



April 18, 2019

Administrator Wheeler,

On behalf of EPA's Coalition of EPA Unions, I want to thank you for reaching out to us and inviting us to have a dialogue with you about recent race-based episodes at EPA headquarters. The unions share your concern and are willing partners to seek improvements in our collective workplaces. Generally, we believe that the March 21, 2019, listening session with you was productive; however, we would like to further engage you on this issue.

Given the limited time and attendance of the first listening session, we felt that it was most appropriate to be represented by the Union Presidents representing the impacted employees. Although we have complete trust in our union representatives, two voices do not sufficiently represent the diverse interests and opinions of EPA's unions. In this instance, our two delegates both represented the interests of Headquarters employees; however, per 5 U.S. Code § 7114, the Unions are the exclusive representative of the impacted employees.

We propose a future meeting on the topic of race with you on some date within the next 30 days. We want each of the five unions at EPA (AFGE, NTEU, ESC, NAGE, NAIL) to be represented. We would like to discuss not only how employees Agency-wide feel about the race-based incidents that have recently occurred in Headquarters, but also ideas for moving the culture at EPA toward greater equity and respect.

Please let us know if you are interested in meeting with us.

Respectfully,

Stephanie Doolan  
Union Coalition Chair