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SEPTEMBER 1992 EPA-175-N-92-007 NEWS FOR, ABOUT, AND BY EPA EMPLOYEES



U.S., Canada, Mexico Reach "Green" Free Trade Agreement

by Dan Esty, Deputy AA for OPPE

On August 12, President Bush, Ambassador Carla Hills, and the governments of Canada and Mexico announced the completion of negotiations of a North American Free Trade Agreement. This Agreement is the result of 14 months of negotiations and contains a number of pathbreaking environmental provisions.

The NAFTA, which if ratified will take effect on January 1, 1994, creates a **unified continent-wide market** of more than 360 million people and stands to improve the **global competitiveness** of all three countries.

Key provisions include:

- ✓ Elimination of all tariffs among the United

States, Mexico, and Canada over the next 15 years;

- ✓ Access to the Mexican market for U.S. companies on the same basis as Mexican companies,
- ✓ Opening of the Mexican market to U.S. insurance companies, banks, and other service industries (including environmental companies).

Administrator **Bill Reilly** has called NAFTA "the most environmentally sensitive trade agreement ever negotiated anywhere." For example, the Agreement:

- ✓ Calls for the promotion of free trade consistent with the principle of "sustainable development,"
- ✓ Protects our federal and state health, safety, and

Continued on page 4

EPA Sets New Standards to Protect Agricultural Workers from Pesticides

by Linda Fisher, AA for OPPTS

EPA has taken new steps to protect the health of the 3.9 million people working on America's farms and in forests, nurseries, orchards, and greenhouses. The revised **Worker Protection Standards for Agricultural Pesticides**, first

proposed in 1988, will establish safety procedures, mandate safety equipment, and provide information that will significantly reduce the risks associated with pesticide use.

The final rule, announced on August 13, is designed to limit workers' exposure to pesticides; to reduce adverse health effects when exposure occurs; and to inform and educate workers about hazards associated with occupational pesticide use. Specifically, the rule requires that:

- ✓ Employers provide protective equipment, washing facilities, and soap and towels for

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Heads Up

A QUICK LOOK AT EPA NEWS AROUND THE NATION

EPA LABORATORIES

✓ *Environmental Monitoring Systems Lab, Las Vegas*—**Dr. Wayne Marchant** is the new Director of EMSL-LV. Wayne has held a number of management and research positions, including Deputy Assistant Secretary of Interior for Water and Science (1986-1988). EMSL-LV is one of EPA's largest research laboratories with an operating budget of about \$37 million and a staff of 141 employees. (Contact: **Terry Grady**, 702-798-2136.)

✓ *Environmental Research Lab, Athens, GA*—Together with the American Chemical Society, ERL-A recently sponsored an environmental chemistry workshop for **high school science teachers** from 18 Georgia school systems. The intensive six-day workshop featured lectures, lab experiments, "hands-on" classroom activities, and the use of EPA-developed computer modules. A similar workshop is planned for Summer 1993. (Contact: **Kate McDaniel**, 706-546-3524.)

✓ *O.IRM, Cincinnati*—The Human Resources Management Division recently sponsored its first-ever "**Community Service Fair**." Over 20 local nonprofit agencies providing service to the community participated, including Books for the Blind, American Heart Association, Council on Aging, and local hospices. The event was well received and will be expanded next year. (Contact: **Vicki Horsley**, 513-569-7802.)

✓ *Environmental Research Lab, Narragansett, RI*—**Dr. Norb Jaworski**, ERL-N Director, was recently invited to the University of Rhode Island's Graduate School of Oceanography to moderate a session on *Characterizing Ecosystem Exposure and Nitrogen Mass Loadings and Ecosystem Response*. Participants included scientists from state environmental agencies and the Woods Hole Oceanographic Institute and Marine Biological Laboratory. (Contact: **Doug Mills**, 401-782-3000.)

EPA REGIONS

✓ *Region 5*—The State of Illinois recently proposed a modification of a consent decree with Chemical Waste Management for RCRA violations at its Southeast Chicago facility. The modification would add a \$3 million fine, which would raise to **\$11 million** the total of state and federal fines levied on this facility since 1990. Recent findings leading to the additional fine include drum mislabeling, inventory

violations, and inadequate waste analysis. (Contact: **George Hamper**, 312-886-0987.)

✓ *Region 6*—This region has the **largest percentage of employees with savings bond deductions of any EPA Region** (33.3%). **Len Pardee**, Water Management Division, is heading Region 6's Savings Bond Drive this year. (Contact: **Linda Thompson**, 214-655-6539.)

✓ *Region 8*—According to recent notices of violation issued by Region 8, numerous Utah drinking water suppliers have failed to perform tests to ensure safe water for consumers. "We understand the State is struggling for sufficient resources to operate its program," said **Max Dodson**, Water Management Division Director, "and EPA is willing to directly assist them as necessary." Under the Safe Drinking Water Act, states may run their own programs. All do except Wyoming, where EPA provides grants to support the work. (Contact: **Nola Cooke**, 303-294-1119.)

✓ *Region 10*—According to a recent employee survey, Region 10 employees speak the following languages: **Amharic (Ethiopia); Chinese (3 dialects); Czechoslovak; Danish; Farsi; French; German; Italian; Japanese; Korean; Lao; Nepali; Norwegian; Polish; Russian; Sango; Sinhala (Sri Lanka); Spanish; Tagalog; Turkish; Ukrainian; and Vietnamese**. Region 10's champion linguist is **June Alexander**, who speaks Arabic, Danish, German, Italian, and Turkish. (Contact: **Bob Jacobson**, 206-553-1203.)

EPA HEADQUARTERS

✓ *O.IRM*—**Joan Schnell**, Volunteer Program Director, recently established a Volunteerism Council to encourage HQ employees to become active in community volunteer efforts. Members include **Diane Bazzle**, AO; **Maureen Delaney**, OAR; **Cindy Sayers**, OARM; **Greg Marion**, OF; **Paul Frazier**, OGC; **Marilyn Katz**, OIA; **Edgar Thornton**, OPPF; **Barbara Burke**, OPPTS; **Linda Smith**, ORD; **Nancy Allinson**, OSWFR; and **Alice Walker**, OW. (Contact: **Joan Schnell**, 202-260-3600.)



Joan Schnell



and John Duff, Region 9

ASCMS—A System That Really Works

ASCMS stands for the **Administrative Support Career Management System**, which the Human Resources Council launched some months ago for EPA employees in administrative support positions.

The ASCMS includes a comprehensive plan and a step-by-step guide for both support staff and their supervisors so that they can work together to:

- ✓ Assess current support staff **competencies** and current and future **training needs**.
- ✓ Restructure support staff jobs into **meaningful career paths**; and
- ✓ Enhance the Agency's ability to attract, develop, and retain the **highest quality staff**.

Deputy Administrator **Hank Habicht** has formally established the ASCMS as EPA policy and encourages managers, human resources officers, and administrative support staff to implement it in their organizations (in fact, **Cincinnati, RTP, Region 3, and Region 8** have already done so and are enthusiastic about the new system). Each organization is also expected to train its managers and support staff on how to use the ASCMS over the next year.

Some of the helpful materials that the ASCMS contains are:

- ✓ Lists of duties and sample position descriptions for three occupations: **Office Manager, Office**

Automation Assistant, and Environmental Protection Assistant;

- ✓ A **job restructuring** guide;
- ✓ Inventories of **knowledges, skill, and abilities** that restructured positions may require;
- ✓ A comprehensive checklist for **new support staff orientation**; and
- ✓ Guidance for completion of **Career Management Plans**.

For copies of the ASCMS materials, please contact your local Human Resources Officer (special thanks to OHRM for providing copies to the HROs).

P.S. We are delighted to add that the U.S. Department of Interior, Bureau of Reclamation, is now using our ASCMS materials to help their own administrative support employees.

OW Wants You . . . To Reach Out and Teach Someone

OW and the **National Geographic Society** invite all EPA employees to visit classrooms come November and talk about environmental issues. Why? To celebrate **Geography Awareness Week** (November 15-21), the 20th anniversary of the **Clean Water Act**, and 1992 as the "Year of Clean Water." For more information, please call **Mary Lou Soscia**, OW, 202-260-5410.

Update on Internal Communications

by Kym Burke, OCEPA

- ✓ In addition to *EPA InSight*, you can now read the *EPA Journal* and the Agency's press releases on E-mail. Just type VTX when the Email menu is on your screen, press the Enter key, then type 2 (EPA News/Net) and press Enter. What's next on E-mail? Speeches and testimony by the Administrator and Deputy Administrator, as well as the Agency's external newsletter, *Activities Update*.
- ✓ Keep your eyes open for the first issue of *EPA InSight Policy Paper*. The purpose of this new communications vehicle is to ensure that **significant policy information** from the **Administrator** or **Deputy Administrator** is communicated to **all EPA employees**.

The Agency has often provided this type of information to employees through "all hands" memos. By using the *Policy Paper* instead, we hope to help you quickly identify this material so that you may give it priority attention.

We also encourage employees to read the *Policy Papers on Email* (see above).



In the News

“Design for the Environment”— A Driving Force in Pollution Prevention

by Mark Greenwood, OPPT Director, OPPTS

What is “Design for the Environment”? It’s a prevention ethic that is really picking up speed here and abroad—particularly in Japan and in the European Community—and it represents the next wave of industry pollution prevention programs here in the United States. More and more, industry is focusing on **preventing pollution through product design** rather than continuing to dispose of or treat millions of pounds of waste and emissions every year.

The **Office of Pollution Prevention and Toxics** has launched a number of initiatives to stimulate industry to shift toward designing and using chemical substances and processes that are environmentally sound, such as:

- ✓ **Chemical Design Project**—the purpose of this project is to minimize or eliminate use or production of **toxic chemical substances** in the manufacture of chemical compounds. These substances are used as feedstocks, catalysts, and solvents in manufacturing chemicals. Quite

frequently they are also the byproducts of manufacturing processes.

- ✓ **Printing Project and Dry Cleaning Project**—these projects involve small businesses that are generally unaware of the pollution they generate. A major effort is underway to develop information on chemicals, processes, and technologies for these businesses to use in making informed choices about establishing safer operations.
- ✓ **National Pollution Prevention Center**—the **University of Michigan** is the site of this initiative to develop model curricula for engineering, natural resources, and business schools. The ultimate aim is to educate those who will chart the course of business decisions about the **prevention ethic**.

We are also enthusiastic about working with the **Department of Energy** and the **computer industry** to apply DfE principles in environmental research.

As we make progress with our DfE projects, we will keep you posted through *EPA InSight* and other forums.

New Standards for Agricultural Workers

Continued from page 1

- workers who use, or may be exposed to, agricultural pesticides;
- ✓ **Emergency equipment** be made available in the event of a pesticide-related accident or injury;
- ✓ **Restricted entry intervals** after the application of the pesticide be obeyed, except in certain instances;
- ✓ Employers **inform** workers about the risks of pesticides; **train** them in proper safety procedures; and make available a **listing of pesticide treatment procedures** to be used in the event of an accident.

*Editor’s Note: The Worker Protection Standards were published in the **Federal Register** on August 21.*

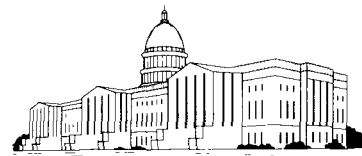
North American Free Trade Agreement

Continued from page 1

- environmental standards;**
- ✓ Commits the three countries **not to lower environmental standards or loosen enforcement** to attract new investment and permits each country **to impose stringent environmental requirements**—such as environmental impact assessments—on all new investors;
- ✓ Protects the trade sanction provisions of **international environmental agreements**, such as the Montreal Protocol;
- ✓ Provides **special protection for the environment** in the resolution of trade disputes.

Congress is expected to begin its review of NAFTA when it reconvenes on September 8, but a final vote will not take place until the middle of next year.

On the Hill



by Robin Groce, OCLA

The **U.S. Senate** will return from its recess on Tuesday, **September 8**, at which time it has scheduled floor debate to begin on EPA's FY'93 Appropriations Bill (the House passed EPA's Appropriations Bill on July 29). Following Senate action later in the week, the bill will be referred to a conference committee to resolve differences between the two versions. Of major concern to the Agency is a proposed cut of \$94 million in EPA's Salaries and Expenses (S&E) Account by the Senate VA, HUD and Independent Agencies Appropriations Subcommittee (Chair **Barbara Mikulski**, D-MD).

The **U.S. House of Representatives** reconvenes on Wednesday, **September 9**.

North American Free Trade Agreement

House—On Tuesday, **September 15**, Administrator **Bill Reilly**, accompanied by Secretary of Labor **Lynn Martin**, will testify before the House Ways and

Means Committee (Chairman **Dan Rostenkowski**, D-IL) on NAFTA and the environment.

Superfund

House—Also on **September 15**, **Dr. Walt Kovalick**, OSWER, and **Alfred Lindsey**, ORD, will testify before the House Public Works and Transportation Subcommittee on Oversight and Investigations (Chairman **Robert Borski**, D-PA) on Innovative Technologies in the Superfund Program. Representatives from **Region 3** and **Region 4** are also expected to testify.

Scientific Advisory Board

Senate—On Friday, **September 18**, the Senate Environment and Public Works Committee (Chairman **Quentin Burdick**, D-ND) will conduct a hearing on legislation that would add two committees to the SAB to address relative risks and environmental benefits.

Winners All Around

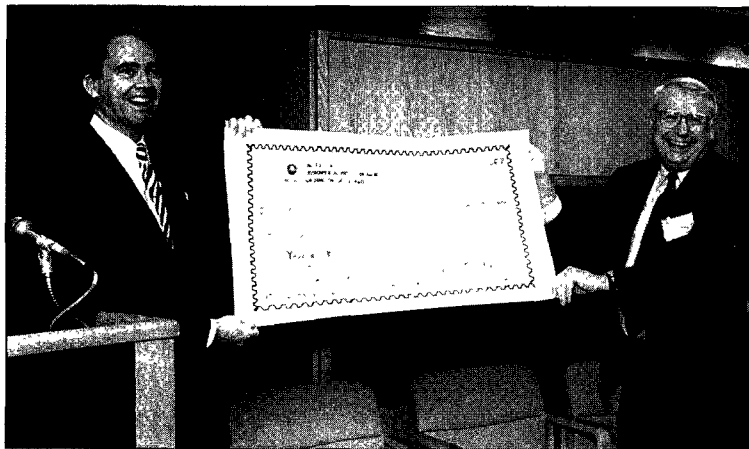
EPA Announces First Recipients of Environmental Education Grants

by Dr. Brad Smith, OCEPA

Two months ago, Administrator **Bill Reilly** announced the first annual winners of EPA grants to carry out environmental education projects. Congress authorized these grants under the National Environmental Education Act of 1990.

A \$1.6 million grant went to a consortium of universities, businesses, and non-profit organizations led by the **University of Michigan**. Consortium members are: **Howard University**, **University of Illinois**, **Michigan State University**, **Sonoma State University in CA**, **Aspen Global Change Institute**, **Center for Environmental Study**, **Global Rivers Environmental Education Network**, **The Greening of Detroit**, **North American Association for Environmental Education**, **Sonoran Anthropod Studies, Inc./Prima Community College**, **Apple Computer, Inc.**, **Electronic Data Systems**, and **Turner Educational Services**.

Grant awards totaling \$2.4 million were divided among 218 schools, universities, and not-for-profit organizations in **all 50 states and the District of Columbia**. Thirty percent of the awards went to



Administrator Bill Reilly and University of Michigan Provost, Gilbert R. Whitaker, Jr.

public schools; 26 percent to state and local government agencies; 24 percent to environmental groups; 17 percent to universities; and 3 percent to other institutions.

For more information, please contact **Mike Baker**, OCEPA, 202-260-4962.

The Do's and Don'ts of Political Activity

Employees may:

- ✓ Register and vote as they choose
- ✓ Assist in voter registration drives
- ✓ Express opinions about candidates and issues
- ✓ Participate in campaigns where none of the candidates represents a political party
- ✓ Contribute money to political organizations or attend political fundraising functions
- ✓ Wear or display political badges, buttons, or stickers
- ✓ Attend political rallies and meetings
- ✓ Join political clubs or parties
- ✓ Sign nominating petitions
- ✓ Campaign for or against referendum questions, constitutional amendments, and municipal ordinances

Employees may not:

- ✓ Be candidates for public office in partisan elections
- ✓ Campaign for or against a candidate or slate of candidates in partisan elections; make campaign speeches or engage in other campaign activities to elect partisan elections
- ✓ Collect contributions or sell tickets to political fundraising functions
- ✓ Distribute campaign material in partisan elections
- ✓ Organize or manage political rallies or meetings
- ✓ Hold office in political clubs or parties
- ✓ Work to register voters for one party only
- ✓ Use official authority to affect a federal election*
- ✓ Promise government employment, contracts or other benefits as a consideration, favor or regard for political activity, or promise special consideration for such benefits*
- ✓ Deprive anyone of federal employment or benefits for refusal to make a political contribution*
- ✓ Make a political contribution to another federal employee in connection with a federal election*
- ✓ Solicit or receive political contributions on government premises*

* This includes **Presidential appointees**.

If you have any questions, please call **Don Nantkes** or **Karen Kucik**, OGC, 202-260-4550.

In Brief



with Craig Annear, OGC

SUPREME COURT RULES ON INTERSTATE TRANSPORTATION OF WASTES

The U.S. Supreme Court recently struck down two state statutes for violating the Commerce Clause of the U.S. Constitution. This clause prohibits states from discriminating against articles—including wastes—involved in interstate commerce.

In *Chemical Waste Management, Inc. v. Hunt*, the Court invalidated an **Alabama** statute which imposed a higher tax on the disposal of wastes generated **out-of-state** than on wastes generated in-state. In *Fort Gratiot Sanitary, Inc. v. Michigan Department of Natural Resources*, the Supreme Court struck down a **Michigan** law which prohibited the disposal of wastes generated **out-of-county unless they were explicitly authorized by the receiving county's solid waste plan**.

EPA filed a "friend of the court" brief in the Alabama case. While the Agency is sympathetic to the interests of local governments in managing wastes, EPA generally opposes restrictions on the interstate transportation of wastes because such restrictions could lead to increased illegal dumping and unnecessary siting.

For more information, please contact **Angelia Souder Blackwell**, OGC, 202-260-6952.

EPA WINS CASE INVOLVING FEDERAL ADVISORY COMMITTEE ACT

EPA recently received a favorable ruling from the U.S. District Court of the District of Columbia concerning the **Federal Advisory Committee Act**. In *Natural Resources Defense Council v. Environmental Protection Agency*, Judge Joyce Hens Green denied the NRDC motion for a preliminary injunction against a planned meeting of the Governors' Forum on Environmental Management.

The Governors' Forum was established by Administrator **Bill Reilly** earlier this year to foster better coordination between EPA and the states in carrying out shared environmental programs. NRDC's position was that the Forum was an "advisory committee" and thus subject to FACA's requirement that meetings be **open to the public**. The Court disagreed and said that the Governors "should not be viewed as merely advisors to EPA...[but as individuals who also] act operationally as independent chief executives in partnership with the federal agency."

For more information, please contact **Hale Hawbecker**, OGC, 202-260-5460.

Waste Not... Want Not



Recycling is Picking Up — But So Is Municipal Solid Waste

by Sylvia Lowrance, OSW Director, OSWER

We're glad to report that recycling has increased substantially nationwide. In 1990, Americans generated 195 million tons of municipal solid waste. Of this total, 33 million tons were recovered for recycling or composting. That amounts to a **17 percent recycling rate**, compared to 13 percent in 1988. This news comes from a recent report on municipal solid waste generation, disposal, combustion, and recovery, which was released in August by EPA's Office of Solid Waste.

Between 1985 and 1990, the **amount of material recovered** from municipal solid waste **more than doubled**. The amount of **yard debris** that was collected for municipal composting increased dramatically during the 1988-1990 period, rising from **2 percent to 12 percent**. If current trends continue, recovery of materials for recycling and composting is expected to rise from the current 17 percent to about 20-30 percent in 1995 (EPA's goal is to reduce and recycle 25 percent of municipal solid waste by the end of 1992) and then up to about 25-35 percent by the end of the century.

In 1988, Americans produced about **4 pounds per person per day** (ppd) of garbage. In 1990, the rate increased to 4.3 ppd, an 8 percent increase since 1988. EPA projects that the amount of garbage generated in the United States will increase to about 4.5 ppd by the year 2000.

The new data also show that 16 percent of garbage was managed by **combustion** in 1990, up from 14 percent in 1988, and that the remaining 67 percent was **landfilled**, down from 73 percent in 1988.

The report's executive summary (EPA/530-E-019) and related fact sheets are available to EPA employees from the RCRA Information Center (for address and phone numbers, please see "Environmental Tips" on this page).

Environmental Tips of the Month

Each consumer can help reduce America's mounting waste problem by making environmentally-aware decisions both at home and at work. **Source reduction**—reducing the amount or toxicity of waste generated in the first place—is the preferred solution to the waste problem. Here are some common-sense tips from *The Consumer's Handbook for Reducing Solid Waste*, a new booklet from the Office of Solid Waste.

- ✓ Containers and packaging amounted to about a third of the municipal solid waste produced in 1990. So consider buying products, such as laundry detergent and juices, in **concentrated** form. They often require less packaging and less energy to transport, saving money as well as natural resources.
- ✓ Reducing the amount of toxic substances in waste is another important component of source reduction. One way to do this is to choose household batteries with **reduced mercury content** (when possible, use **rechargeable** batteries).
- ✓ One of the most effective means of source reduction is using products without hazardous ingredients. For instance, instead of using flea and tick products, put **brewer's yeast or garlic** in your pet's food. Also sprinkle fennel, rue, rosemary, or eucalyptus seeds or leaves around animal sleeping areas.
- ✓ At work, see if "**recharged**" cartridges for laser printers, copiers, and fax machines are available. They not only reduce waste, but also typically save money.

For copies of the booklet, EPA employees should call 202-260-9327 or write to RCRA Information Center, U.S. EPA, Washington, D.C. 20460, Mail Code OS-305. Please refer non-EPA employees to the RCRA/Superfund/UST Hotline, 1-800-424-9346 (TDD 1-800-553-7672).

SUPERFUND SCORECARD

001795

Superfund has completed all clean-up work at
1,795 Superfund sites.

Of these completed Superfund sites, **111** are sites on
the **National Priorities List** as of August 31, 1992.

Calendar

HISPANIC HERITAGE MONTH September 15 - October 15

September

Be Kind to Editors and Writers Month!

S	M	T	W	T	F	S
6 <i>Mayflower sailed for the New World, 1620</i>	7 Federal Holiday Labor Day	8	9 ■ Sept 9/10 National Technology Initiative (NTI) Workshop, Cincinnati (Contact Mike Moore , ORD, 202-260-7671)	10	11	12
13 <i>Grandparents' Day</i>	14 33/50 Workshop (Contact Georgia Dunaway , Cincinnati, 513-569-7650)	15 47th session of United Nations opens in N Y	16 Opening of NETI-West (see below)	17 ■ Sept 17 Trilateral Meeting (Contact Edgar Thornton , OPPE, 202-260-1343)	18	19  <i>National Beach Cleanup Day</i>
20	21 <i>American-made gasoline car, 1893</i>	22 ■ Sept 22/25 1992 Symposium on Radon with Hank Habicht (Contact Timothy Dyess , RTP/AEERL, 919-541-2802)	23 ■ Sept. 23/24 RAs Meeting with Bill Reilly , Region 9	24	25 <i>Bill of Rights adopted, 1789</i>	26
27	28	29 ■ Sept 29/30 NTI Workshop, Research Triangle Park (Contact: Mike Moore , ORD, 202-260-7671)	30	OCT. 1	2 Copy deadline for November <i>EPA InSight</i>	3
OCT. 4 ■ October 4-10 Fire Prevention Week	5	6 ■ Oct. 6/7 DAAs/DRAs Leadership Meeting on Quality	7	8 <i>EPA InSight</i> Editorial Board Meeting	9	10 <i>Panama Canal opened, 1914</i>

Coming Soon— EPA's Newest Training Center

September 16 is around the corner and so is the opening of EPA's newest training center, the *West Facility* of the National Enforcement Training Institute. NETI-West is one of several training facilities at which NETI courses will be developed and delivered. Deputy Administrator **Hank Habicht** and **Herb Tate**, AA for Enforcement, will be among the VIPs at the ribbon-cutting ceremony in Denver.

NETI was established by the **Pollution Prosecution Act of 1990** to train federal, state, and local lawyers, inspectors, civil and criminal investigators, and technical experts in the enforcement of the Nation's environmental laws. It is managed by Executive Director **Ellen Stough** out of OE Headquarters.

The NETI functions as (1) a curriculum design and review group; (2) a clearinghouse of enforcement training information; and (3) an organization and network that delivers training through classroom and other innovative methods. The opening of NETI-West represents a significant step in the achievement of NETI's third primary function.

NETI-West will be managed by the National Enforcement Investigations Center, with faculty drawn from many EPA organizations and various other agencies.

For more information, please contact **Carroll Wills**, Facility Director, 303-969-5815.

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