December 8, 2022

Dear Administrator Michael Regan,

We, the undersigned EPA workers, are writing to ask for your support to impose a fairer promotion framework at EPA.

1. EPA Career Ladder Pay Scale

The Issue: EPA workers should earn the pay that captures the complexity and difficulty of the work required by their positions. More challenging work hasn't gone away—instead, employees are performing more difficult work without being paid at a rate that competes with the private sector. Career ladder positions at EPA are classified with a “full performance level,” the grade at which the career ladder tops off. By refusing to consider extending career ladders in bargaining the Master Collective Bargaining Agreement (MCBA), the Agency is devaluing the work of EPA employees.

Why It Matters: The Inflation Reduction Act (IRA) and the Infrastructure Investment and Jobs Act (IIJA) require a robust and effective EPA workforce that performs higher graded work than previously assigned to accomplish the complex tasks President Biden has assigned to EPA.

This is an equal pay issue: The Agency is getting the benefit of a lower-paid workforce tasked with more complex work but not earning the pay that they deserve.

This is a retention issue: Skilled employees are leaving the Agency for other employers (private and federal) that will pay them what they are worth.
This is a recruitment issue: The Agency is working to attract quality employees but the career path at EPA doesn’t pay as much as other comparable jobs within the federal government. Twenty-five percent of EPA’s job offers to talented recruits are being turned down.

This is morale issue: Dedicated EPA employees are not being recognized for the quality and value of their work to advance EPA’s mission.

What Can Be Done: The Agency should identify the areas of career ladder disparity and raise the salaries of EPA employees by extending career ladders.

2. Merit Promotion for Everyone at EPA

The Issue: The Agency refuses to allow merit to govern promotions of attorneys or to apply its own merit promotion policy to attorneys.

Why it matters: The Agency is failing to ensure fair and open competition attorney promotions by committing to do so under the Master Collective Bargaining Agreement (MCBA).

This is a fairness issue: Lack of competition in attorney promotions risks arbitrary action and personal favoritism.

This is a DEIA issue: Failure to fairly compete all promotions allows implicit bias to influence promotion selections, a documented Agency problem.

This is a vulnerability issue: The absence of free and fair competition for promotions invites corruption.

This is a morale issue: Employees are less motivated for excellence if advancement does not depend on merit.
What Can Be Done: At the bargaining table, AFGE is proposing to include merit principles promotions for attorneys in the MCBA, eliminating non-competed promotions.

We think promotions at EPA should be fair and based on the hard work we actually do. At the bargaining table, we ask you to recognize that our expertise is desperately needed in the moment and is tied to our common goal of a healthy and productive nation.

Thank you for your vocal support of EPA employees. We commend your efforts to shape the EPA workforce to meet the demands of the climate crisis.

Together in Protection of the Environment,

The Employees of AFGE Council 238

Marie Powell  Alec Hudson
Joyce Howell  Mary Rugala
Nicole Cantello  Lauren Steele
Justin Chen  Val Dooling
Tiffany Cooper  William Tong
Britta Copt  Spencer Roberts
Bethany Dreyfus  Sarah Gallagher
Edward Guster  Mimi Newton
Natasha Greaves  Christine Foot
Nathaniel James  Amy McBride
Undine Kipka  Fiona Kohrman
Ken Krebs  Samuel Clendenning
Crystal McIntyre  Eric Pohl
Dianna Myers  Emmie Mccleary
Tricia Paff  Russell Nelson
Alan Powell  Claudia Smith
Jeanne Schulze  Janette Marsh
Ervin Lopez  Andrew Kocher
Sharon Lowery-Martin
Sheri Bianchin
Sandra Karner
Mark Coryell
Jamie Paulin
Valoria Robinson
Ilija Hardage
Omar Salem
Sidler Davis
Ethel Crisp
Jan Nation
Mary C Simmons
Bettina Dunn
Anthony Robledo IV
William Damico
Linda Ross
Elizabeth Lytle
Merylen Haynes
Renee Kearney
Lilly Simmons
Meonii Bristol
William Puplampu
Margaret Gielniewski
Carol Ropski
Lashana Sims
Rob Thoms
Tywanna Greene
Katharine Maria
Houston
Elizabeth Fevrier
Brenda Carrasquillo
Alison Ruhs
David Hoff
Elizabeth Nightingale
Antonio Fernandez
Barbara Benoy

Keith Fusinski
Jennifer Morris
Sara Goldsmith
Judy Lao
Robert Wright
Clarissa Poole
Sineta Brown
Sandra Wallace
Yvette Piãta
Alecia Harvey-Martin
Janet Pope
Tamara Langton
Jeffrey Kimble
Ted Yackulic
Yvette Lopez
Janet Sharke
Diane Russell
LaVetta Walters
Aresia Williams
Robert Giannelli
Ralph Brogdon Jr
Greg Mitsakopoulos
Angelo D’Angelo
Jewel Spencer
Jonathan Schweizer
Jeannie Yu
Bill Monson
Vickey Finch
Dennis Abraham
Pam Lazos
Marla Wieder
Kevin Hill
Michael Knapp
Kathy Jones
Dan Burgo
Rebecca Crane
Beatrice Wheless
Mohammad Rafati
Meredith Lightbody
Oleg Povetko
Dwana Harris
Marcela von Vacano
Brian Kelly
Craig Fosnock
Rebecca Serfass
Danita Larry
Thomas Williams
Joseph Kelly
Xiao Zhang
Nathaniel Moore
Jesse Newland
Mary Ott
Isabel Gonzalez-Smith
Kayla King
Robin Eiseman
Lisa Holscher
Estelle Patterson
Andrea Guajardo
Jianan Shi
Cass Qin
Michael Berkoff
Tomika McGee
Shannon Snyder
Ken Clark
Jacob Herbers
Guy Burke
Yazmin Ramos
Laura Berry
Madeline Gallo
Kathleen Meier
Dakota Sillyman
Katherine Tribbett
Megan Hayes
Luke Kula
Tiereny Bell
Kimberly Jones
Heidi Belec
R Darnell
Theresa Hosick
Natalie Katz
Krista McKim
Marc Stifelman
Julie Congdon
David Drisko
Loreen Targos
Gary Prichard
Clare Scheib-Feeley
Diego Morales
Sarah Richmond
Suzanne Englot
Sherry Banks
Jordan Alves
Deidra Gray
Susan Rittenhouse
Sharon Bowen
Elise Simons
Bonnie Eleder
Lisa Graczyk
Fung Liew
Colin Kramer
Jacob Hassan
Avrohom Lapp
Lisa Schaub
Sandra Karner
Kerryann Weaver
Erika Hoffman
Sherry Kamke
Brianna Fairbanks
Heidi Paulsen
Ruth Ann Sherman
Nolan Hahn
Kyla Townsend-McIntyre
Emily Crispell
Jeffrey Wawczak
Nidhi O'Meara
Kim Churchill
Melissa Milner
Elizabeth McKenna
Nick Witkowski
Gregory Lohrke
Christopher Saporita
Treasure Bailley
Krista Yacovone
Mark Bolender
Catherine King
Louis Blume
Lauren Charney
Alice Hollier
Elim Almedom
Lauren Ziegler
Lisa Champagne
Tricia Edwards
Jay Kim
David Neill
Janet Magnuson
Tatiana Solis
Charles Strehlow
Kirstin Safakas
Ambria Taylor
Demaree Collier
April Nowak
Sierra Cheatham
Jeremy Allexon

Wanda Williams
Matthew Castelli
Andi Hodaj
John Steketee
Barbara Nann
Thomas Minshall
Adam Milton
Cynthia Weiss
Julie Schilf
Peter Ismert
Andrew Kreider
Claudia Guzman
Lindsay Rich Steinetz
David Plantanida
James Cha
Humane Zia
Douglas Naftz
Diane Prend
Melisa Devincenzi
Monica Heimdal
Erin Keith
Walter Williams
Layla Samiei
Christina Baum
Kyle Walters
Mark Muro
Jessica Krank
Hunter Anderson
Rachel Pate
Monica Dix
Christine Tokarz
Monica Paguia
Kendall Cannon
Francene Harris
Nicole Singleton
Adrian Palomeque
Dianne Clark  
John Nordine  
Emily Hall  
Rich Clarizio  
Virginia Galinsky  
Lisandra Trine  
Amy Harvey  
Marcella Hutchinson  
Keith Fusinski  
Marc Fisher  
Margaret Gray  
Shari Holloway  
Michele Barden  
Zack Sasnow  
Michael Mora  
Julie Walters  
Andrew Schmidt  
Linda Watson  
Meaghan Pashen  
Rebecca Geyer  
Anna Wagner  
Wendy Drake  
Sharon Kenny  
Kayla Butler  
John Nguyen  
Portrice Vernon  
Kayleen Castelli  
Charles Hatten  
Carolyn d'Almeida  
Jacobine Dru  
Lucy Stanfield  
Jenelle Hill  
Sonia Vega  
Christine McConaghy  
Daniel Gallo  
Maria Goodine  
Almerinda Silva  
Juanita Huff  
Christopher Staggers  
Marlene Tucker  
Peg Donnelly  
Alex Adcock  
Emmet Keveney  
Alan Engels  
Daketia Lucas  
Nora Wells  
Judy Mason  
Janet Pope  
Barner Hill  
Michael Boydston  
Anne Marie Vincent  
Gregory Janssen  
Carter Williamson  
Pam Gallichio  
Gabriel Turner  
Mindi Snoparsky  
Robert Hill  
Twunjala Bradley  
Jessica Wheatley  
Kevin Martin  
Andrew Maguire  
Aviva Reinfeld  
Abigail Teener  
Jeffrey Borseth  
Kayla Schmalle  
Dave Christenson  
Jennifer Hale  
Sam Portanova  
Joshua Chaimson  
Ellie Hagen  
Patrick Foley  
Olivia Bailey
<table>
<thead>
<tr>
<th>Name</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Juan Mendez</td>
<td>Sandra Leon</td>
</tr>
<tr>
<td>Francisco Arcaute</td>
<td>Thomas Cinti</td>
</tr>
<tr>
<td>Ethan Chatfield</td>
<td>Charles Roth</td>
</tr>
<tr>
<td>Aneesh Ghimire</td>
<td>Tina Alvarado</td>
</tr>
<tr>
<td>Daniel Bagby</td>
<td>Liz Rogers</td>
</tr>
<tr>
<td>Jessica Iverson</td>
<td>Kate Abazis</td>
</tr>
<tr>
<td>Jana Dawson</td>
<td>Chris Len</td>
</tr>
<tr>
<td>Peggy Livingston</td>
<td>Nicole Goers</td>
</tr>
<tr>
<td>Kathryn Quesnell</td>
<td>Heriberto Leon</td>
</tr>
<tr>
<td>Kathryn Rosenberg</td>
<td>Alyssa Graveline</td>
</tr>
<tr>
<td>Valeria Apolinario</td>
<td>Jennifer Abramson</td>
</tr>
<tr>
<td>Genevieve Bucio</td>
<td>Jefferie Garcia</td>
</tr>
<tr>
<td>Allison Reibach</td>
<td>Sarah Rae</td>
</tr>
<tr>
<td>Ysabel Banon</td>
<td>Kristen Scherb</td>
</tr>
<tr>
<td>Ralph Dollhopf</td>
<td>Roberto Buso</td>
</tr>
<tr>
<td>Eda Lam</td>
<td>Martha Brock</td>
</tr>
<tr>
<td>Ramona Kywe</td>
<td>Promy Tabassum</td>
</tr>
<tr>
<td>Rosa Beato</td>
<td>Anna Sullivan</td>
</tr>
<tr>
<td>Carissa Moncavage</td>
<td>Suzette Melendez</td>
</tr>
<tr>
<td>Andrew Moskalik</td>
<td>Marirose Pratt</td>
</tr>
<tr>
<td>Cassandra Greene</td>
<td>Kristin Leefers</td>
</tr>
<tr>
<td>Jeffrey Nast</td>
<td>Gregory Dain</td>
</tr>
<tr>
<td>Cheryl Caffrey</td>
<td>Brian Carr</td>
</tr>
<tr>
<td>Stephanie Mairs</td>
<td>Conner Kingsley</td>
</tr>
<tr>
<td>Lucien Gassie</td>
<td>Lucita Chin</td>
</tr>
<tr>
<td>Sania Tong Argao</td>
<td>Rebecca Sugerman</td>
</tr>
<tr>
<td>Gulfishan Hamid</td>
<td>Caroline Philson</td>
</tr>
<tr>
<td>Juan Alvarez</td>
<td>James Baker</td>
</tr>
<tr>
<td>Daya Mitchell</td>
<td>Julian Davis</td>
</tr>
<tr>
<td>Gobeail McKinley</td>
<td>Keith Weisinger</td>
</tr>
<tr>
<td>Carolyn Gleason</td>
<td>Nicole DeMoss</td>
</tr>
<tr>
<td>Shaula Eakins</td>
<td>Michele Wetherington</td>
</tr>
<tr>
<td>Craig Meredith</td>
<td>Max Greenblum</td>
</tr>
<tr>
<td>Cynthia Meyer</td>
<td>Tyler Sniff</td>
</tr>
<tr>
<td>Joshua Peters</td>
<td>Ariel MacMillan-Sanchez</td>
</tr>
<tr>
<td>Linda Gray Brolin</td>
<td></td>
</tr>
</tbody>
</table>
Melva J Hayden
Danielle Meinhardt
Patrick Woolford
Jennifer Beese
Jeffery Trevino
Marianne Lodin
Carter Cranberg
Gerard Burke
Jay Khuti
Clara Beitin
Paula Feldmeier
Abigail Dean
Suzanne Armor
Lauren Michaels
Yerusha Donaldson
John Nordine
David Gillespie
Christine Warren
Sandra Lesch
Tasia Kastanek
Caelynh Eckhardt
Ilene Munk
Elizabeth George
Joanna Glowacki
LeAnn Jensen
Olivia Davidson
Andrea Leshak
Robert Thompson
Elizabeth Lablanc
Samuel Horowitz
Kathleen Woodward
Robert Smith
Laura Beveridge
Nicholas Vidargas
Patricia Lee
Megan O'Brien
Jocelyn Escobar
Colin Hendrickson
Mike Sadelcek
Philip Gurley
Elizabeth Rosado
Bob Senow
John Matson
Jay Cederholm
Jessica Portmess
Courtney Carter
Paul Schwartz
Bonnie Sawyer
Heather Quigley
Juan Thomas
Victoria Heath
Joan Rogers
Katherine Roeder
Michael Todd
Ashten Bailey
Christina Saldivar
John Jurevis
Danny Lyskowski
Janna Bowman
Megan Zale
Ted Flatebo
Rudy Mueller-Schrader
Kathleen Root
Paul Walkup
Brittney Nadler
Rosita Clarke
Gulfishan Hamid
Renee Wawczak
Ethan Rauf
Leena Raut
Angela Bouche
Mia Bearley
<table>
<thead>
<tr>
<th>Christine Clark</th>
<th>Cristina Schulingkamp</th>
</tr>
</thead>
<tbody>
<tr>
<td>Katharine Marko</td>
<td>Dharma Khalsa</td>
</tr>
<tr>
<td>Sean Kane</td>
<td>Bailey Smith</td>
</tr>
<tr>
<td>Allen Jarrell</td>
<td>Raymond Merrill</td>
</tr>
<tr>
<td>Paul Ruesch</td>
<td>Claudia Toro Vergara</td>
</tr>
<tr>
<td>Kwai Philpott</td>
<td>Zoe Lipowski</td>
</tr>
<tr>
<td>Karina Kuc</td>
<td>Lynn Gilleland</td>
</tr>
<tr>
<td>Ricky Ng</td>
<td>Alyssa Gurkas</td>
</tr>
<tr>
<td>Nancy Rutherford</td>
<td>Raymond Wu</td>
</tr>
<tr>
<td>Ken Marcy</td>
<td>Ryan Graydon</td>
</tr>
<tr>
<td>Linda Muldoon</td>
<td>Julia Black</td>
</tr>
<tr>
<td>Dirk Helder</td>
<td>Wanda Johnson</td>
</tr>
<tr>
<td>Briana Foley</td>
<td>Stephanie Bachman</td>
</tr>
<tr>
<td>Greg Adams</td>
<td>Ana Oquendo-Vazquez</td>
</tr>
<tr>
<td>Lisa Rickards</td>
<td>Kate Larberg</td>
</tr>
<tr>
<td>Roland Alexander</td>
<td>Jocelyn Padilla</td>
</tr>
<tr>
<td>Christina Mogren</td>
<td>Bertanna Lewis</td>
</tr>
<tr>
<td>Walter Schoepf</td>
<td>Louis Noble</td>
</tr>
<tr>
<td>Madison Feshuk</td>
<td>Rosalin Goss</td>
</tr>
<tr>
<td>Tamira Cousett</td>
<td>Dion Novak</td>
</tr>
<tr>
<td>Mary Reynolds</td>
<td>Paige Lambert</td>
</tr>
<tr>
<td>Ami Antoine</td>
<td>Emilie Hoy</td>
</tr>
<tr>
<td>Cayla Baughn</td>
<td>Lauren Pascale</td>
</tr>
<tr>
<td>Jocelyn Scott</td>
<td>Claudia Vaupel</td>
</tr>
<tr>
<td>William Grossett</td>
<td>Michael Ammons</td>
</tr>
<tr>
<td>James Mitchell</td>
<td>Kaitlin McLaughlin</td>
</tr>
<tr>
<td>Charles Rodriguez</td>
<td>Laurianne Jackson</td>
</tr>
<tr>
<td>Christian Bako</td>
<td>Diedre Lloyd</td>
</tr>
<tr>
<td>Phuong Nguyen</td>
<td>Sean Stanton</td>
</tr>
<tr>
<td>Victoria Houser</td>
<td>Ruth Prince</td>
</tr>
<tr>
<td>Eric Brooks</td>
<td>Lonnie Dorn</td>
</tr>
<tr>
<td>Kevin McCartney</td>
<td>Cynthia Parker</td>
</tr>
<tr>
<td>Lauren Boldrick</td>
<td>Lisa Olson</td>
</tr>
<tr>
<td>Timothy Hall</td>
<td>Chris Newman</td>
</tr>
<tr>
<td>Joshua Heiser</td>
<td>Heather Williams</td>
</tr>
<tr>
<td>Anthony Singleton</td>
<td>Doug Snyder</td>
</tr>
<tr>
<td>Name</td>
<td>Name</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-------------------------------</td>
</tr>
<tr>
<td>William Pulkownik</td>
<td>Erin Agee</td>
</tr>
<tr>
<td>Craig Thomas</td>
<td>Devin Donaldson</td>
</tr>
<tr>
<td>Noah Goldberg</td>
<td>Nathaniel Hicks</td>
</tr>
<tr>
<td>Peter Caffrey</td>
<td>Alfred Basile</td>
</tr>
<tr>
<td>Rudolph Kapichak</td>
<td>Lindsay Seeger</td>
</tr>
<tr>
<td>Clayton Bean</td>
<td>Seth Tourney</td>
</tr>
<tr>
<td>Sherry Plata</td>
<td>Kurt Uhlenendorf</td>
</tr>
<tr>
<td>Josue Ortiz</td>
<td>Roberta Person</td>
</tr>
<tr>
<td>Mark Conaron</td>
<td>Curtis Jeffries</td>
</tr>
<tr>
<td>Amber Garcia-Aranoz</td>
<td>Kristin McNeill</td>
</tr>
<tr>
<td>Jason Challandes</td>
<td>Gail Tonnesen</td>
</tr>
<tr>
<td>Anthony Tesori</td>
<td>R Gerhart</td>
</tr>
<tr>
<td>Winnie Zhao</td>
<td>Kendra Wilborn</td>
</tr>
<tr>
<td>Joyce Thurman</td>
<td>Jackie Vega</td>
</tr>
<tr>
<td>Azzo Seguin</td>
<td>Erick Zacher</td>
</tr>
<tr>
<td>Mark Goldstein</td>
<td>Robert Clement</td>
</tr>
<tr>
<td>Edie Stevens-Breckon</td>
<td>Rachel Puttmann</td>
</tr>
<tr>
<td>Alexa Sterling</td>
<td>Nara Jirik</td>
</tr>
<tr>
<td>Melissa Sheffer</td>
<td>Benjamin Carlson</td>
</tr>
<tr>
<td>SaTrina Jones</td>
<td>Adrienne Rivera</td>
</tr>
<tr>
<td>Tina Bailey</td>
<td>Jamie Harris</td>
</tr>
<tr>
<td>Cecilia Quirarte-ortiz</td>
<td>Danielle Shannon</td>
</tr>
<tr>
<td>Jennifer Hubbard</td>
<td>Marc Weiner</td>
</tr>
<tr>
<td>Louis Reynolds</td>
<td>Anntasia Copeland</td>
</tr>
<tr>
<td>Karen Chen</td>
<td>Justin Bordoff</td>
</tr>
<tr>
<td>Christian Matta</td>
<td>Kristine Andersen</td>
</tr>
<tr>
<td>Sherry Davis</td>
<td>Marcel Ritchey</td>
</tr>
<tr>
<td>Cynthia Van Der Wiele</td>
<td>Kevin Gaughan</td>
</tr>
<tr>
<td>Ashley Aspinwall-Barron</td>
<td>Lee Crank</td>
</tr>
<tr>
<td>Sherrie Kinard</td>
<td>Torre Ippolito</td>
</tr>
<tr>
<td>Shawn Hernandez</td>
<td>Kaushik Shandilya</td>
</tr>
<tr>
<td>Germichael Kelley</td>
<td>Kerry Hicks</td>
</tr>
<tr>
<td>Athena Jones</td>
<td>Karen Jeffries</td>
</tr>
<tr>
<td>Aaron Zull</td>
<td>Marguerite Carrothers</td>
</tr>
<tr>
<td>Emily Crawford-Block</td>
<td>Natasha Lohwater</td>
</tr>
<tr>
<td></td>
<td>Kushal Som</td>
</tr>
<tr>
<td>Volpe Vo</td>
<td>Diane Wade</td>
</tr>
<tr>
<td>------------------</td>
<td>------------------</td>
</tr>
<tr>
<td>Courtney Johnson</td>
<td>Vanessa Mbogo</td>
</tr>
<tr>
<td>Kyle Olson</td>
<td>Sahba Rouhani</td>
</tr>
<tr>
<td>Ariana Conner</td>
<td>Cheryl Burdett</td>
</tr>
<tr>
<td>Brenda Raines</td>
<td>Art Wake</td>
</tr>
<tr>
<td>Peter Brumm</td>
<td>Joe Lowry</td>
</tr>
<tr>
<td>Stephen Feely</td>
<td>Alexis Hosna</td>
</tr>
<tr>
<td>Hannah Sanders</td>
<td>Ryan Ihrig</td>
</tr>
<tr>
<td>Rachel Harrington</td>
<td>Tanner Cheney</td>
</tr>
</tbody>
</table>