

# EPA JOURNAL

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THE JOY RIDE IS OVER, BY JOHN R. QUARLES JR.  
DOES THE MERIT SYSTEM HAVE A FUTURE AT EPA ?



INTERVIEW WITH ALVIN L. ALM

U.S. ENVIRONMENTAL PROTECTION AGENCY

# SALUTE TO BIKERS

Incredible as it may seem to many of us, some of our associates still bicycle to work at EPA headquarters daily despite the bite of winter weather.

Their willingness to battle through icy winds is all the more remarkable when you realize the bicyclists have to thread their way through hazardous city traffic, outwit thieves eager to steal their vehicles and tolerate what many of them characterize as "inadequate" parking racks and wash-up facilities at EPA headquarters.

For comments by the bike riders, see page 18.

Most of the rest of us shuffle papers, hold meetings, talk on the phone, write memos and then drive home in a polluting car or bus. Reflecting later on the day's events, we may occasionally have some misgivings about whether we made any progress in protecting the environment.

The biker at least has the comforting knowledge that he did something tangible to avoid increasing the load of pollutants in the air. In addition, the silent bicycle has not added to the cacophony of traffic noise.

Riding a bike may not be possible for all of us. Reasons of health or long commuting distances may preclude biking to work.

Yet some bicyclists drive their cars to the city outskirts, park their autos and then lift their bikes from trunk racks and pedal the rest of the way to work.

In addition to environmental gains and the obvious health advantages, bicycling offers esthetic benefits. The traveler on a bicycle sees a different world than the auto driver or passenger.

The pace is slower and perceptions of your surroundings keener. The scarlet sunrise over the Potomac, which was largely ignored in the car or bus, can now be recognized as a glorious work of Nature, surpassing any scenic painting at the National Gallery of Art. And each day Nature, in her changing moods, will provide a new and stunning portrait in the sky, free to all who will simply take the time to observe.

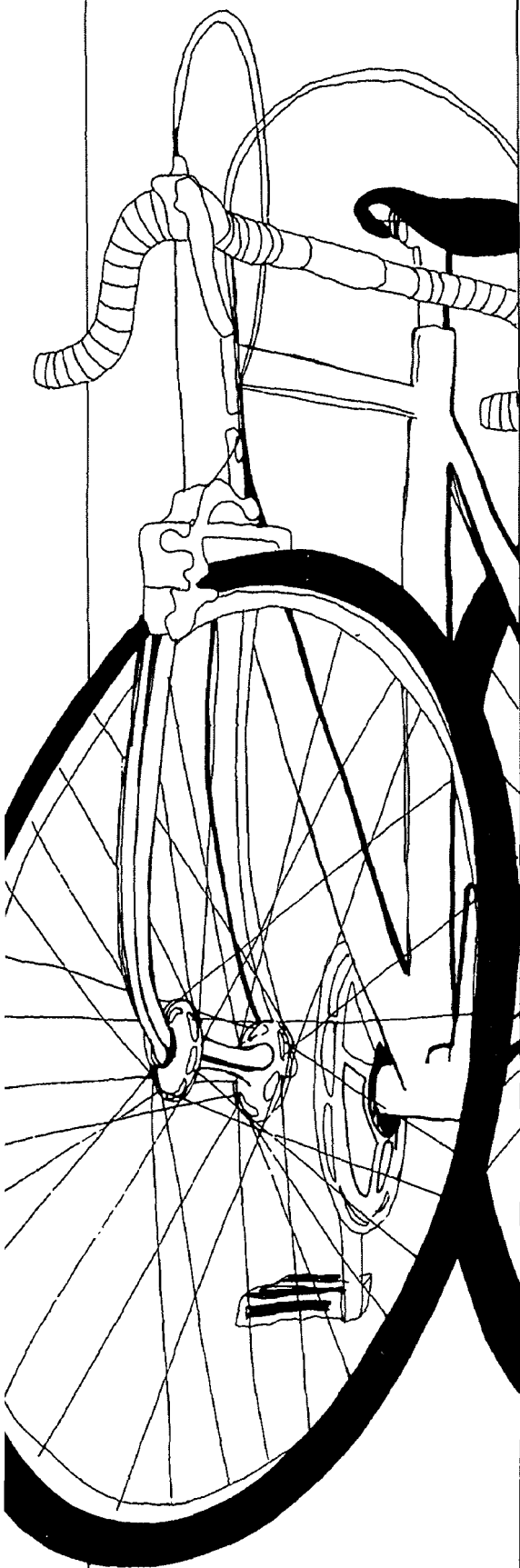
If winter biking is too rugged for you, remember that the days already are getting longer as we move toward Spring once again. Making plans for what you will be doing when May buds blossom is one of the secrets for surviving grim winter.

You might consider reading or re-reading that minor classic, "Spring in Washington," by Louis Halle, an ardent bicyclist. It offers vivid descriptions of the natural world which Halle often explored on a bicycle and which we are trying to protect through our efforts at EPA.

While we wait impatiently for Spring, our winter bike riders can serve us all as a symbol of the old-fashioned grit and gumption that from our earliest days as a Nation have enabled Americans to cope with such small and large sorrows as broken plows, droughts and Indian raids.

As the environmental movement is squeezed by mounting economic and energy pressures, environmentalists need more than ever the self-discipline and patient determination to master adversity which served our forebears so well.

Meanwhile, to EPA's intrepid bikers and to bicyclists everywhere we wish, in the words of the old Irish prayer, "May the wind always be at your back."



# EPA JOURNAL



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Cover: Heavy traffic on Walt  
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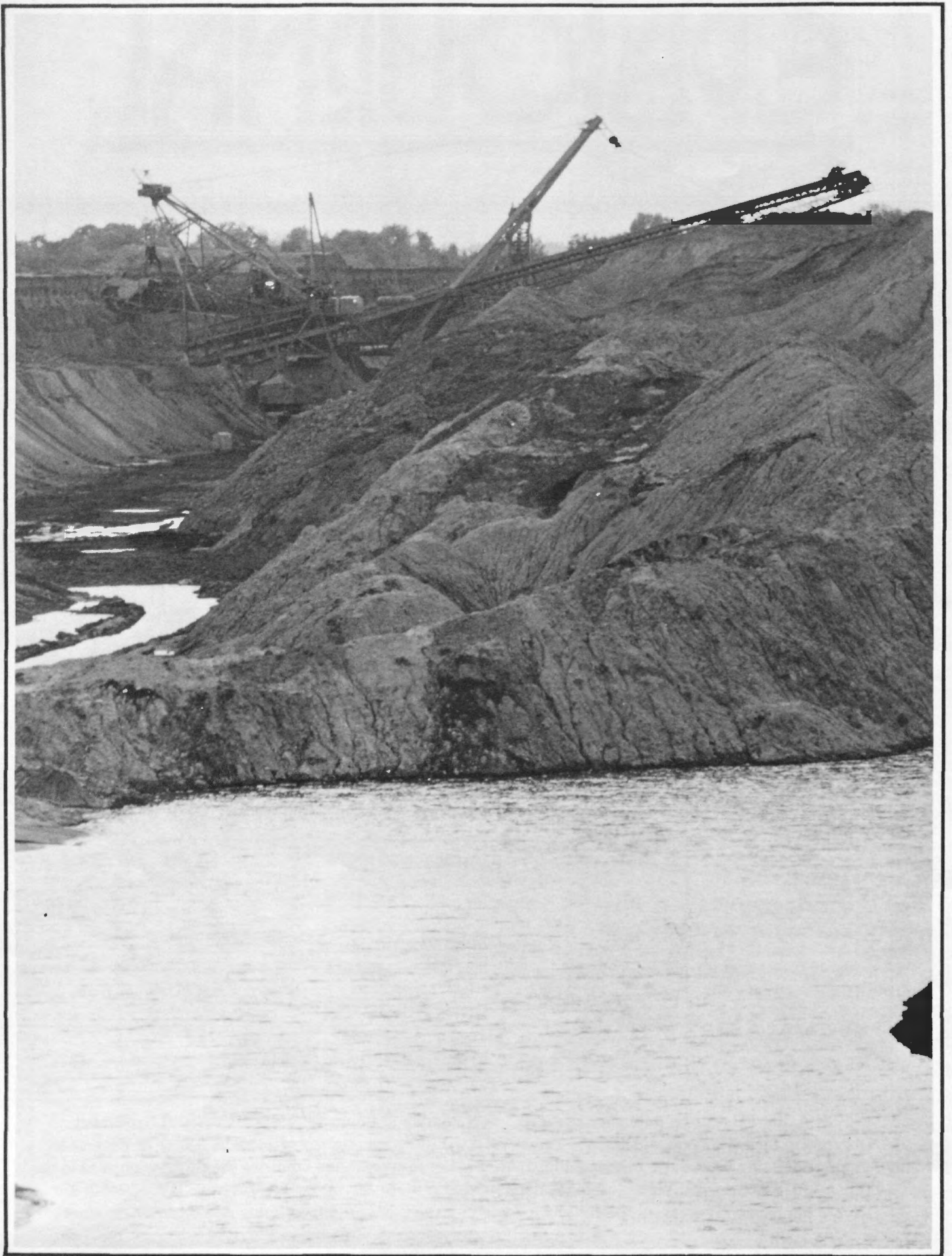
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News Briefs

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# THE JOY RIDE IS OVER

energy, economy, and the environment

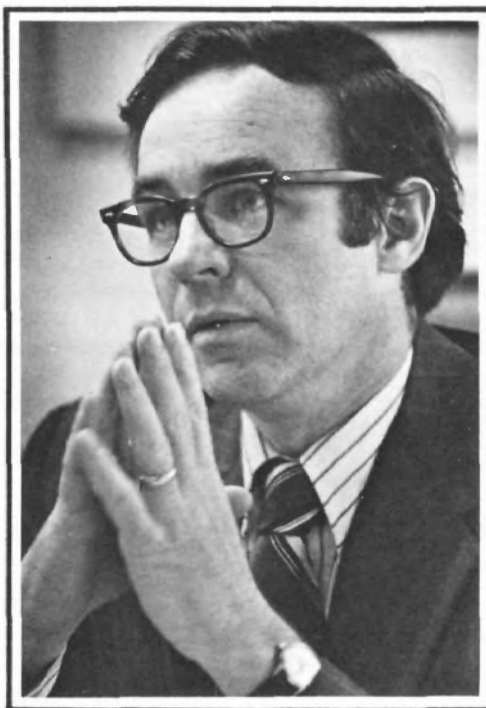
We are entering an era which will perhaps be characterized in Charles Dickens' phrase, "It was the best of times, it was the worst of times."

It may seem like harsh times now that the long American joy ride on limitless supplies of gasoline, other fuels, and electricity is coming to an end. It hits us as bad news that the economy has slowed down and booming growth rates in the national economy probably can no longer be maintained.

The good news is that we have lots of energy to save, a fundamentally strong economy that can adapt to a more sensible rate of growth, an enlightened public that strongly supports our environmental programs and a President who showed in his State of the Union message that he is placing strong emphasis on environmental protection and energy conservation.

I think it is fair to say that the White House has made a substantial shift toward the views advocated by EPA and is placing tremendous importance on energy conservation. The basic Administration position now also clearly reflects that environmental protection is a pre-condition to energy expansion.

Despite the urging of the automobile industry, union leaders in this industry, and a considerable part of the Federal establishment for a freeze on existing automobile emission controls, the Pres-



**BY JOHN R. QUARLES JR.**  
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ident decided to propose tightening the existing standards.

Under the President's proposal the emission levels per mile would be tightened in 1977 from 1.5 grams of hydrocarbons to .9 and from 15 grams of carbon monoxide to 9 grams—standards now in effect in California. This is half the distance from the present interim auto standards to the final standards provided by Congress under existing law. For nitrogen oxides, the present Federal interim standard of 3.1 grams a mile, would be continued for every State except California which now has a standard of 2 grams per mile.

On strip mining, there is clear recognition by the Administration that the public will not tolerate full throttle coal production unless adequate controls can be set up to prevent environmental abuse. The President supports enactment of strip mining legislation. The Administration will offer several amendments to cure specific objections to the strip mining bill recently vetoed, but it will avoid opening up a vast range of questions that were resolved by the Congress in that bill. The Administration will work to achieve speedy enactment of strip mining legislation in an acceptable form.

The third area of conflict between energy and environmental needs is the expanded use of coal to generate electricity. The Administration has solidly



endorsed EPA's position that all new power plants must meet the strict requirements of our new-source standards. It has also endorsed EPA's position that tall stacks and intermittent control systems are not acceptable as a permanent method of control.

The Administration will offer limited amendments to the Clean Air Act to provide more flexibility in allowing power plants to convert from the use of oil to coal and to establish more realistic deadlines for power plants to install scrubbers. The Administration's proposals would insist, however, that primary air quality standards to protect health must not be violated in any case.

In the development of the Administration's overall program, the EPA leadership held a round of discussions with representatives of Federal agencies representing all the interests and concerns important to the public welfare. In contrast to our disagreements of a year ago, this year we reached genuine agreement that these positions are in the public interest.

The approach outlined in the President's State of the Union message does involve significant modification of several requirements under the Clean Air Act. More importantly, however, the President has committed his full support to continuing the progress in the environmental field. Despite the agony of current economic difficulties and the intense need for greater energy supply, the President has declared that this Country must continue to move forward in the national effort for environmental protection. He placed greater emphasis on environmental values and energy conservation than we have seen before.

In addition to the support from the White House and many of the executive agencies we have been encouraged by the recent findings of the Joint Economic Committee of Congress:

"There should be no general relaxation of environmental standards for the sake of reducing inflationary pressures

because: (1) the benefits of this investment clearly exceed the costs, (2) their contribution to inflation has been and will continue to be minimal, (3) delays will only increase the ultimate cost of environmental cleanup, and (4) the stimulative effect of these expenditures on employment in the near future will be beneficial to the economy."

Reviewing the recent history of the environmental movement, we can see that we have made sweeping gains in the past few years. Congress has responded to the will of an aroused American public. First came the National Environmental Policy Act, then the Clean Air Act and the significant updating of the Federal Water Pollution



Act, as well as acts to control noise, pesticides, and ocean dumping.

As a result, in many areas plagued by our most severe pollution problems, the air today is getting cleaner and the water is getting cleaner.

We know that curbing pollution is costly. We have undertaken to correct past mistakes. We know we have to pay now for the "free" air and water despoiled in the past and to include in future industrial and social costs the control of pollution.

This should not come as a surprise to the people of EPA. Environmentalists have been telling us for years — and we have helped to spread the word — that the American way of waste is economi-

cally profligate and ecologically perilous. From Aldo Leopold in the 1940's to Barry Commoner in recent years, we have learned that the whole earth is finite. Land, air, and water and the web of plant and animal life were not made to be exploited by us. We don't own the biosphere in fee simple, but only as joint tenants. And we hope the deed says "with right of survival."

As workers in EPA, the leading agency in America for restoring and maintaining the quality of the environment, we know, better than most, how closely environmental protection is connected to energy uses and to the economy. There is scarcely an EPA program, laboratory study, or enforce-

ment action that is not affected by the energy policies of the Federal Government and the energy-use habits of the public. And every EPA program or action affects the national economy, directly or indirectly. We are required by law to consider economic effects of pollution control regulations and enforcement actions, to weigh the costs and seek the best cost-to-benefit ratios.

In reviewing the economic impact of our environmental efforts, we must remember that making the most economical use of our resources is an environmental as

well as an economic goal. Pollution is waste and when we put that waste to productive use we are serving both economic and environmental ends.

The need to pursue environmental protection goals continues to be critical. The benefits of pollution control expenditures are well worth their costs.

Real progress has been made in recent years in environmental protection but now we are facing rising resistance in achieving the legislative goals and funding needed to continue our advance.

As the Environmental Protection Agency enters its fifth year, we are aware that misconceptions over conflicts—both real and imaginary—

among environmental goals, energy needs, and the health of our economy have slowed the momentum of the environmental movement.

But this is clearly no time to reduce our environmental commitments. We continue to accumulate information indicating that the severity of environmental problems is far greater than originally believed.

For example, recently a research team, working as part of EPA's CHESS Program (Community Health and Environmental Surveillance System) disclosed evidence that exposure to particulate pollution can adversely affect children's breathing capacity. Another study showed that as many as 20 percent of children in a city like New York can develop severe and chronic respiratory diseases.

Another example of the severity of environmental problems is the Reserve Mining case. As you know, we discovered the probability that the discharges by Reserve Mining of iron ore wastes into Lake Superior were posing a threat of cancer to the people of Duluth, Minn., whose drinking water comes from the lake. While the disposition of this case is yet to be finally decided by the courts, the frightening public health questions it raises remain.

In addition to our responsibility for protecting public health, we also have an obligation to save the beauty of our natural world and the resources needed to sustain life on this planet.

Most reasonable men and women have long arrived at the realization that a healthy environment is as necessary for our society as a strong economy and sufficient energy. But where conflicts arise among these three factors, balances must be struck and compromises made. While most of us accept this, we continue to hear the voices of some who regard environmental concern and protection as frivolous. For these individuals, the only issues that matter are the well-being of the economy and the res-

toration of energy without end. The environment be damned.

It would be unfortunate enough if the cause of environmentalism had to contend only with those who did not love the environment enough, but the cause is also ill served by those who love it too much. We have all met or know of individuals who in their zeal for a cause or ideal do more harm than good to that goal. Such is the case of those environmentalists who, like the know-nothings of anti-environmentalism, grant legitimacy and primacy only to their cause. That man does not live by clean air and water alone is of no concern to them.

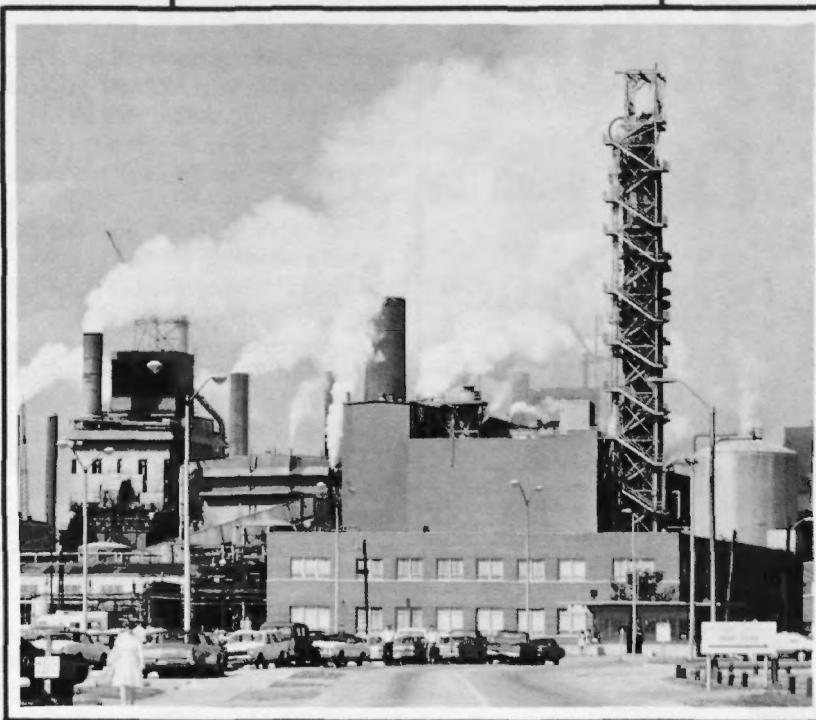
It is my hope that both of these groups will respond to reason, but of

environmental Quality announced its latest clean-up estimate for the decade ending in 1983: the cost of cleaning up the Nation's air, water, and land is now put at nearly \$195 billion, up nearly one-third from last year's estimate. Many have asked whether such expenditures of money are justified in these times. We feel that they are, but what about the citizens? A decrease in illness and death due to environmental pollution control is often difficult to appreciate when the benefits are not immediately visible but the bills are. Environmental protection may not provide instant satisfaction the way spending money or pressing down the accelerator does. But in the long run we know that

the return on environmental protection is life preservation, and that fact alone justifies the cost.

I believe, and opinion polls support my belief, that this is also clear to most Americans. It is for this reason that environmental protection must be ranked among the most important considerations when the crucial decisions that will shape the future of our Nation are made.

In the individual hardship of employee layoffs, the national economic difficulties of inflation and recession, the tightening squeeze of energy shortages, and the conflicts which require some



one thing I am certain: our role and the role of this Agency remain unchanged. We will continue to work for the environmental protection that the Congress has commanded and the people deserve. Where other considerations besides the environment must be weighed, they will be weighed and compromises will be made where necessary. This should not be construed by anyone as either a weakness or a sell-out, for it will be neither. It will simply be our way of meeting the new realities that we all must face.

One of the realities that all programs of the magnitude of environmental protection must face is cost-benefit analysis. Recently, the Council on En-

modification of our environmental goals — in all these respects these seem to be the worst of times. But from a longer view we can see that the country is making a basic and essential transition. We are shifting from attitudes and patterns of unlimited material growth, consumption, and environmental abuse toward a new national way of life that seeks to balance the activities of man with the resources of our natural world. Only by finding that balance is there hope for our future. Even though we are now bearing the full cost and wracking burdens of seeking that balance, we are continuing to move ahead, and in this sense these are the best of times.



Does EPA's leadership really support the Civil Service system? How do you get promoted? Will there be mass layoffs in 1975? Has the security crackdown in EPA paid off? Mr. Alm answers these and other questions of interest to employees in this interview with EPA Journal.

# does the merit system have a future at epa?



**Q** I would like to start off by asking you what is your impression of employee morale in EPA at the present time?

**A** I believe that for a number of reasons employee morale at EPA is not as high as it should be. These reasons are varied, but include the mixture of new people with those of our predecessor agencies, an impatience by many in the progress made in accomplishing our goals, uncertainty about budgets, reorganization, and certainly the aftermath of Watergate.

The Agency's morale is of real concern to management. Some of the actions we are taking to stabilize constant reorganizations, to improve communications between top management and the employees, and to push forward on our executive development program and upward mobility program should all lead to improvements in morale. Most important, however, is management's commitment to fair treatment of employees and encouragement of their further development and advancement.

**Q** What are EPA's priorities in personnel management?

**A** Let me cover three or four items. First, executive development is certainly a key priority. Historically, many of the top management positions in this Agency have been filled by outsiders. We now have a large cadre of experienced and highly capable people within EPA, and it is very important that our executive development program identify those with skills and talents and assure that most of our top management positions are filled from within.

Second, we need to tighten up on personnel management in general, and specifically position management. We have just published an order on position management. Last month we started evaluating all headquarters jobs. We must tighten up and improve our personnel management operations, and I believe a great deal of progress is being made.

Third, we need to give major emphasis to our upward mobility program. I am working very closely with the Office of Administration on this, and we hope to have some initiatives that will greatly strengthen our upward mobility efforts in the near future.

Fourth, our efforts to be sure that the merit system works and that no bias occurs in filling jobs have a very high priority. We need to assure that all EPA employees are given a full opportunity, and that includes women, our older employees, and minority groups.

It is not only important that we put these reforms into effect, but also that we effectively communicate to all employees that the merit system is working and that they should take advantage of the opportunities available.

**Q** In view of the decline in the economy and widespread unemployment, and the retrenchment by some industries and governmental bodies, do you foresee any employment cutbacks or reductions in force in the coming year?

**A** The only reduction in force now in effect is at the Cincinnati National Field Investigations Center. Overall, the 1976 budget will see a small increase over the current level. Other than the Cincinnati NFIC, I do not foresee any reductions in force.

**Q** Will there be transfers from headquarters to the regions and laboratories to reduce the number of people at headquarters?

**A** Although we look toward increases in the regions and the National Environmental Research Centers, we are not going to make changes merely to be making changes. As new programs develop or priorities and workloads change, activities and positions would be transferred to the regions and the NERCs from headquarters.

But we want to move cautiously, keeping uppermost in our



mind the impact of any moves on EPA employees.

**Q** Are reductions in grade generally being proposed for the Agency?

**A** No.

**Q** What future do you see ahead for EPA? Has it stopped growing? Are we over the hill now in terms of employment and promotion possibilities?

**A** Programmatically, EPA is merely beginning now to reach its zenith. We have gone from enactment of very comprehensive legislation through the development of most of the implementing regulations. We are engaged in the very difficult job of implementing some of the most complex and far-reaching laws in the Nation. Because of the substantive requirements, I do not, in any way, see the responsibilities of EPA declining. I see them growing. As such, I see increased opportunities for EPA employees. I believe that our ability to implement these very complex programs in the next few years will be the real basis for EPA's long-term contribution to our society.

**Q** A Washington newspaper reported that the United States Civil Service Commission has prepared a report which criticizes EPA for violations of the merit system. Is that true?

**A** The Civil Service Commission report set forth a number of technical deficiencies and we are making concerted efforts to correct them. The Commission report in no way criticized EPA for political influence in its hiring practices.

**Q** How many Schedule C jobs are there in EPA?

**A** EPA has 17 Schedule C jobs. This represents two-tenths of one percent of our total employment force. Each of these Schedule C jobs has been reviewed by the Civil Service Commission and is acceptable to the Commission.

**Q** We heard the Civil Service Commission is going to send a team to EPA to start checking on jobs and grade levels. Is that true?

**A** That is incorrect. As I indicated earlier, our Personnel Management Division began a review in January. We will be reviewing all Washington positions. About 25 percent of our total Washington complement will be interviewed by the EPA team.

**Q** Will EPA ever settle down and stop this constant reorganizing?

**A** I think we must put a stop to constant reorganization. As you may be aware, we have recently put out an order that would require approval of all branch level reorganization. We believe this action would have the effect of greatly diminishing reorganization. However, as new programs are created or current operations become obsolete, we must evaluate whether reorganization is desirable. The burden of proof should be on whether reorganization is needed for meeting program objectives. If a compelling case cannot be made, we should avoid the morale and operational problems caused by constant reorganization.

**Q** When will all the EPA offices in the Washington area be consolidated in Waterside Mall?

**A** We had originally hoped to do that by now. Unfortunately, our original estimate was somewhat optimistic. We hope by mid-1975 to have most of our employees in Waterside Mall and all employees will be located there by 1976.

**Q** Why was the women's program office in EPA abolished?

**A** The women's program was not abolished. A task force looked at the whole area of civil rights and urban affairs and concluded there was a need to separate the policy functions from the operating functions. In doing so, the previous position of women's coordinator was kept as part of the policymaking operation. The operational part of the program is handled in the Office of Administration and we are now recruiting

someone to handle the women's programs from the operational point of view.

**Q** How can blacks, Chicanos and women get higher paying jobs in EPA?

**A** I think that employees should first consult with their supervisor and with the Personnel Management Division to determine what career ladders are available, what their training needs are, and then set goals for themselves in terms of the kinds of positions they would like to fill. I would urge that headquarters employees visit our Training Center in the Mall

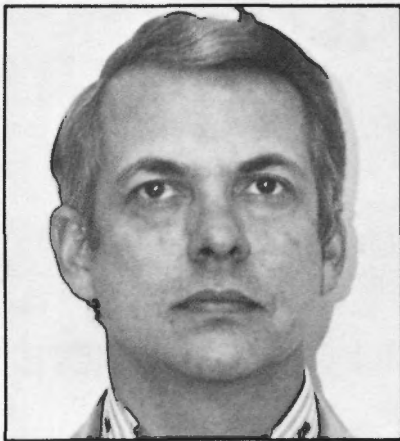
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# interview with alvin l. alm

assistant administrator  
for  
planning and management

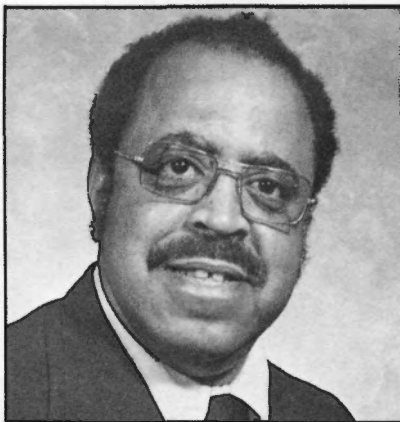


The Gold Medal for Exceptional Service is the highest award granted by EPA. The three Gold Medalists for 1974, together with their individual citations are:



**DR. THOMAS W. DUKE**—Director, Gulf Breeze Environmental Research Laboratory, National Environmental Research Center, Corvallis, Oregon.

For selfless dedication and sustained outstanding performance as an administrator, as a scientist, and as a leader of scientists, contributing to the successful accomplishment of EPA's pesticide, estuarine and marine water quality programs.



**ALFRED C. SMITH**—District Oil and Hazardous Materials Coordinator, EPA Region V, Chicago, Illinois.

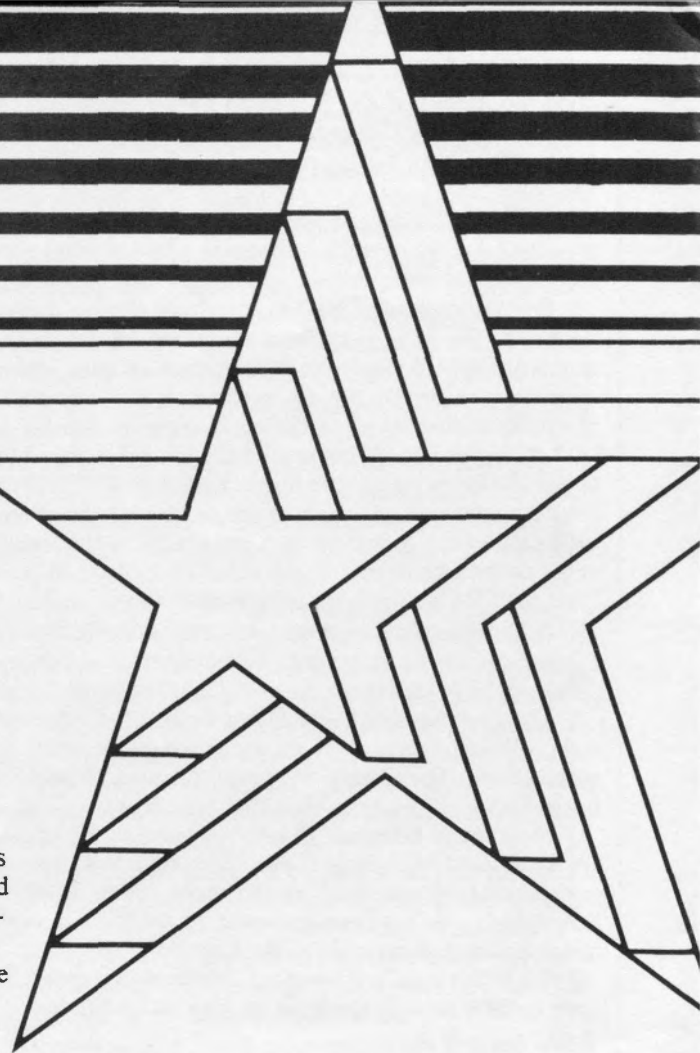
For outstanding and heroic service to Region V communities and State governments in implementing an effective emergency response program to cope with the problems of oil and hazardous materials spills.



**SEYMOUR D. GREENSTONE**—Director, Management and Organization Division, Office of Administration.

In recognition of his unique and outstanding contributions to the organizational and procedural design of critical components and systems within EPA.

## EPA'S



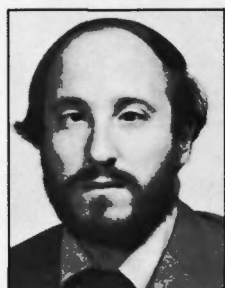
**T**hree officials were awarded the Gold Medal for Exceptional Service and nine others the Silver Medal for Superior Service in EPA's Fourth Honor Awards Ceremony Jan. 9.

In making these awards for superior achievement and dedicated service during the past year, Administrator Train said, "The employees honored here today are truly representative of all of us. They reflect the highest standards and goals to which we all are pledged. The record of achievement of these men and women in serving the high purpose of confronting and resolving the environmental problems of our Nation is testimony to their dedication and commitment."

Annually, EPA gives special recognition to those employees under 31 years of age who have made exceptional contributions to the Agency's mission. This year Awards for Outstanding Youth Achievement went to Fred T. Arnold, Office of Pesticides Programs; Oddvar K. Aurdal, Re-

The individual recipients of the Silver Medal for Superior Service are:

# FOURTH AWARDS CEREMONY



Dr. Kenneth Bridbord, Research Medical Officer, National Environmental Research Center, N.C.



Victor J. Kimm, Associate Deputy Assistant Administrator for Planning and Evaluation



Jean J. Schueneman, Director, Control Programs Development Division, Office of Air Quality Planning and Standards



Dale S. Bryson, Deputy Director, Enforcement Division, Region V, Chicago



Ray E. McDevitt, Attorney-Advisor, Water Quality Division, Office of Deputy General Counsel



Sarah M. Thomas, Chief, Library Systems Branch, Office of Administration



Rebecca Ward Hanmer, Assistant Director, Resource Development Liaison Staff, Office of Federal Activities



Albert C. Printz, Jr., Director, Field Operations, Office of Water Enforcement



Richard D. Wilson, Director, Stationary Source Enforcement Division, Office of General Enforcement

gion X, Seattle; Theodore R. Breton, Office of Noise Abatement and Control; Timothy Fields, Office of Solid Waste Management Programs; Deborah J. Humphrey, Region X, Seattle; Dr. Michael J. Prival, Office of Toxic Substances; Doris J. Ruopp, Office of Toxic Substances; Deanna Wieman, Region IX, San Francisco; and Beverly Sharon Williams, Office of Water Enforcement.

Roger D. Lee, a commissioned Public Health Service Officer and chief, Surveillance and Technical

Assistance Section, Office of Water Program Operations, received the PHS Meritorious Service Medal in recognition of his leadership in water supply programs at home and abroad.

A Special Commendation was awarded to William H. Mansfield III, a Department of State Foreign Service Officer on detail to this Agency, in recognition of his outstanding contributions as Director of Bilateral Programs, Office of International Activities.

In addition, Group Awards of the Silver Medal were made to the Minority Institutions Research Program, Office of Research and Development; and the Effluent Guidelines Division, Office of Water and Hazardous Materials; and the Effluent Guidelines Economic Task Force, Office of Planning and Management.





### dirty pictures

More than 500 "dirty pictures" were submitted in the "Dirty Picture Program." The program was sponsored recently by Region I Public Affairs for amateur photographers in New England. Its purpose was to document on film ecological eyesores in the region, to stimulate improvements to the environment, and to demonstrate the need for continuing programs of environmental protection.

The entries were reviewed by a panel of judges made up of EPA staff members from the Air, Water, Solid Waste, and Enforcement Branches, the Management Division and Public Affairs Division. Most of the photographers focused on solid waste, although a number of air and water pollution photos were submitted.

The judges selected 29 pictures for first prizes and 18 for honorable mention. Plaques will be sent to first prize winners and certificates for honorable mention.

### poetry and posters

Region I has begun its third annual Elementary Education Ecology Poem and Poster Program. Offered to all students in grades K-6 in New England, the program encourages young people to examine various aspects of pollution and the environment. The students submit poems or posters for review by a panel of judges appointed by EPA Public Affairs. The panel is made up of representatives from civic, educational, and environmental groups in the metropolitan Boston area. Plaques and certificates will be presented to winners in April. Approximately 100,000 students participated in the program in both 1973 and 1974 and even more entries are expected this year.

### environmental stamp

For the last two years, the Region I Office has issued an environmental stamp designed by its Graphics Office. Preparations are now under way for the third annual stamp. As in previous years, the stamp will read "For a Cleaner New England" and will depict in three colors a rural scene and the EPA logo.

A total of 300,000 copies of the stamp will be printed and sent in April to environmental, civic, educational, and government groups in the six states, as well as to all employees in the Regional Office.

The environmental stamp is a reminder that people must continue to work for a cleaner and healthier environment in New England. The stamps' widespread use in 1973 and 1974 demonstrated an increasing support and concern "for a cleaner New England."

### awareness week

Region 2 has offered to act as an information exchange point in its area for environmental groups that are planning activities for National Environmental Awareness Week, April 19-26. The regional office has suggested that these events could be used to highlight how far the various governmental jurisdictions have progressed in meeting the goals of the 1970 Clean Air Act, the 1972 Water Pollution Control Act and other environmental laws.



### on-land disposal

Follow-up interest has been high after the Middle Atlantic Region's symposium Nov. 20-21 on land application of waste water. Many citizen groups, some from outside of the region, have expressed an interest in getting their communities to use spray irrigation or other land application techniques as part of their municipal waste water treatment systems. They are especially attracted by the lower treatment costs of land application as opposed to more conventional advanced waste treatment methods. Copies of the symposium proceedings will be available soon from the Region III Public Affairs Division.



### water quality

The National Water Quality Commission has begun a study of water quality in the Southeast which is expected to continue into the Fall and may culminate in a full-fledged public hearing in Atlanta. The study is focused on the Chattahoochee River, one of some 11 river basins in the Nation under survey by the Commission. The Chattahoochee begins as a mountain brook in North Georgia and flows into the Gulf of Mexico, dividing the states of Georgia and Alabama in route. The river is the source of Atlanta's drinking water.

### tva resists order

EPA and the Tennessee Valley Authority, after months of efforts at negotiating legal and operative complexities of the Clean Air Act as it applies to TVA, were officially deadlocked as EPA Journal went to press. The disagreement stemmed from a December order by Region IV Administrator Jack E. Ravan directing TVA to clean up stack emissions of particulate matter at 10 of its coal-fired electric plants in Alabama, Tennessee, and Kentucky. TVA contends it is not subject to enforcement action under the Clean Air Act.

However, the Authority did not immediately come up with a formal reply. If TVA does not submit certain information on its intent, it would be in violation of the order and subject to criminal provisions of the Clean Air Act, contends EPA. Region IV enforcement says TVA is lagging behind most private utilities in its clean-up efforts. It also is contended that precipitators installed by TVA do not meet state emission regulations.

EPA has taken the position that TVA, although a corporate agency of the Federal Government, is subject to the same pollution-control rules as private utilities and industry. Earlier, the U.S. Circuit Court of Appeals in New Orleans upheld a suit brought by the State of Alabama against TVA. The State also argued that TVA must obtain the same air pollution permits as private utilities and industry. TVA, under the Ravan order, is directed to install air pollution control according to a timetable extending over the next three years.



### shopping centers

The International Council of Shopping Centers Environmental Action Committee is sponsoring a series of workshops for its members in Region V, beginning in late March or early April, to orient them to EPA's requirements for indirect sources of air pollution. Called "Indirect Source Review Workshops," the sessions will be designed to clarify application procedures and regulations, to answer questions on the Federal review time schedule, and to review criteria. The workshops will be held by and for ICSC members with EPA personnel participating. In states where indirect source regulations are being proposed, the workshops will be supplemented with explanations of state review criteria by state officials.



### construction grants

Region VI has been holding a series of meetings with representatives from organizations and industries involved in EPA's construction grants program.

Purpose of the meetings is to discuss problems involving the program for construction of municipal wastewater treatment plants and to help speed these projects.

Comments received from meetings held in Dallas and elsewhere in the region are being studied to determine procedures for eliminating existing problems.



### newspaper tour

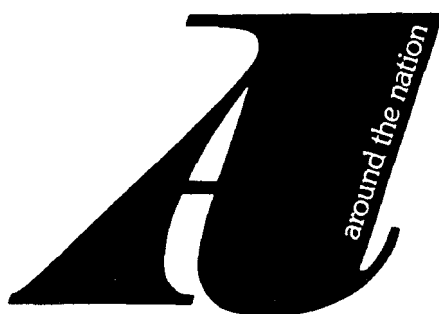
The Deputy Regional Administrator Charles V. Wright and Randall Jessee, director, Division of Public Affairs, recently completed a four-day tour of major regional newspapers as well as State Offices to discuss the economic impact of environmental controls.

A question and answer pamphlet was prepared by the Regional Office and was distributed during the tour. Several constructive stories resulted from the meetings with editors and environmental writers. A positive case for the development of environmental controls was presented to the news officials.

### pesticides conference

On Feb. 25-26 pesticide producers and state regulatory agencies will meet with EPA Pesticide officials, including authors of the new pesticide regulations, in a two-day seminar at the Continental Hotel in Kansas City, Missouri.

Jerome Svore, Regional Administrator, said that in view of the registration requirements and stepped-up activities in the pesticide distribution control field, it was felt that such a meeting would enable registrants to better understand the new law as well as enable EPA officials to coordinate their activities in controlling toxic pesticides.



### gasps in utah

News of reported increased respiratory illness in some parts of Utah because of exposure to high levels of sulfur oxide and sulfates in the air has stirred wide interest in that State and requests for more information.

The inquiries stemmed from release of EPA research results which showed that communities closest to the Kennecott copper smelter near Magna, Utah, suffered the highest incidence of such problems as bronchitis, croup and acute lower respiratory illness.

Most significant increases were noted after people had lived in the exposure area for two years or more, according to the report "Health Consequences of Sulfur Oxide." The report pointed out that cigarette smokers who live in the high and moderate exposure communities subject themselves and their families to even higher likelihood of respiratory problems when effects of smoking and sulfur pollution are combined.



### suit against smelter

A court decision is expected shortly in a case brought by Region IX against the Phelps Dodge Corporation for allegedly discharging, without a permit, industrial wastes and domestic sewage from its Douglas, Arizona, copper smelting facility.

This plant, located one mile above the Mexican border, discharges approximately 500,000 gallons of wastewater a day into the Whitewater Draw which flows across the international boundary into Mexico.

The action, charging Phelps Dodge with violation of the Federal Water Pollution Control Act, was taken by the United States attorney, on behalf of EPA, in the U.S. District Court for the District of Arizona, on Dec. 13, 1974.

Since September, 1973, Phelps Dodge has twice been requested by EPA to file an application for a permit to discharge. As EPA Journal went to press, the company had not filed an application.



### pesticide disposal

Disposal of pesticide containers, identified as the number one hazardous waste problem in Region X, will be a topic of discussion at a meeting in Seattle Feb. 25-26 of representatives of Alaska, Idaho, Oregon and Washington.

Purpose of the meeting, to be hosted by the Hazardous Wastes Section at regional headquarters, is to develop cooperative approaches to solving hazardous waste disposal problems in all four states.

Battelle Northwest, a private research firm, will present a status report on its study of the management of all hazardous waste in Region X. Battelle Northwest is currently under contract to EPA to identify state by state, and industry by industry, business firms that generate hazardous waste in order that EPA and State governments can implement environmentally sound waste disposal practices.

Representatives from the Hazardous Waste Management Division in EPA headquarters will also make presentations at the meeting.



# THE REAL COST OF POLLUTION



Rusting cans litter Anza-Barego State Park, Calif.

Mounting pressures to slow down the environmental movement may be caused, at least in part, by the mistaken belief that concern for

the environment is a fad and not nearly as important as bolstering the economy or obtaining adequate supplies of energy.

These quotations and photographs remind us that the environmental cause is fundamental to our survival and well-being.

A refuse pile in Philadelphia.



Dead menhaden floating in Chesapeake Bay north of the Bay Bridge.



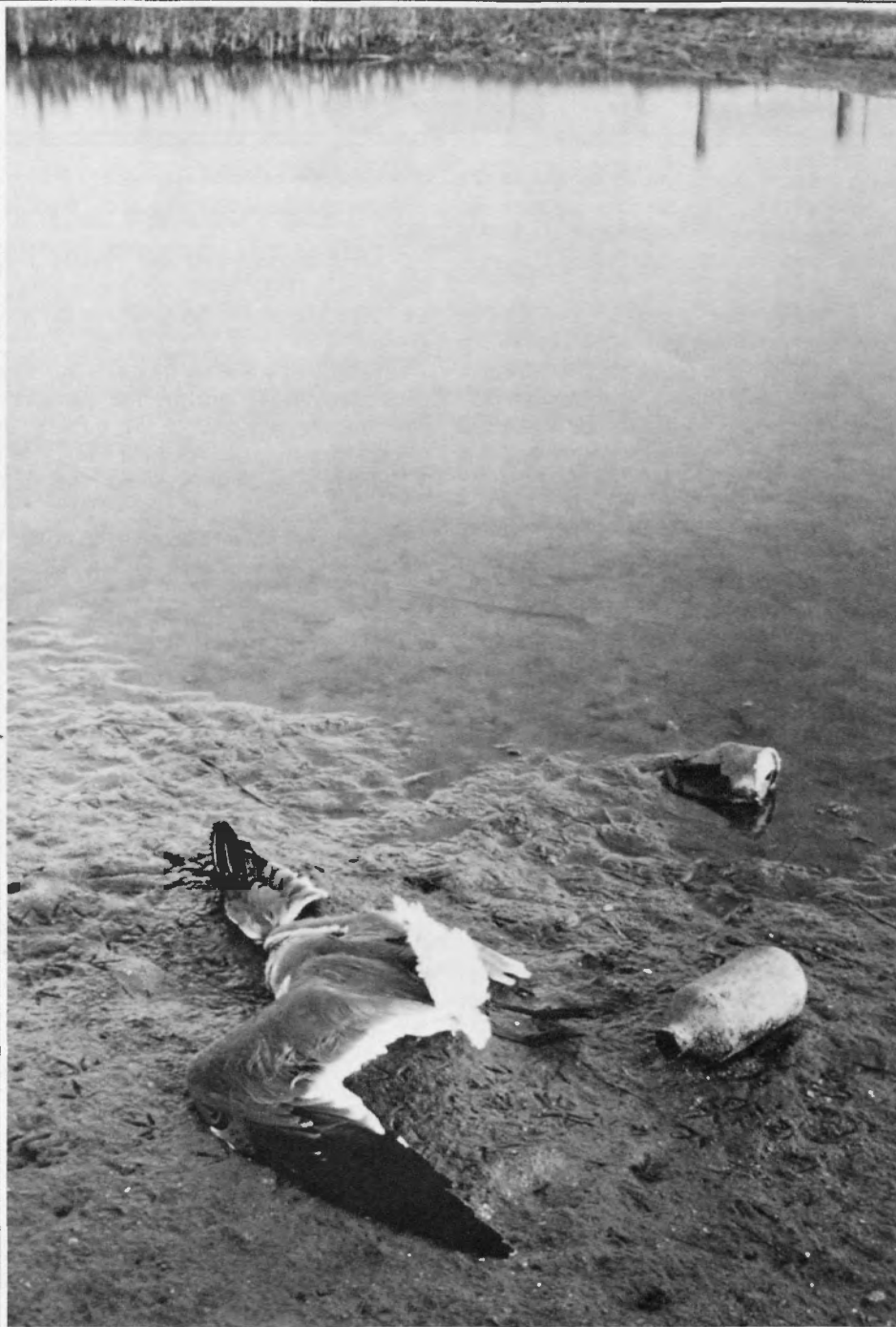
Little girl playing in trash in Puerto Rico slum.

"Environmental degradation may not be the apocalypse that will destroy the ecosphere but it may soon reach a level dangerous for the quality of human life."

René Dubos, excerpt from "Who Speaks for Earth?" (W.W. Norton, Inc., 1973)



Sea gull lies dead in polluted area on Gulf Coast.



"America the beautiful is the land of the disposable beer can and the disposable city. The American dream is of unlimited growth and profligate consumption. But the throwaway society isn't working anymore; it has backfired environmentally. With scarcity of money and resources added to a litany of familiar ills, it is now necessary to save, reuse, recycle and make do to help American cities survive."

New York Times editorial Dec. 27, 1974

"Pollution kills. It is as simple as that. We are not talking about esoteric values or abstruse aesthetics. We are talking about the lives of people—and whether they live at all. We are talking about people in hospitals, people dying, people home from work sick, people coughing—gasping for breath, people with cancer, emphysema, bronchitis, heart and lung disorders, or any of a score of other deadly or debilitating diseases."

John R. Quarles, speech before Philadelphia Bar Association Dec. 2, 1974

Lung patient receiving treatment in Birmingham, Ala.



Railroad switching yard in Philadelphia, Pa.

"Doomsday is possible—even probable—if we continue on our present course, but it is not inevitable. It is possible to opt for a future of unparalleled promise and opportunity for the human species. But this future can come about only if we make a radical change in our present course."

Maurice Strong, secretary-general of the U.N. Conference on the Human Environment, Saturday Review/World, Dec. 14, 1974

"... how ironic it would be if the primeval Promethean sin should turn out to be, not man's theft of fire from heaven, but his theft of fire from earth—his profligate use and abuse of the earth's energy and other resources without regard for the needs of future generations and without respect for the laws and limits of the natural world."

Russell E. Train, Year End Report to EPA Employees, Dec. 31, 1974





# PROFILE



EPA's research team can be "the good guys" in the battles to protect and enhance the environment, Dr. Wilson K. Talley, the Agency's new Assistant Administrator for Research and Development, believes.

"Research can find out which contaminants are pollutants and help find ways to allow industry to pollute less while still providing the goods and services necessary to the lifestyles and aspirations of our people," Dr. Talley said in an interview.

The slim 40-year-old scientist from Oakland, Calif., said that in his new post he would like to "see us make use of all the fruits of environmental research by other governmental organizations as well as EPA and by the private sector, academia as well as industry."

At the same time, the former University of California assistant vice president and professor said, "We cannot rely on others to do our work; I would not like to see any shorting of the resources and people needed within EPA to discharge the Agency's responsibilities."

Asked what would be his top priority, Talley said, "One of my top priorities will be a reaffirmation of the mission of the research arm in a regulatory agency—serving the needs of the program offices and regions, as they perceive them. But we would also like to find resources sufficient to head off problems of the future. If our research efforts focus too much on the immediate problems of the Agency, I am afraid that the urgent will drive out the important."

He also indicated that he will be on guard against excessive compartmentalization of research efforts that ignores the intermedia nature of pollution.

"Obviously," he said, "we do not want to remove a pollutant from the air only to put it in the water where it may be a greater hazard."

Asked why he was willing to accept EPA's top research post, Dr. Talley said that he regards "EPA as the cutting edge of the conservation movement in this country. If the Office of Research and Development performs its functions correctly, we can help serve the mission of the Agency—to protect and enhance the quality of the environment—and yet maintain a viable national economy as we meet the needs for new resources—including energy."

Dr. Talley has been associated with

EPA since it began, as he served on the "Ash Council" that put EPA together. He has also served for three years on EPA's Hazardous Materials Advisory Committee.

On the subject of recent criticisms of EPA's research organization, Dr. Talley said, "I have read thoroughly the critique made by the National Academy of Sciences, the Senate subcommittee report and some of the internal critiques. My belief is that while there is value to some of the critiques, we should not lose sight of the fact that at the working level we have—and have had—the competence and dedication needed for an efficient and effective research operation. I concur in the finding of almost all the reports that what is needed are planning and management strategies that will allow fuller utilization of the talents and resources of ORD."

Regarding possible reorganization of the research office, Dr. Talley would say only that "our research program is a collection of missions and people—a dynamic, organic structure that has been changing and will continue to change. I view reorganization as nothing but a

benchmark—external evidence of internal changes that have and will occur continually.

"After having met the people I've talked to in ORD in the last few months, I am optimistic about the future of the programs."

He said that while serving as a full-time EPA consultant during the past few months, he visited 22 of EPA's 24 laboratories and research field sites, plus a half dozen regional offices and other field installations.

Queried on whether he plans to bring in new people to help lead EPA's research effort, Dr. Talley said, "A very limited number, and most of them are already here. I would like to utilize the talents already in the Agency."

On hobbies, Dr. Talley said he has two—skiing and flying "I hope to complete my instrument rating as a pilot this spring," he said.

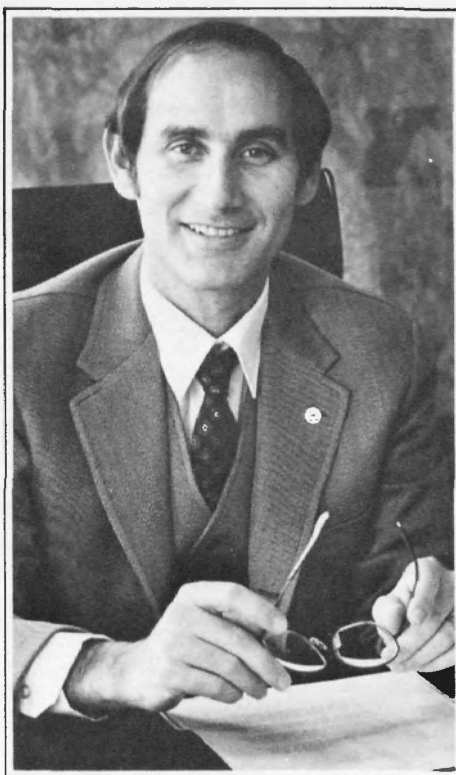
Meanwhile, Dr. Talley has taken up residence "right across the street from Waterside Mall, so I won't lose any time commuting."

Dr. Talley's most recent post prior to his EPA position was Study Director of the Commission on Critical Choices for Americans.

From 1971 to 1974 he had served as assistant vice president for academic planning and program review in the Office of the President of the University of California.

In 1969 he was named special assistant to the Secretary of Health, Education and Welfare, serving until 1970. He then served as a consultant to the University of California Lawrence Livermore Laboratory until he became leader of the Laboratory's Theoretical Physics Division in 1971. From 1963 to 1969 he held positions as assistant professor, associate professor and professor in the Department of Applied Science at the University of California, Davis; he served as vice chairman and acting chairman of the Department during 1966–1969.

Born on January 27, 1935, in St. Louis, Missouri, Dr. Talley received his Bachelor of Science in physics from the University of California in 1956. He was awarded his master's degree in 1957 from the University of Chicago and his doctorate in nuclear engineering from the University of California in 1963.



DR. WILSON K. TALLEY

area to gain a better idea of training opportunities available.

One aspect of providing more jobs for minorities is obviously our upward mobility program. And, as I indicated, we are going to give major attention to the upward mobility program and I believe we will have some strong initiatives in the near future.

**Q** Is there any special advice you can offer to a young, ambitious EPA employee of how he or she can climb the bureaucratic ladder?

**A** Again, I think that employees need to set very concrete goals for themselves. They should talk to their supervisor and to the personnel people, and should evaluate training opportunities. I think clearly the executive development program and upward mobility program will provide training and vocational assignments that have not been available heretofore. These mechanisms, coupled with the initiative of the employee, provide an excellent opportunity for advancement within EPA.

**Q** What about the older worker at EPA, the man or woman in the fifty-and-up age bracket, for example. Are they really wanted by EPA? Are they still eligible for promotions?

**A** They certainly are. There has been some confusion or stereotyping of older employees. EPA has the kind of program that has attracted a large number of young people. We have had literally thousands of applications and many young people have been hired throughout the Agency. That fact should in no way obscure the contributions of our older employees.

We have older people represented in all parts of the Agency and at all grade levels. The Agency clearly needs the experience, the wisdom and the talent of all of its employees. We simply cannot afford age discrimination, just as we cannot afford other forms of discrimination.

**Q** How many consultants does EPA use? And is this number going to be reduced?

**A** EPA currently has 275 consultants at its disposal. A large number of these are on special boards and commissions. We continually review the level of consultants. As you may be aware, we require that the Assistant Administrator or office director sign off on the need for all consultants. It is an area that we need to watch very closely.

**Q** There have been rumors that some present EPA programs are to be disbanded and may revert to other Federal agencies, such as Interior or Commerce. Is there any foundation to these reports?

**Q** No. The only program within EPA that has been transferred is the Advanced Automotive Power Systems Program, which was transferred to the Energy Research and Development Administration. That transfer was contemplated for some period of time. Clearly, ERDA will have a number of responsibilities that are somewhat overlapping with those of EPA, but this will not in any way diminish EPA's strong role in the environmental aspects of energy research and development.

Aside from these areas, I am not aware of any plan to transfer or shift EPA's functions to other agencies.

**Q** Well, a recent congressional committee report was critical of our research and development program and questioned whether it was being effectively managed. Do you have any comments on this?

**A** There was a concern within EPA itself, including within the research program, that our research activities were not fully responsive to program needs. Because of these concerns, the Administrator asked the National Academy of Sciences to conduct a review. While that report was critical of some aspects of the program, it indicated very clearly that the criticisms in no way reflected on the many competent and dedicated ORD staff

members.

The agency has recognized the shortcomings as well as the strengths of its research program. A task force was set up under the leadership of Andy Breidenbach to develop recommendations for the ORD planning and management system.

I believe it is important that EPA initiated the Academy study and has taken action to change its way of doing business. I am convinced the most viable organizations are those that are willing to have others evaluate their operations, and, based on such evaluation, take corrective actions.

**Q** Is the Breidenbach report complete now?

**A** It is complete.

**Q** We are starting to hear a lot about the executive development program. Would you explain briefly what is the objective of this program and whether the minorities are adequately represented?

**A** The purpose of the program is obviously to identify employees with high potential for increased responsibility, to give these employees the training, rotational assignments, etc., to prepare them for higher level jobs, and to assure that they are considered for top management positions within EPA.

We are making a concerted effort to insure that the high-potential employees represent all facets of the EPA employment force: minorities, women, and older people. The fundamental purpose of the program is to open opportunity for a broad spectrum of EPA employees to achieve higher levels of responsibility.

**Q** Has the new and tighter security system for employees entering and leaving Waterside Mall proved effective in reducing the number of thefts from the buildings? It is really worth the trouble?

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**"The strength of this agency is clearly  
in its career civil servants."**

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**A** Restricting access to Waterside Mall has effectively cut down our losses and I believe it has been worth every bit of the efforts. For example, during September and October of last year, we had Government losses totalling over \$3,500 in acquisition costs. During November, after the controls, and up to December 14, we had a Government loss totalling \$120.00. I might add that the cooperative response of EPA personnel has been splendid and very encouraging to the Security and Inspections Staff charged with planning and carrying out these controls.

**Q** I think that completes my list of questions. If you have anything else that you would especially like to respond to, I would be happy to ask the questions.

**A** I certainly appreciated having this opportunity to discuss some of the concerns that EPA employees have. I am a relative newcomer to EPA, although I have known many of the people in EPA and its predecessor agencies over a number of years.

I am impressed with the very high quality of the EPA staff and its tremendous dedication. I think that EPA's accomplishments are second to none in the Government. The strength of this Agency is clearly in its career civil servants. The experience, skill and dedication that they bring to their jobs has resulted in the Agency's program accomplishments. I know of no other agency that has been under greater pressure to implement far-reaching legislation with extremely stringent deadlines, and has accomplished so much under these conditions. I think we can be very proud of these accomplishments.



# WINTER RIDER



Dressed in what her friends jokingly call her "Evel Knievel" outfit, Nina Dougherty dismounts from her bike after pedaling through the chill of winter to EPA headquarters. Nina is one of a small band of EPA employees who commute by bicycle year round, carrying out their own

transportation control plan to protect the environment and setting positive examples in development of simpler lifestyles. For those of you who may be considering the possibilities of biking to work, EPA Journal asked some of these bikers:

*What are your biggest problems in riding a bike to work at EPA?*



**Nina Dougherty**, Research and Development: "I ride seven miles to and from work and while I enjoy it there are some hassles involved caused mostly by lack of bike lanes. Some of the other problems are no available shower facilities at EPA and inadequate bike racks. Bicycles have been stolen from the racks at EPA and this could be prevented by getting good but relatively inexpensive racks which are theft-proof."

*"... the very rough street surface conditions."*



**William Frietsch**, Research and Development: "I am one of approximately 50 people who live in outlying areas and commute daily by train to Washington's Union Station and then bike to and from work. The two greatest problems are the very rough street surface conditions which present a safety hazard as well as a bumpy ride and the engine exhaust fumes resulting from cars, trucks and buses which present a potential health hazard. I'm optimistic the latter condition will improve as more and more vehicles with emission control equipment are placed into service. All things considered I enjoy using the bicycle as a fast dependable mode of transportation between Union Station and EPA."



*"... we have to breathe the emissions of cars and buses."*



**Marilyn Herman**, Enforcement Office: "One of my biggest problems in riding to work is the lack of adequate bike lanes on the roads here. We have to ride with car traffic and this is dangerous and we have to breathe the emissions of car and buses. So bike riding is hazardous. Another problem is that we have no adequate place at EPA headquarters for insuring the security of our bikes, no matter what kind of chain you have. There is a type of bike rack that is theft-proof and EPA should provide these. Also, we have no place to shower and dress after riding a bike to work. The Stress Lab has shower facilities, but these are restricted at certain hours to men or women and so are not available to the biker when needed on some days each week."

*"... very enthusiastic about riding a bike to work."*



**Tim Hayes**, Public Affairs: "The only problem I have is with the weather occasionally—rain, ice and snow. But that's something you have to put up with—just dress for it. As for traffic, I stay out of it as much as possible, using bike trails and sidewalks whenever I can. When you first start riding your bike, it seems like there are all kinds of problems, but gradually you learn to work them out. I'm very enthusiastic about riding a bike to work. It's inexpensive, fast and good exercise. In the last year I've missed only about 10 days of riding my bike because of ice or snow on the ground or some mechanical problem with the bike."

*"... the lack of clearly marked bike lanes."*



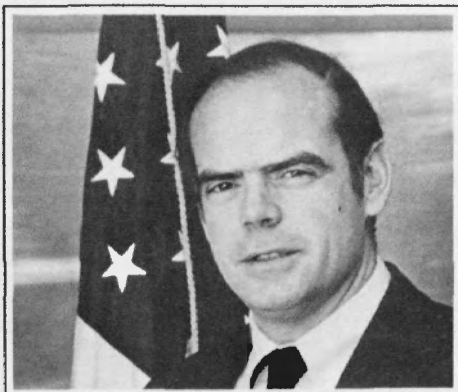
**Dr. John Buckley**, Research and Development: "My biggest problem is the lack of clearly marked bike lanes. As a result, you have to dodge auto traffic and you become a very defensive driver. I have two bicycles and I ride one from my home in Laurel, Md., to the train station there, lock that bike to a downspout and then board the train to Union Station, where I pick up my other bike from a storage room and bicycle to work. I've been riding bikes to work for three years now and have never missed a day, although I have to say I was on travel during some of the worst snow and ice in the Washington area. I find biking a very satisfactory way of traveling and I had just gotten tired of driving. I do my homework now on the train and I find my total travel time is approximately the same as when I drove a car."

*"... we also need more secure bike racks."*



**Phil Schwartz**, Office of Planning and Management: "My biggest problem after a five-mile bike ride to work begins after arriving. We need a decent place to clean up and we also need more secure bike racks. The Agency's policies in this area make no sense. We sponsor a Traffic Control Plan that diverts millions of dollars in District of Columbia resources to bicycling, but we can't get a few hundred bucks for adequate facilities for bicyclists. Meanwhile, hundreds of thousands of dollars a year are spent on giving EPA employees at the K St. and Waterside offices cheap parking."

# ARRIVALS AND DEPARTURES



Peter L. Cashman



Arthur W. Busch



Patricia L. Cahn



Guilford F. Thornton

**Patricia L. Cahn** has assumed the leadership of EPA's Public Affairs Office.

For the last three years, Mrs. Cahn had been Assistant Commissioner for Public Affairs in the U.S. Office of Education, Department of Health, Education, and Welfare. During nine years of service with that Office, she filled several executive and advisory posts and for five years was editor of the Office's monthly magazine, "American Education."

Announcing her appointment as Public Affairs Director, effective Jan. 6, Administrator Russell Train said, "Mrs. Cahn's distinguished career in government service will add a wealth of experience and professionalism to our public affairs programs. Public understanding of environmental objectives and regulatory actions is extremely important as the Nation examines its economic and social priorities. We are very fortunate to have Pat Cahn join us."

She is married to Robert Cahn, reporter, author, and former member of the Council on Environmental Quality. Mr. Cahn's articles in The Christian Science Monitor on the environmental problems of national parks won him a Pulitzer Prize in 1969.

Mrs. Cahn was born in Los Angeles in

1927. Before joining the Federal service she was a free lance writer of magazine and newspaper articles, was an assistant to television producer Stan Freberg, and worked in the publicity office of Samuel Goldwyn Productions.

She succeeds Ann L. Dore, who resigned Nov. 15 to join the Washington Office of Union Carbide Corporation.

**Peter L. Cashman**, former lieutenant governor of Connecticut, has joined EPA as Director of the new Office of Regional and Intergovernmental Operations.

"Mr. Cashman will be responsible for establishing an Agency program of liaison with the Nation's governors, mayors, and local officials," Administrator Russell Train said. "He will act as my spokesman with them and will also direct the Agency's regional liaison staff."

Mr. Cashman, 38, had served as lieutenant governor of Connecticut since June, 1973, presiding over the State Senate and heading the State Council on Human Services, which coordinates the work of nine State agencies. Before that he had twice been elected to the State Senate, where he was instrumental in enacting environmental legislation, in-

cluding the so-called Cashman Bill providing for increased efforts to preserve the lower Connecticut River.

His previous experience included three years as vice president of an industrial market research company and administrative and teaching positions at a Connecticut preparatory school.

**Guilford F. Thornton**, former Tennessee commissioner of agriculture, was recently appointed EPA's consultant for agricultural affairs by Administrator Russell Train.

"EPA's programs and policies often affect farming," Mr. Train said. "Mr. Thornton's varied agricultural experience should be of great benefit to us in those areas of EPA responsibility of concern to farmers."

Mr. Thornton, 44, is a Tennessee native and started farming in Haywood County in 1955. For four years he was a farm management specialist with the University of Tennessee Extension Service in Tipton County. In 1965 he founded the Thornton Spray Company, a distributor of agricultural chemical equipment, which in 1966 became Harnden-Thornton and Co. He served as a company partner through 1970.

In 1971 he was appointed commissioner of agriculture by Gov. Winfield Dunn. Mr. Thornton has been president of the Southern Association of State Departments of Agriculture, chairman of the Tennessee Pesticides Council, and a director of the Tennessee Water Quality Control and the Obion-Forked River Basin Authorities.

He is married to the former Ann Dillard and is the father of three children.

**Arthur W. Busch** resigned as regional administrator for Region VI, Dallas, effective Jan. 31.

In his resignation letter, Mr. Busch cited his intention, stated at his appointment to the regional post in January, 1972, to serve only three years. He had taken a leave of absence from Rice University, Houston, where he was professor of environmental engineering, to join EPA.

Mr. Busch is a registered professional engineer in Texas, author of a book and many technical papers, and has been chairman of the Southwest Federal Regional Council. The Environmental Division of the American Institute of Chemical Engineers gave him its annual award in 1973.

# news briefs

## NEW APPOINTMENTS TO REPLACE KIRK

Administrator Russell E. Train intends to name Richard H. Johnson as Acting Assistant Administrator for Enforcement and Robert V. Zener as General Counsel. The two vacancies developed because Alan Kirk, who was both Assistant Administrator for Enforcement and General Counsel, resigned to accept a position as general counsel for Potomac Electric Power Co. Mr. Train has signed an order which creates a separate Office of General Counsel for the first time in EPA's history.

## NATIONAL CONFERENCE ON WOMEN

EPA's Third Annual Conference on Women will be held in Washington March 10-14. Delegates from Regional Offices and NERC's will participate in workshops and seminars designed to emphasize career advancement for women. Dr. Estelle Ramey of Georgetown University's School of Medicine and Administrator Russell E. Train will be speakers at the plenary session.

## AIR GETTING CLEANER

The Nation's air quality is improving, according to a recent EPA report on trends through 1973. Pollution reductions, especially in particulates, sulfur oxides, and carbon monoxide, are both "encouraging and challenging," Administrator Russell Train said, although it is likely that not all of the ambient air standards will be met everywhere in the country by mid-1975, as called for in the Clean Air Act.

## U.S. STEEL SHUTDOWN DEPLORED

U.S. Steel's year-end shutdown of its No. 4 Open Hearth furnaces at Gary, Ind., was deplored by Administrator Russell Train in a recent letter to Sen. Birch Bayh. Starting in 1965, the company had made various agreements with City and State to replace these polluting furnaces with the cleaner basic oxygen process, Mr. Train said. EPA had twice granted six-month extensions of the December, 1973, deadline. When the firm sought an additional extension -- because the basic oxygen equipment was not yet operating at capacity -- the court imposed a daily fine of \$2,300. U.S. Steel chose to shut down rather than pay the penalty, which Mr. Train pointed out would be less than what the firm would pay in benefits to laid-off workers.



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## DECISION DUE MARCH 3 IN AUTO HEARING

A decision will be made March 3 on a request by automobile companies for a one-year suspension of 1977 hydrocarbon and carbon monoxide emission standards. EPA Administrator Russell E. Train and other top EPA officials have been holding hearings on the suspension request and related matters such as the auto industry's ability to achieve a 40 percent fuel economy improvement by 1980.

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## GAS DEALERS COMPLYING WITH UNLEADED GAS RULES

Practically all gasoline stations required to supply unleaded gas for the new catalyst-equipped automobiles are complying with the law, according to Norman D. Shuttler, director of the Mobile Source Enforcement Division. About 180,000 retail gasoline dealers are involved.

Field inspections by EPA personnel in all regions have found only about 5 percent of the stations visited failing to have the unleaded gas available, 9 percent in violation of nozzle regulations, and 12 percent having improper labels and signs.

Nearly 2,000 inspections were made in the first four months after the unleaded gas rules went into effect last July 1, said James Sakolosky, chief of the Division's Fuels Section. Altogether about 50 EPA people have been performing inspections throughout the country, sometimes on rotating assignments.

After checking the station's signs, labels, and pumps, the inspectors take samples to insure that the gas meets the Federal standard of less than .05 grams of lead per gallon.

About one percent of the samples taken failed to pass lead contamination tests made in regional laboratories. This is a better record than Sakolosky had expected, since errors by distributors and dealers can result in leaded gas getting into the wrong underground tank at the service station.

"We think the industry in general is trying very hard to comply with the law," he said.

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## HEADQUARTERS COPY CENTERS MANNED BY THE HANDICAPPED

Nine persons hired under a selective placement program for the handicapped are increasing the productivity of EPA's document copying centers in Washington and at the same time supporting themselves in a world that often overlooks the handicapped.

They are working full time as "key operators" at the copying

centers, handling all kinds of duplicating assignments and keeping the machines in good running order. All have been trained in this work by the Xerox Company and are doing a first-rate job, according to Henry Washington, chief of EPA's Printing Management Branch.

"We had been having a lot of trouble with our Xerox copiers," Mr. Washington said, "when anyone and everyone could walk in and use the machines."

"Last summer we decided to try full-time operators at our larger copying centers, and we asked various vocational rehabilitation institutions in the Washington area to recommend people. The first operator was hired in June, and he worked out so well that now we have nine.

"Anyone who wants to make his own copies can still go to self-service machines placed throughout the offices."

In hiring the key operators, Henry Washington worked with Robert FitzSimon, Personnel Management, and Janice Williams, rehabilitation counselor for the District of Columbia. Mr. Washington supervises their work, and the operators also receive follow-up counseling from the Xerox Company and the D. C. Bureau of Rehabilitation Service.

"Placement of these people and their success on the job," Mr. Washington said, "show that EPA provides employment opportunity on the basis of ability to do the job and that a handicap will not prevent an individual from achieving EPA employment."