

Labor Issues at EPA
Meeting with Administrator Jackson
February 4th, 2009

The Coalition of EPA Union Locals wants to work in partnership with EPA management through the National Partnership Council

- Call upon the Administrator to communicate to her management team her commitment to partnership
- Quarterly meetings between the Administrator and/or Deputy Administrator and the Executive Board of the National Partnership Council – a briefing on “the state of the Partnership”

Employee Performance Review (PARS)

- Move expeditiously to change requirements for the performance rating of “minimally satisfactory”
- Convene the PARS Advisory Boards, per union contracts
- Charge the PARS Advisory Boards to evaluate implementation of PARS and consider the merits of a Pass/Fail system

Freeze all reorganizations and realignments until Administrator’s management team can evaluate the merits

- Administrative Efficiencies Project in the Office of Research and Development
- Shared Service Centers
- Office of Enforcement and Compliance Assurance -- Office of Compliance
- Office of Pesticides – Anti-Microbials Division (AD)
- Office of Pesticides – Bio-Pesticides and Pollution Prevention Division Level II

The outsourcing and centralization of Information Technology functions is inefficient and hurts EPA’s ability to achieve its mission

- “High Performing Organization” for EPA’s Computer Room, Server, and Storage Management Services)
- Customer Technology Solutions
- Institutional knowledge is being lost
- EPA has gotten to the point where we are now dependent on contractors to tell us what our business is.

Growing concern over hiring practices which appear to ignore merit system principles

- Senior Environmental Employment Program (SEEP)
- Federal Career Intern Program
- Title 42 appointments for management positions

Political appointments, such as Regional and Assistant Administrators, need to be prompt

- Ex. During Bush II Administration, it took 18 months to appoint the Region 8 Administrator
- Temporary (i.e. acting) appointments adversely impact careers and mission