

## Message

**From:** Vizian.Donna@epa.gov [Vizian.Donna@epa.gov]  
**Sent:** **Federal law prohibits disclosure / Ex. 3**  
**To:**  
**Subject:** Fwd: Please Rescind Recent Document Sent to AFGE

Begin forwarded message:

**From:** Personal Security Detail / Ex. 6 @epa.gov>  
**Date:** July 3, 2019 at 10:25:35 AM EDT  
**To:** "Vizian, Donna" <Vizian.Donna@epa.gov>  
**Cc:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** Please Rescind Recent Document Sent to AFGE

Dear Ms. Vizian,

I am requesting you use any and all efforts possible to rescind the document recently sent to AFGE titled "Collective Bargaining Agreement." Having worked at EPA for over 20 years and an equal amount of time in private industry and some state government I have experienced some exceptionally high quality leadership teams and some leaders who had one foot in the cesspool. The document in question unfortunately is moving EPA's leadership to the low end of what I have experienced. Over the last few years, I have witness the efficiency of EPA staff generally decrease to 'I'll do my job' instead of 'I'll do the best job possible.' Any remaining thread of quality in the work by EPA staff is due to the desire to serve our customers – the public and our regulated industries. Respect for our leadership has been eroding away and continually is being reduced as a driver for quality or efficiency.

- Nowhere have I been able to find any dictionary definition which would support calling the recent document an 'Agreement.'
- When the document was delivered and the potential implementation date, I suspect is one of the two or three periods in the year when the largest amount of employees may be on leave and may not be able to either review or respond to this document.
- How the document was communicated to EPA staff, if there was any plan to communicate with EPA staff.

The above three items alone send a very strong message in the lack of respect EPA's leadership has for the staff of EPA.

To begin discussing, the actual content of the document would almost be a joke. I respect your intelligence and common sense to realize the contents are so far removed from reasonable terms for any relationship between an organization and it's workers. These dictates are not a step forward or even adjustments to any current or tentative agreements in play, they are major reversals of EPA's employees abilities to effectively work with EPA leadership, be fairly appraised of their performance, or maintain a modern work-life balance.

In closing, again I implore you to immediately have this document rescinded and communicate with EPA staff of your actions and of any future plans EPA senior leadership intends to undertake in regards to working with the AFGE to put in place a mutually reached Collective Bargaining Agreement.

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“Whoever is careless with the truth in small matters cannot be trusted with important matters.”  
Albert Einstein

**Personal Security Detail / Ex. 6**

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