this end point, since the Agency does not recognize objectionable dental fluorosis and an adverse health effect, but considers it only "a cosmetic effect".**

Dr. Carton also presented on June 23 the paper he co-authored with Dr. Hirzy at the annual meeting of the National Association of Environmental Professionals. That paper covers the history and ethical failures at EPA regarding the establishment of the RMCL (now MCL[G]), a health based goal, for fluoride in drinking water. It was during the establishment of that standard that EPA made it a matter of public policy that having teeth that look like a person has been chewing on rocks and brown shoe polish (objectionable dental fluorosis) was not an adverse health effect, but merely cosmetic.

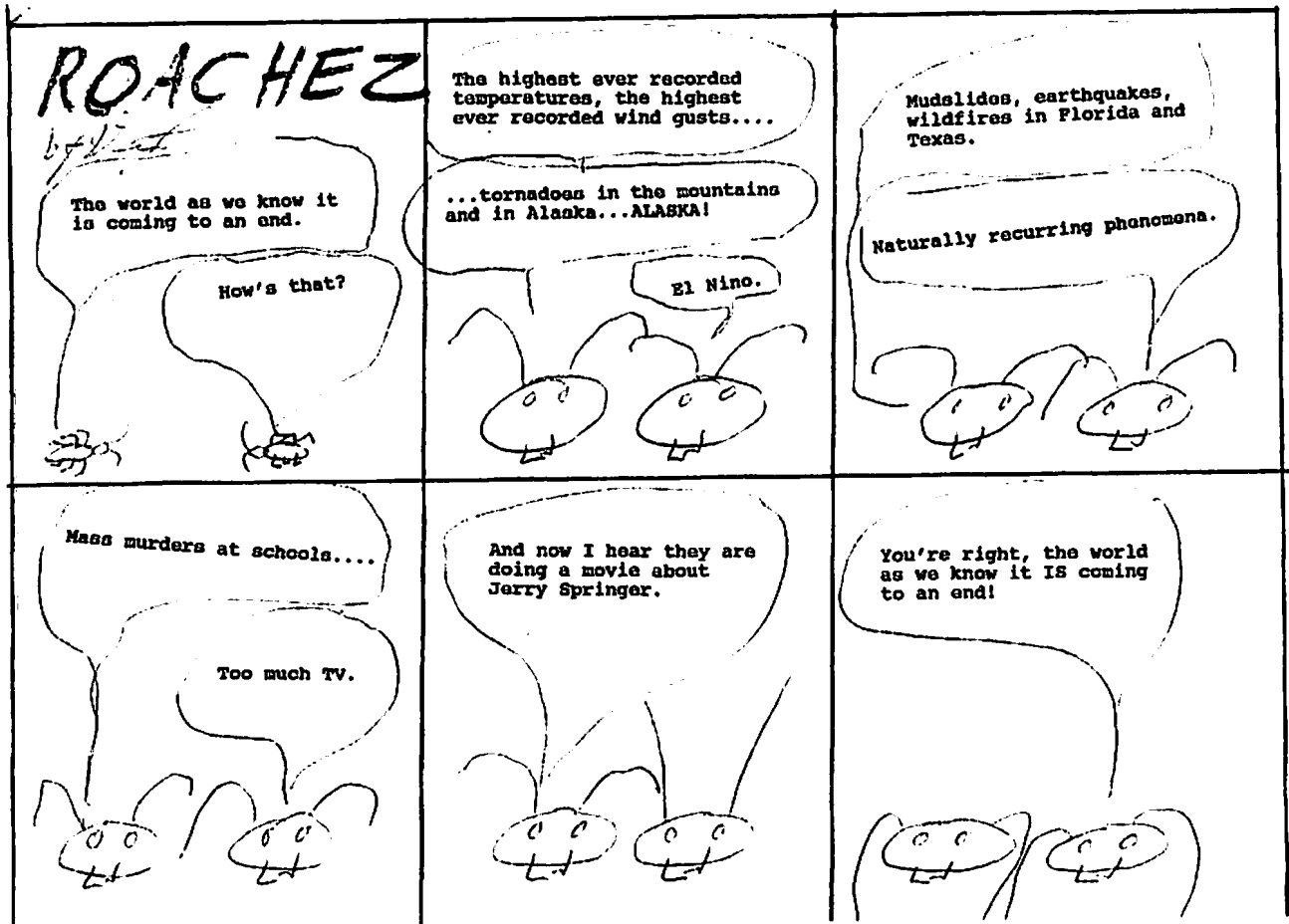
Stay tuned for further developments on this important scientific and ethical issue for EPA and its professional staff.

### DR. STEINGRABER LECTURES ON ENVIRONMENTAL CANCERS

Over 100 EPA employees attended a lecture by Dr. Sandra Steingraber, on June 29<sup>th</sup>, in the EPA Auditorium. Dr. Steingraber was diagnosed with cancer at age 20, survived, and went on to intensively study possible factors involved in environmentally induced cancers in the general population. This led to the publication of her acclaimed work, LIVING DOWNSTREAM: An Ecologist Looks at Cancer and the Environment.

Dr. Steingraber told of how the awareness of environmentally induced cancers, especially from pesticides, is creating widespread concern—even sparking an activist movement somewhat reminiscent of the 1960s Civil Rights Movement. A biologist trained in ecology at the University of Michigan, the widely-sought speaker related several lines of evidence suggesting that an increasing proportion of breast, prostate, testicular, and some lymphatic cancers appear to be associated with pesticides, dry-cleaning solvents, and other chemicals now ubiquitous in the environment. She also emphasized that the timing of exposures coincident with vulnerability of growing tissues (i.e. during early fetal development and puberty) may be as important, overall, as inherent chemical toxicity. She noted that childhood cancers are increasing, as are tumors in fish and mammals living in pesticide-polluted habitats.

Dr. Steingraber's talk was co-sponsored by the OPPT Technical Training Committee and by NTEU Chapter 280



### Privacy Act Statement

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

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

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

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

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

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

National Treasury Employees Union

Chapter No. 280

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

Signature and Title of Authorized Official

National President



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 No. and to remit such amount to that labor organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted which is certified by the above named labor organization as a uniform change in its dues structure.

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

Contributions or gifts (including dues) to the labor organization shown above 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)

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

- PERMANENT
- WAE