

APPENDIX A: POLITICAL VIEWS OF AGENCY CAREER STAFF EXPRESSED IN EMAILS

DEPARTMENT / AGENCY	POSITION	DATE	SUMMARY	LEANING	APPENDIX B PAGE
NLRB	General Attorney	10/14/2020	"Super David! I'm gonna get him a cape. I bet he'd love it." [In response to a circulated Law360 news story shared by a colleague about David Rosenfeld, describing him as Labor Union's smirking crusader and describing his activism against management and the GOP majority NLRB]	Liberal	1
NLRB	President of the NLRB Professional Association	10/13/2020	"Schedule F. How appropriate." [In response to Politico article concerning Schedule F]	Liberal	2
NLRB	General Attorney	10/23/2020	"This issue got so little coverage that I hadn't really registered its potential to affect us directly and strip us of our rights." Later in the conversation, "Indeed" in response to coworker's comment: "Schedule F. How appropriate." [In response to Politico article concerning Schedule F]	Liberal	3
NLRB	General Attorney	11/12/2020	"Ah, normalcy so mundane, but so welcome." [In response to news article entitled "Readouts of Biden's calls with foreign leaders signal a return to pre-Trump normalcy"]	Liberal	4
NLRB	Director of the Office of Representation Appeals	10/23/2020	"Good morning, Needless to say, I am concerned by this development. I'll let you know as soon as I hear anything." [In response to a Politico article on Schedule F]	Liberal	5
NLRB	Assistant Chief Counsel for Representation Appeals	10/23/2020	"Don't even get me started." [In response to a Politico article on Schedule F]	Liberal	6
DOI	Director, Office of Indian Gaming, Bureau of Indian Affairs	11/7/2020-12/18/2020	11/7/20 - "It feels like I can breathe again!!! Thank you." [responding to: Congrats [REDACTED], your life just got a lot better! Look forward to working with you.] 12/18/20 - "Therefore Georgia is important!!!!" [subject heading: GOP signals no support for relief "down payment"]	Liberal	pp. 7 - 8
DOI	Indian Gaming Management Analyst, Bureau of Indian Affairs	1/4/2021	"2021 Woot woot ! No more Trump Admin and Phil's back home where he belongs." [Responding to a coworker's Happy New Year message]	Liberal	9
DOI	Supervisory Geophysicist, Bureau of Ocean Energy Management	12/2/2020	"I suspect this job [job opening for an archeologist] will entail looking for all the skeletons Trump may leave behind when he leaves office " [In response to a job listing post]	Liberal	10
DOI	Supervisor Social Sciences Unit, Bureau of Ocean Energy Management	12/16/2020	"They did before the House Republicans decided to rejoin the Confederacy. Who knows now?" [Response to discussion of whether the House had the votes to override Trump's threatened veto of the FY 2021 NDAA]	Liberal	11
DOI	No Position Found, Bureau of Ocean Energy Management	1/7/2021	1/7/21 - "I agree with Liz Cheney yesterday saying that the President bears some responsibility for his language. That's what happens when you whip people up into a big enough frenzy that they feel that they are being disenfranchised. Don't get me wrong - I watched stuff going on in several states that (at least to ME) was questionable, and I WOULDN'T be opposed to vetting the election to ensure that all legal votes were counted (again, legally), but to say that the election results should be overturned is another matter." 1/7/21 - "BUT it's the reason I supported Rubio back in 2016 in the primaries. He had conservative principles (like Reagan) and he sounded the MOST like Ronald Reagan of ANYONE I have heard in the past 20 + years. Of course, IF the country would have done the SMART thing and elected Romney back in 2012, then Trump would have NEVER been President, and THAT would have been a saving grace for us..." [In a discussion concerning January 6 and the resulting political fallout]	Conservative (Anti-Trump)	pp. 12-14
DOI	Marine Mammals Studies Coordinator, Bureau of Ocean Energy Management	12/28/2020	"In other words, I want what you and other Democrats don't want." [In response to a constituent survey e-mail from Rep. Gerry Connolly]	Conservative	15

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DOI	Marine Ecologist, Bureau of Ocean Energy Management	1/7/2021	<p>"Yes, so much is bad, is wrong with the world, with the U.S. Makes it easy to lose sight of what's good, what's right.</p> <p>1. Georgia senatorial election runoff results 2. Certification of Electoral College voting this morning 3. 14 days to a new, more positive, federal outlook" [In response to forwarded email titled "Good news items, for a change"]</p>	Liberal	16
DOI	Lead Physical Scientist, Bureau of Ocean Energy Management	1/13/2021	<p>"Yes there has been a lot of finagling of rules across the administration, especially in finance and environmental protections. We can only hope that the Biden administration is able to reverse a lot of it while strengthening the rules. I can totally imagine career employees trying to fight back only to be told they are off a team and some political is now going to finish their job. This is what has made the past few years so frustrating ... I'm ready for it to be over." [In response to news article about Biden team wanting to undo Trump admin rollback of Endangered Species Rules]</p>	Liberal	17
DOI	Senior Social Scientist, Bureau of Ocean Energy Management	1/20/2021	<p>"just wanted to say, am spending some time celebrating. I had to listen to Biden's speech on the radio driving back from an appointment, but I heard it all. What a relief. Thank Go[d?]. I thought. And the helping hand that he spoke of, sometimes that we need and sometimes that we need to offer. I couldn't help but think back to Georgia and how a bunch of Black women dragged us all across the finish line. Someone said the sun came out just when he stepped up to speak." [E-mail subject: My Happy Day]</p>	Liberal	18
DOI	Geophysicist, Bureau of Safety and Environmental Enforcement	1/21/2021	<p>"Happy dance!! Yes, we are very excited to be able to provide DCA training virtually again! We have some on the schedule already and seats available." [In response to news article on Biden rescinding Trump EO 13950 prohibiting Critical Race Theory trainings]</p>	Liberal	19
USDA	Regional Forester, Forest Service	6/8/2020	<p>"I feel good about [REDACTED] ...if Dems lose in November will probably have to join the board of CBD to help them cause trouble!" [Discussing a redacted topic with an employee at the Bureau of Land Management]</p>	Liberal	20
USDA	Regional Forester, Forest Service	7/30/2020	<p>"Desperate measure for a desperate man.... wants me to rethink working for the govt if he's re-elected....I can't help but think about it too. Okay, enough complaints - I've gotta focus on work. Sheesh though." [In response to coworkers discussing a Trump tweet concerning an "election delay"]</p>	Liberal	21
FCC	Management Analyst	12/3/2020	<p>12/3/20 - "Omg! Are you serious?? 4 tickets would be amazing!! We love Trump! And you!!" 12/3/20 - "How are you doing, [REDACTED]? Do you know how we can tour the WH? The website says to reach out to local representative. Well, they're all for sleepy joe." [Email exchange with another FCC employee who helped arrange tickets for a White House tour]</p>	Conservative	pp. 22-23
FCC	Special Counsel	1/20/2021	<p>"Thanks so much for the message today. The elegance of the transfer of power was especially moving. The presence of so many accomplished women was exhilarating! Biden strikes me as quite a force. I look forward to following his lead." [In response to an e-mail entitled "Happy Inauguration Day"]</p>	Liberal	24
FCC	Chief of the Enforcement Bureau	1/8/2021	<p>[E-mail entitled "SEDITION! - A Randy Rainbow Parody] "This is fun (but what is Randy Rainbow going to do when Trump is finally gone?) https://youtu.be/wT5kafhG3Qw" [Link goes to a satirical video mocking President Trump]</p>	Liberal	25
EPA	Associate Director, Region 9	1/21/2021	<p>"Hooray! Rico and I saw this in the news last night and were absolutely thrilled". [In response to news of Biden Order rescinding diversity training restrictions and requirement for review of agency equity]</p>	Liberal	26

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EPA	Deputy Regional Administrator, Region 9	12/3/2020-1/28/2021	<p>12/3/20 - "I wore the blouse Kamala wore at her appearance after the election was called. No one knew, but I enjoyed it. :)" [In discussion concerning a hearing and the 2020 election results]</p> <p>12/3/20 - "I'm so glad your girls love Kamala and RBG. They're no doubt powerful young women themselves. I'm looking forward to wearing my Kamala blouse again on Inauguration Day". [In discussion concerning a hearing and the 2020 election results]</p> <p>12/11/20 - "I imagine you know that her replacement at CARB is a Black woman." [In response to email w/ subject: "Battle over Nichols for EPA shows environmental justice movement's clout"]</p> <p>1/19/21 - "I love your invoking the new President and his thought that we must remember so that we can heal. [REDACTED] and I remembered the past four years as we removed the photos of the current administration's principals from the wall on the 19th floor today, after the three political appointees departed. Then we healed a bit." [In response to an email concerning a planned employee exercise]</p> <p>1/28/21 - "Thanks for your note. I'm hanging in there. It's nice to be Acting RA and have times past, like the ones noted below, in my rearview mirror." [In response to a news article concerning a former Region 9 EPA administrator suing Trump officials]</p>	Liberal	pp. 27-30
EPA	Associate Director Direction of Federal Climate Change Policy, Region 9	12/3/2020	"Re: Kamala blouse: I LOVE THAT!!!! I was wondering... It also reminded me of RBG. love both RBG and Kamala. My girls absolutely love both RBG and Kamala". [In discussion with the Acting Regional Administrator concerning a hearing and the 2020 election results]	Liberal	31
EPA	Information Management Officer, Office of Enforcement and Compliance Assurance	1/25/2021	"Was anyone really concerned that Schedule F was going to continue?" [In response to coworker's shared message concerning Biden revoking Schedule F]. Coworker's Response: "Yes - someone asked about it at the all-hands and it has, apparently, come up at several OD level all-hands as well."	Liberal	32
EPA	Administrative Assistant, Tribal,	1/19/2021	<p>1/19/21 - "At tomorrow's meeting with [REDACTED] and the SEPMS, we will start out with a short opening exercise. If no one else volunteers to lead it, I will do it. I've been thinking about how we need to honor (and heal) what many have experienced the past four years before visualizing the future.</p> <p>[e-mail discussion with other EPA staff, including the Director, about possible scripts, arriving at the following script]:</p> <ol style="list-style-type: none"> 1. Close your eyes, take three deep breaths ... 2. Visualize this past year of your life. What first comes to mind? What feelings rise to the surface? 3. Now lets take a moment to visualize the upcoming year at EPA. You're doing exactly what you want to do, to protect human health and the environment. What is it that you are doing? How do you feel doing it? 4. Share." <p>1/19/21 - [subsequent e-mails in the same chain] "Ohhhh. Thank you for sharing this sweet story about the experience you and Kerry shared today. It really moved me." [concerning the removal of pictures of Trump officials]...Enjoy your morning as well. I've decided to (also) take the morning off to watch the Inauguration. :)"</p>	Liberal	pp. 33-34
EPA	Director, Tribal,	1/19/2021	"I appreciate your thoughtfulness in suggesting that some unpacking will be helpful for participants to feel ready to move forward. The eternal Pollyanna in me might suggest an addition unless it felt like too much - while the past four years may have presented challenges, there is also value in celebrating what individuals were successful at." [In response to an administrative assistant's email about creating a script for an upcoming team meeting regarding a reflection on the previous four years]	Liberal	35
EPA	Director, Office of Atmospheric Programs	1/28/2021	"Indeed. It was a long 4 years." [In response to e-mail expressing satisfaction with the end of the Trump Administration]	Liberal	36

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EPA	Senior Policy Advisor, Air and Radiation Division, Region 9	1/27/2021	"I listened to John Kerry and Gina McCarthy's presser at the WH this morning and cried uncontrollably the whole time. I cried even more than on inauguration day. It has been so hard on an intellectual and emotional level for me. No matter how long I have been here, I am an immigrant and the trepidation of not fully belonging will always be with me. I worked for someone who thought I was a nobody from a s**hole country. Thank you and keeping us half way sane over the last few years. I know you are super busy but I just wanted to say thank you directly, for all of it. And now, I will get off your therapy couch and get back to my work. With a smile on my face." [Email directed at coworker regarding seeing her at an all hands meeting and commenting on their time during the Trump administration]	Liberal	37
EPA	Director, Land, Chemicals, and Redevelopment Division, Region 9	10/27/2020-1/22/2021	10/27/20 - "Thanks. I'd read a little piece on it, but this article was better. Hopefully, this will go away!" [In response to email subject "Stunning Executive Order " referencing Schedule F] 1/22/21 - "Things are going okay out here. I think the successful inauguration was quite a relief and hopefully inspired folks. The previous weeks' events I think were rough on everyone's morale whether at work or beyond. It will be a very nice change to have an Administration that will clearly be interested in EPA doing its job. The key for us will be in the doing!" [In response to coworker asking him how he is doing-Subject "Executive Orders and Actions Identified for Review"]	Liberal	pp. 38-39
EPA	Chief of Staff, Office of International Tribal Affairs	1/21/2021-1/22/2021	1/21/21 - "Hi [REDACTED] - sorry I couldn't talk with you called. Was driving out to WV with the family. We came back yesterday afternoon, after watching the inauguration. Was a relief to know the orange guy is gone, and the speeches and the poem were wonderful!" 1/22/21 - "Nice that NOAA is not quite as politicized as EPA on policy - I bet this will be a breath of fresh air, especially after four years of Trump. Lots of overlap between the agencies. Would think your new legal team will be working with EPA on IMO and Marine Plastics (now that we can once again say "plastic"). Arctic was also an overlap. Plenty of reasons to keep connected, though it will be hard to leave the lead paint initiative and Minamata Convention behind. You've created a strong team on these topics - we'll keep the work going and you can look back at this chapter as a strong success. It will outlive Chad's attacks." [Discussing Biden being sworn in and the transition process with the Principal International Advisor - Email Subject: "Great News!"]	Liberal	40
EPA	Principal International Advisor, Office of International and Tribal Affairs	1/22/2021	"Thanks [REDACTED]. I hope you all ha a great getaway. Great inauguration wasn't it!.....This will definitely be a change from the last six months!" [Discussing Biden being sworn in and the transition process with coworker - Email Subject: "Great News!"]	Liberal	41
EPA	Deputy Regional Administrator, Region 3	10/15/2020-1/7/2021	10/15/20 - "Thank you for sharing this. When we spoke, I think that I mentioned to you the damage of not holding the session in ARD was greater and longer lasting than any negative consequences which might occur on me from cancelling it. This article certainly reinforces that notion. Have you read the actual executive order? I recommend it. Then you're not relying solely on the judgement of others." [In response to the sharing of a New York Times Article concerning the Trump Administration's DEI training Executive Order] 1/7/21 - "I was going to save my most heartfelt remarks for his farewell, but I'm going to say a few of them on Tuesday as well. People can't see what I saw. I don't feel like I should let employees think that being a part of this Administration defines his character." [In response to an email from coworker regarding a farewell agenda for another coworker]	Liberal	pp. 42-43
EPA	Project Officer, Land, Chemicals and Redevelopment Division, Region 3	1/20/2021	"Wow you and Kamala on the same day! I am so happy to be back to protecting all of our environment and the human health of all, too. I was here for the Reagan administration -Ann Gorsuch as Administrator(and I have a great tee shirt saying I survived the Ice Queen's Acid Reign and all the EPA personnel listed on the back that were brought in back then). I don't know if you were here then but this past administration now takes over the worst in EPA history in terms of dismantling the agency and our mission." [In response to coworker's team email - Subject "Our Path Forward With the New Administration"]	Liberal	44

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EPA	Program Analyst, Special Assistant to the Deputy Regional Administrator, Region 3	10/15/2020	"Thanks. It was an interesting, and depressing, read." [Responding to New York Times article concerning the Trump administration's Critical Race Theory Executive Order shut down of DEI trainings]	Liberal	45
EPA	Acting Chief, SDWA & Wetlands Section, Region 3	1/25/2021	"I am ecstatic to see Item No. 4 - Restrictions on Guidance Documents, Several Other Trump Regulatory Policies Repealed. Hopefully this means we'll be able to starting using our (EPA's) guidance documents again to support our cases." [In response to a Fedweek.com 'Daily Report']	Liberal	46
EPA	Biologist, Water Division - Wetlands Protection Section, Region 1	1/21/2021	"These are the kind of memo floods many of us have been yearning for over the last few years. Keep 'em coming!" [In response to coworker's email regarding Biden's day one actions, specifically environmental and regulatory efforts]	Liberal	47
EPA	Director, Ecosystem Protection, Water Division, Region 1	1/21/2021	1/21/21 - "Will do. Never had so much fun reading executive orders!" [In response to coworker's email regarding Biden's day one actions, specifically environmental and regulatory efforts] 1/21/21 - "I'll find out about the training. We had more planned, too, that I hope we can restore." [In response to an article announcing Biden's rescinding of diversity training restrictions]	Liberal	pp. 48-49
EPA	Physical Scientist, Region 1	1/21/2021	"Does this mean we get to have those awesome trainers come back? Is there budget for that?" [In response to an article announcing Biden's rescinding of diversity training restrictions]	Liberal	50
EPA	Marine Biologist, Region 1	1/21/2021	"As you know, I've been here for a few trips around the block. I was excited for the promise of Bill Clinton and for what the election of Barack Obama meant, but after the past 4 years, to steal a Reagan quote, it's morning in America again. How could anyone who saw Amanda Gordon's poem not be inspired? It will feel good to know that EPA has put back on the white hats." [In response to coworker's email regarding Biden's day one actions, specifically environmental and regulatory efforts]	Liberal	51
EPA	Environmental Protection Specialist, Region 1	1/28/2021	"Excellent News". [In response to Article titled: "Trump EPA's Fast Track for 'Secret Science' Rule Nixed by Court"]	Liberal	52
EPA	Human Resources Management, Region 1	10/23/2020-1/21/2021	10/23/20 - "Rather scary. Not an easy read". [In response to article titled: "'Stunning' Executive Order Would Politicize Civil Service"] 1/21/21 - "I have been trying to watch the EOs to see if this would be one of the first ones. In a recent interview with Biden, he made a comment that confirmed he was very aware of the Trump EO so I was optimistic this would come quickly after his inaugural speech specifically referenced "systemic racism" and the outgoing Secretary State the night before said America was not about multi culturalism. Really? Does he think we were all hatched in the US from 1 egg and come from no where? The challenge is we know that as passionate as staff are about the work we do, there are those who are threatened by these conversations." [In response to an article announcing Biden rescinding diversity training restrictions]	Liberal	pp. 53-54
EPA	Director, Mission Support Division, Region 2	1/22/2021	"Interesting - I'm glad to see that reversal on schedule F - there was a bill pending in Congress to reverse that and make it require congressional action if future Presidents wanted to consider implementing such a strategy." [In response to a coworker's update regarding initial Biden executive orders]	Liberal	55
EPA	Regional Counsel, Region 2	1/19/2021	"The best one so far" [In response to the DC Circuit vacating the Trump administration's Affordable Clean Energy rule]	Liberal	56

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EPA	Senior Attorney and Environmental Collaboration and Conflict Resolution Specialist, Office of Regional Counsel, Region 2	1/20/2021	"Today is a good day on climate change! A lot of you have been asking me about the transition. So after 4 long years of being pretty quiet on climate change at EPA, I'm excited to finally pass along positive news which you might have already seen.Finally, as you might have seen yesterday, the D.C. Circuit vacated the Trump Administration's "Affordable Clean Energy Rule (ACE)" which repealed and replaced the Obama-era Clean Power Plan. The decision includes some very good language on EPA's ability to regulate the power sector in a way that achieves far greater emission reduction through generation-shifting (as we did in the Clean Power Plan) rather than being constrained to the minimal emission reductions achievable at individual facilities (advanced in the ACE rule)." [Email sent to his entire team (Region 2 ORC) in order to inform about Biden's climate change-related actions]	Liberal	pp. 57-58
EPA	Retired Chief, Air Planning and Implementation Branch (as of January 1, 2021), Region 4	1/7/2021	<p>"The time has come for you to follow that oath and demonstrate if you have one ounce of integrity remaining in your body and immediately resign from the Administration of this insurrectionist, despotic demagogue Donald Trump and recommend to the Vice President and Cabinet they invoke the 25th amendment to the US Constitution and remove him from office immediately. Your resignation, late as it may be before you leave office also before January 20th at 12:00, might at least salvage you some position higher than third worst EPA Administrator in US history behind Anne Gorsuch and Scott Pruitt, runaway winners as the worst and the runner-up worst Administrators in our 50 year EPA history. By the way, inviting Scott Pruitt to participate in the recent EPA 50th anniversary celebration for William Ruckelshaus was an affront to all current EPA employees who endured his brazen ethics, conflict of interest, financial, and criminal violations that resulted in at least 15 ongoing EPA Office of Inspector General investigations during his brief but disastrous term as EPA Administrator.</p> <p>I met you in person on your first visit to Region 4 as then-Acting Deputy Administrator, where we had a good discussion after your prepared remarks and Q&A session, along with management colleagues of mine from the NEPA and RCRA programs. You seemed to have a concern for career EPA employees and I thanked you for actually taking the time to visit Atlanta and meet with us, something your disgrace of a predecessor never did or would ever have done. It is time to demonstrate whether your concern for EPA employees and the US public is genuine or not. I pretty much agree with nothing you or this Administration has done with regard to fulfilling EPA's mission; fortunately all of our air quality progress over the last 4 years have been residual reductions from stationary and mobile sources and greenhouse gases from prior Administrations, both Democrat and Republican going back to implementing the Clean Air Amendments of 1990. It is time for you to make a decision whether you will follow your oath of office or not." [Email sent to the EPA Administrator with the subject -"Fulfill your Oath of Office the US Constitution"]</p>	Liberal	59
EPA	Life Scientist, Region 4	11/19/2020	"I'm thankful Trump lost the election. A welcome change." [Email w/ no subject sent to numerous coworkers]	Liberal	60
EPA	Program Analyst, Office of Planning, Analysis & Accountability	1/21/2021	"Denise, Thank you for sharing this Executive Order, and for all of the times you speak during staff meeting. Folks might be interested in this powerful and moving documentary about the life of John Lewis (called John Lewis: Good Trouble. See link below). There are multiple options for watching it - we viewed it on Amazon Prime Video. We watched the documentary on January 8, two days after the attack on the Capitol. His words seemed all the more chilling and prescient in that moment. I just wish he had lived to see the election of President Biden and Vice-President Harris." [In response to a shared White House link to EO 13985]	Liberal	61
EPA	Acting Associate General Counsel, Cross-Cutting Issues Law Office	1/12/2021	"Not sure if you've seen this. (Frowning Emoji) https://www.govexec.com/management/2021/01/opm-issues-post-election-ses-hiring-freeze-weeks-later-previous-administrations/171329/ " [In response to an article concerning an SES hiring freeze]	Liberal	62

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EPA	Attorney, Office of General Counsel, Solid Waste and Emergency Response Law Office	1/25/2021	"I am writing to inform of you of Momentum's plans to submit a statement to OGC Immediate Office leadership (including career and incoming Biden Administration staff) to urge the front office to serve as a partner and an ally in OGC's antiracism work. As described more fully below, we plan to circulate a survey today, Monday January 25, to gauge general support for this statement, with the expectation that we would submit the statement to the Immediate Office no later than this Friday January 29. As I believe you are aware, Momentum is a staff-led effort within OGC. In October 2020, many of us in our personal capacities issued a statement in opposition to Executive Order 13950, Combating Race and Sex Stereotyping, and its related guidances. A number of OGC staff signed on to that statement and continue to seek robust action on antiracism initiatives in OGC." [Contained in email sent to coworkers concerning the submission of a statement to OGC Immediate Office Leadership]	Liberal	63
EPA	Acting Regional Administrator, Region 8	1/25/2021	"Good News". [In response to news that Schedule F was revoked]	Liberal	64
EPA	Principal Deputy Assistant Administrator, Office of Enforcement and Compliance Assurance, Region 8	1/19/2021-1/23/2021	<p>1/19/21 - "Here is another problematic Executive order, this time in the realm of criminal enforcement. I quickly redlined a couple of potentially troubling sections, but I'd appreciate your analysis. We may want to talk to the new team about a desire to sunset this very late EO." [Reaction to the EO on Protecting Americans from Overcriminalization through Regulatory Reform]</p> <p>1/22/21 - "Thank vyou for your note. This time does feel different from 4 years ago, and I'm very hopeful for the future." [In response to an email from a coworker who commented on the differences between the 2017 and 2021 presidential administration transitions]</p> <p>1/23/21 - "During Thursday's All Hands meeting, I was asked about the status of the former President's Executive Order 13957, which called for the creation of a new Schedule F excepted service category for certain positions that are normally civil service positions. I am pleased to report that President Biden signed a new Executive Order on Protecting the Federal Workforce yesterday that revoked the plan to create Schedule F." [In response to Biden's revocation of Schedule F via an EO]</p>	Liberal	pp. 65-67

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EPA	AFGE Local 3607 Executive Board Members, EPA employees, Region 8	1/12/2021	<p>"Your statement regarding your interactions with AFGE leadership was false.</p> <p>The Union filed a ULP against you for making this same statement at a Region 8 All-Hands meeting in July 2020. The Federal Labor Relations Authority (FLRA) agreed with the Union. The falseness of your statement has also been confirmed by the facts detailed in an article printed in Greenwire's E&E News (1/7/2021). That article sets forth email traffic between the Union and EPA. Specifically, an EPA management representative sent an email to a Union representative at 1:23 p.m. on 12/23/2020 setting forth an offer to delink work schedules from telework. However, only 8 minutes later, at 1:31 p.m. on 12/23/2020, that same EPA management representative sent an email to the Union representative rescinding the offer. At 4:12 that same day, the same EPA management representative sent another email to the Union representative again making the offer to delink work schedules from telework. You sent your email to EPA employees at 4:18 p.m. that same day. Aside from the fact that this was near the end of the day immediately prior to a declared holiday for federal workers and two days before the Christmas federal holiday, it's pathetic of you to characterize the Union as having rejected your offer after only six minutes had elapsed since your representative had reinstated the offer to the Union to de-link work schedules from telework. Clearly, your email had been prepared even prior to the sending of the 4:12 p.m. email from your representative to the Union reinstating the offer that you had withdrawn earlier that day.</p> <p>We are not at all surprised that you lied about this interaction with the Union. You made previous misstatements in Denver in July about negotiations with the Union during a Region 8 All-Hands meeting. Your lies and efforts to demonize the Union are despicable, although, unsurprising given your 2 1/2 years as Administrator and Acting Administrator.</p> <p>During that time, you have methodically eliminated protections of human health and the environment through rulemakings and policies while misleading the American public about your actions. While you have had the right as the EPA Administrator to gut environmental and public health protections to provide financial benefits to the regulated community, your repeated statements that the gutting of human health and environmental protections have actually provided benefits to human health and the environment are appalling. The least you could have done was told the truth about your actions and preferred policies. Last Thursday, you sent an email to EPA employees telling us how disgusted you were by last Wednesday's events. We believe that you were referring to the assault on the Capitol by the seditious, terrorist mob incited earlier in the day by your boss, Donald Trump, although your vague description is ambiguous. After all, you were appointed by Trump to gut environmental and human health protections, and you have done so with great vigor. You went on to say in your email today how you have upheld the rule of law and the Constitution of the United States during your entire career, and that you take your oath of office, your obligation to the Agency and to the American People very seriously. With respect to your obligation to the American people, it's clear that you mean either the minority of the general population that are die-hard Donald Trump supporters, or the businesses that have cheered while you have saved them millions, if not billions, of dollars during your gutting of environmental and human health protections. We work for the Environmental Protection Agency, not the Polluter Protection Agency. Many of us began our careers here, some close to 30 years ago with the goal, like most EPA career employees, of working hard to improve human health and the environment so that every citizen of the United States can enjoy life to the fullest without having to worry about getting sick or dying fromAlso, it is worth mentioning the Schedule F Executive Order. That Order attempts to politicize government policies and move "career positions employees in Federal service of a confidential, policy-determining, policy-making, or policy-advocating character not normally subject to change as a result of a Presidential transition" to the new Schedule F. This would strip career employees of their right to be represented by a Union and due process safeguards in the workplace. Regulating Agencies should not be made political pawns to any Administration. Our work should be based on sound science and not influenced by politics. We have looked forward to your departure since the day your actions made clear your disdain for the work that EPA has been charged by Congress with carrying out. Knowing that you will be gone in less than two weeks and that we can get back to working toward the goal of protecting human health and the environment gives those of us that are left hope that has been absent for the last four years." [In response to the EPA Administrator's December 23, 2020 email by AFGE Local 3607 representatives]</p>	Liberal	pp. 68-70

DEPARTMENT / AGENCY	POSITION	DATE	SUMMARY	LEANING	APPENDIX B PAGE
EPA	Regional Hearing Clerk, Region 8	1/25/2021	<p>"You may have already heard but we are so excited that we felt the need to shout out the wonderful news!! This morning President Biden signed an executive order rescinding the previous administration's ban on transgender individuals serving in the military. (Detailed NYTimes article attached.)</p> <p>The order's fact sheet states that, "transgender servicemembers will no longer be subject to the possibility of discharge or separation on the basis of gender identity; transgender servicemembers can serve in their gender when transition is complete and the gender marker in the Defense Enrollment Eligibility Reporting System (DEERS) is changed and transgender servicemembers should know that they are accepted throughout the U.S. military." [In response to New York Times article concerning Biden lifting a ban on transgender military service]</p>	Liberal	71
EPA	Position Not Found, Region 8	10/29/2020	<p>"Admit it, Ya'll haven't done Anything to "PROTECT" the environment in 4 YEARS. YA'LL ARE the Reason I CAN'T VOTE Republican. For the sake of my Kids, I just can't." [Unknown EPA employee left a note on a coworker's door. EPA staff reacting to the note that was left on an employee's door by this unknown EPA employee]</p>	Liberal	pp. 72-74
EPA	Position Not Found, Region 8	7/6/2020	<p>"This conduct is threatening, intimidating and discriminates against me as a hispanic person. As the head of the United States government the President's actions threaten me directly in the workplace. His video is a direct example of the type of harassment prohibited in EPA order 4711. Furthermore, on June 30, 2020, during a meeting titled "Expanding the Conversation on Racism, Equality, and Injustice", where employees were encouraged to candidly voice our concerns and feelings during these times of racial unrest, I voiced my complaint." "As part of my complaint I said that the president incurred in this behavior when he was a candidate and as president.</p> <p>I also said that now that we are approaching the election I expected this behavior to continue, evidenced by the sharing of a racist message in a public forum. I did this to establish past behavior and predict future behavior. I firmly placed these comments in relation to the workplace and his capacity as the head of the federal government. At no point did I engage in "activity directed at the success or failure of a political party, candidate for partisan political office, or partisan political group." "The failure to investigate the complaint and the chilling reminder I received are contrary to what Administrator Wheeler expressed on his June 11 email.</p> <p>Furthermore, his email includes an incident that mirrors the action I denounce here. I ask that you act on this information and take the necessary actions to prevent this from happening again." [In response to viewing a tweet put out by president Trump, an EPA employee filed a complaint and countered their superior's response that determined that the complaint would not qualify as evidence of a hostile workplace]</p>	Liberal	pp. 75-77
EPA	Director, Office of Brownfields and Land Revitalization	12/23/2020	<p>"She must be a total Trumper" [In response to a news alert that Trump administration officials had moved a particular career official into a position to be acting EPA administrator after president Trump left office]</p>	Liberal	78
EPA	Division Director, Communication Services and Information Division/ OPS, Office of Chemical Safety and Pollution Prevention	12/23/2020	<p>"God help us please NO!!!!" [In response to a news alert that Trump administration officials had moved a particular career official into a position to be acting EPA administrator after president Trump left office]</p>	Liberal	79

DEPARTMENT / AGENCY	POSITION	DATE	SUMMARY	LEANING	APPENDIX B PAGE
EPA	Position Not Found, Region 7	11/15/2020	"I figured you were the one responsible for this happening. Something the "Loser" actually could claim was a good thing. I remember the last time we talked. Part of the discussion was about your early briefing to Pruitt when he just started. That seems like a million years ago. I hope the EPA survives the damage from the past 4 years. I'm glad I retired during the 2017 buyout. I couldn't have taken the abuse without putting my foot in my mouth. Other than that and hiding from Covid19, retirement is great. Doing a lot of fishing and social distancing since. My German Shepherd keeps me busy playing fetch. For some reason, she also works at the social distancing when I walk her. I hope all is well with you. Have you been getting in as much golf as the "Loser" has been? Ha. When are you going to retire? [REDACTED]" [Responding to a coworker that commented on a shared news article titled - "The One Incredibly Green Thing Donald Trump Has Done"]	Liberal	80
EPA	Human Capital Management, Office of Land and Emergency Management, Black Employment Program	11/3/2020	In an email titled, "A Message from OLEM's Black employment program Program", an employee shared a Huffington Post article titled - "EPA Staff Slams Trump's Anti-Diversity Orders: 'They Are Punitive And Demeaning" to OGC.	Liberal	pp. 81-82
EPA	Director of the Office of Resource Conservation and Recovery, Office of Resource Conservation and Recovery	12/2/2020	"Peter, Barry, and Steven - ORCR had our weekly meeting with our Branch Chiefs and Division Directors this morning, and they raised to me that several staff members have mentioned that they read this Op-ed piece in the Post from Monday and it has them scared for the security of their jobs. Peter, you were kind enough to check in on Schedule F in the past to see if we could get any insights into the Agency's plans for implementation, but at the time there was nothing we could share with staff. Do any of you have any insights at this point that we could share? People are genuinely afraid, and any reassurance that they're not about to lost their jobs would be wonderful." [In response to a Washington Post article concerning Schedule F]	Liberal	83
EPA	Environmental Protection Specialist, Office of Pesticide Programs	12/17/2020	"Congrats, Sherada! Hope you are enjoying that bottle of champagne you were saving....or maybe a 2nd one if that first one was consumed on election day! Will miss seeing you! TQM all the way! p.s. Where did all of the years go?" [Email with no subject sent to numerous coworkers in response to a coworker leaving the agency]	Liberal	pp. 84-85
EPA	Quality Assurance Officer, Region 10	1/25/2021	1/25/21 - "To add detail to this morning's wonderful news, attached is an article "As Biden Lifts a Ban, Transgender People Get a Long-Sought Chance to Enlist" from the NY Times" [Reacting to Biden ending transgender troop ban] 1/25/21 - "More Good News! https://www.npr.org/sections/president-biden-takes-office/2021/01/25/960338217/biden-repeals-trump-era-ban-on-transgender-soldiers ". [Reacting to Biden ending transgender troop ban] [Black Lives Matter slogan contained in email signature]	Liberal	pp. 86-87
EPA	Manager and Program Analyst, Office of General Counsel	1/5/2021	"Happy New Year. Here's hoping that 2021 will be better. At least we will be Trump-less". [Coworkers offering eachother Happy New Year wishes]	Liberal	88
EPA	Brownfields Coordinator, Cleanup Grants, Office of Land and Emergency Management	10/8/2020	"I have cut off friends on the issues of racism, bigotry, & anti LGBTQ attitudes. Trump has exposed the dark underbelly of the country." [Email sent to dozens of EPA officials w/ no other context]	Liberal	89
EPA	Deputy Assistant Administrator, Immediate Office of the Assistant Administrator for Water	1/22/2021	Yay! Recission of Schedule F will be welcome news to our staff." [Responding to news that Schedule F was overturned]	Liberal	90

DEPARTMENT / AGENCY	POSITION	DATE	SUMMARY	LEANING	APPENDIX B PAGE
EPA	Wetland/ Environmental Scientist, NEPA Team - Tribal and Multimedia Programs Office, Office of the Regional Administrator, Region 5	1/21/2021	"Hi all - attached is a great article in this month's Environmental Law Reporter (published by the Environmental Law Institute)" -Article text: "President Donald Trump's environmental policies appear detrimental to the environmental justice (EJ) movement, but little work has been done to test their true impact on EJ. This Article offers a method for evaluating progress (or lack thereof) across the last three presidential administrations, proposing three metrics for progress: access to legal recourse, consideration of climate change as an EJ issue, and signaling actions. Using Robert Kuehn's taxonomy of EJ, it concludes that while not much may be said to have actually been gained or lost in terms of distributive or corrective justice, significant progress was made toward procedural and social justice under President Barack Obama and lost under President Trump. This comparison helps to resolve competing narratives and provides a framework to encourage further comparisons across additional metrics." [Employee shared a "great" article that criticized Trump environmental policies to Region 5 employees]	Liberal	91
EPA	Senior Counsel, Environmental Collaboration and Conflict Resolution, Region 3	11/30/2021	"FYI - Wendy Blake reviewed CPRC's Bridging Cultural Divides (BCD) training materials (see below). As [REDACTED], [REDACTED], and I decided to focus on presenting Engaging Constructively in Difficult Conversations in late February rather than BCD, we'll probably be well into the new administration before we set our sights on delivering BCD. Hopefully the current EO regarding training will no longer be in effect and [REDACTED] the DRA won't have to rely just on Wendy Blake's decision to allow delivery of BCD in the region." [Discussing diversity training plans in light of Trump's EO limiting DEI training. The employee feels that banned training should be reinstated once Biden is sworn in.]	Liberal	92
DHS (In EPA FOIA)	Deputy Director, Mitigation, Region 3	1/20/2021-1/25/2021	1/20/21 - "April is in the VA EOC feeling like she has no one to share her energy about today with. It reminded me of the day after Trump was elected when we talked. I was in the VA EOC deployed for Hurricane Matthew. Wearing my pearls today and so super excited for Madame Vice President. Happy Inauguration Day!" [Discussing Biden's inauguration day and reminiscing about Trump's inauguration four years prior with the Mission Support Division Director in EPA's Region 3] 1/25/21 - "That must have felt good to take those pictures down! ... Offboarding an RA must be so weird but definitely wonderful things to come." [Email reply regarding the removal of Trump/Pence stickers]	Liberal	93
EPA	Mission Support Division Director, Region 3	1/25/2021	"I was so busy trying to off board our RA [Regional Administrator] that I neve[r] responded! After he left, I took down the pictures of Trump, Pence and Andrew Wheeler in the lobby-perk of being MSDD [Mission Support Division Director]. It was a different mood from 2017 for sure-solo celebration in my office-thanks Covid. I didn't get to watch the inauguration festivities live but I got to watch later- I cried of course! It was a great day." [Discussing Biden's inauguration day and reminiscing about Trump's inauguration four years prior with the Deputy Director of Migration in FEMA's Region 3]	Liberal	94
EPA	Deputy Associate General Counsel for Water, Office of General Counsel	1/21/2021	"Diversity and inclusion exec order has been repealed. Yay! Sch. F. not repealed but only bc not urgent." [Sharing notes with coworkers - subject: "A few notes from add for what they are worth"]	Liberal	95
EEOC	General Counsel, Office of General Counsel	3/5/2021	"I am saddened to read this. I very much enjoyed working with you and under your leadership. Take good care and best of luck with your next endeavor." [Response to the General Counsel of the EEOC's personal termination notice letter]	Conservative (apolitical)	96
EEOC	Acting General Counsel (Appointed)	3/5/2021-3/12/2021	3/5/21 - "Sharon, the suddenness of your leaving has caught me by surprise. I wish you the best in your future endeavors Best to you." [Response to the General Counsel of the EEOC's personal termination notice letter] 3/11/21 - "Yes, I really think OGC staff is feeling pretty good. It has been a long time coming because it started as soon as Dhillon showed up." [Response to coworker's email celebrating the receiving of a "hiring authorization email"] 3/12/21 - "It is hard to believe what our offices came thru to get to where we are on this day." [Response to e-mail congratulating her on her appointment as acting General Counsel]	Liberal	pp. 97-99

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EEOC	Secretary	3/8/2021	"I'm so sorry to hear about this and you are going to be missed. You take care of yourself." [Response to the General Counsel of the EEOC's personal termination notice letter]	Conservative (apolitical)	100
EEOC	Program Analyst, Management and Program Analysis	3/9/2021	"Also, quietly as it is kept, you were always at the helm [of the Office of General Counsel]! Lol Congrats and well deserved." [Employee email sent to individual appointed as acting General Counsel]	Liberal	101
EEOC	Redacted by Agency (b) (6)	3/5/2021	"The beer is on me next time we see each other" [Response to the General Counsel of the EEOC's personal termination notice letter]	Liberal	102
EEOC	Redacted by Agency (b) (6)	3/5/2021	"Sounds good. And the whiskey is on me!" [Response to coworker's comment on the General Counsel of the EEOC's personal termination notice letter]	Liberal	103
EEOC	Redacted by Agency (b) (6)	3/5/2021	"There is a God." [Response to the General Counsel of the EEOC's personal termination notice letter]	Liberal	104
EEOC	Redacted by Agency (b) (6)	3/5/2021	"Oh happy day!" [Response to article concerning the General Counsel of the EEOC's termination - sent to external aol.com addresses]	Liberal	105
EEOC	Redacted by Agency (b) (6)	3/5/2021	"We were on a SharePoint training with [redacted] when Sharon's e-mail came in. I almost fell off my chair. There was much screaming and celebrating." [Response to news concerning the General Counsel of the EEOC's termination]	Liberal	106
EEOC	Redacted by Agency (b) (6)	3/8/2021	"I missed all the ACTION!" Can't say I'm sad about it." [In response to a news article concerning the General Counsel of the EEOC's termination]	Liberal	107
EEOC	Redacted by Agency (b) (6)	3/10/2021	"Clearly, she has blinders on since coming here. What about the party line votes to restrict our litigation?" [In response to a news article critiquing Trump appointed General Counsel's firing]	Liberal	108
EEOC	Redacted by Agency (b) (6)	3/12/2021	"Thank you for doing this. I really appreciate your willingness to take this on. We are coming out of a dark time and your leadership is so needed for us to see there is light again after all the darkness." [Email sent to the acting General Counsel after her appointment as acting General Counsel was announced]	Liberal	109
EEOC	Redacted by Agency (b) (6)	3/12/2021	"I am so happily joining the Chair in congratulating you on your appointment as the Acting General Counsel. After so many challenging months, it was so great to see all smiling faces during the RA [Regional Attorney] Conference Call." [Email sent to the acting General Counsel after her appointment as acting General Counsel was announced]	Liberal	110
EEOC	Redacted by Agency (b) (6)	1/7/2021	"As bad as the proposals on today's agenda are, the real damage is the categorical rejection of the honest bipartisan discussion. I certainly hope that EEOC is on President Biden's agenda shortly after January 20. Thank you for your efforts." [Email sent to coworker. Email subject: The Jim Crow Caucus comes to the EEOC]	Liberal	111
EEOC	Redacted by Agency (b) (6)	1/7/2021	"My thoughts before. Ditto afterwards (I lasted until 3:45). Much worse than Clarence. They are Trump to the end and beyond." [In response to - Email subject: The Jim Crow Caucus comes to the EEOC]	Liberal	112
EEOC	Redacted by Agency (b) (6)	2/4/2021	2/4/21 - "Apologies if I was negative when I talked. The argument I had Friday was so negative it made me wonder if I should be doing something else given the state of the courts. But I didn't mean to be so gloomy. Hopefully Biden will get busy putting good judges in ASAP." 2/4/21 - "I really hope so! I had a mentor at the EEOC who would give me a pep talk after a hard loss" we're part of a movement, we have to play the long game, and someone else will use the argument from my brief and win in a different case or court. Not sure it's true but it always made me feel better." [Email chain between two EEOC attorneys concerning a brief]	Liberal	113

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EEOC	Redacted by Agency (b) (6)	2/4/2021 - 2/5/2021	2/4/21 - "No worries at all ! We are on the side of goodness and light. As [REDACTED] reminds me constantly, God is in control. We may lose now, but justice will prevail eventually." 2/5/21 - "What your mentor said is definitely true. The argument that basically own Bostock was something Lambda legal had been arguing for years, but it never took hold ... Keep the faith!" [Email chain between two EEOC attorneys concerning a brief]	Liberal	114
EEOC	Redacted by Agency (b) (6)	2/4/2021	"My 5C panel features this gem" [Employee provides a link to an article criticizing a Trump appointed judge]	Liberal	pp. 114-115
EEOC	Redacted by Agency (b) (6)	2/23/2021	Response: "Oof, But that's okay! You're the one who's going to make him see the light!" [In discussion with a coworker concerning Trump appointed judge. Email subject: The Trump bench: Stuart Kyle Duncan of the Fifth Circuit]	Liberal	116
EEOC	Redacted by Agency (b) (6)	2/23/2021	"I associate the name [REDACTED] with [REDACTED], of David Lynch fame I suspect [REDACTED] would have been better served if David lynch had selected [REDACTED] panel." [In discussion with a coworker concerning Trump appointed judge. Email subject: The Trump bench: Stuart Kyle Duncan of the Fifth Circuit]	Liberal	117
EEOC	Redacted by Agency (b) (6)	2/24/2021	"Yes, filed a brief on the EPA case and have a 5C argument Monday on my trash truck driver case. Lots of messy issues we did not brief so will be a challenge to stay the course. We have Dennis and Weiner {86!} and an absolutely horrible Trump judge named Stuart Kyle Duncan. He looks to be morally bankrupt: [link to argument attacking Trump appointed judge]". [In discussion concerning Trump appointed judge]	Liberal	118
EEOC	Redacted by Agency (b) (6)	2/23/2021	"I think Lucas makes this claim, as Sharon told me she said that when she came in. Though I did not see it on the conciliation rule and ADEA Opinion Letter, she tried to act like she was sensitive to Samuel's concerns. You know the nicey, nicey act while sticking the knife in your back." [In discussion with coworkers concerning a EEOC DAILY NEWS CLIP]	Liberal	119
EEOC	Redacted by Agency (b) (6)	11/7/2020	"It will be nice to have a President who is literate. A great Seamus Heaney poem: https://www.youtube.com/watch?v=KkCvwwcTlZE " [Email sent to coworker with the subject: President-Elect Biden]	Liberal	120
EEOC	Redacted by Agency (b) (6)	11/7/2020	"Yes, yes, yes! Thanks for the poem." [In response to an email stating: "It will be great to have a President who is literate. This is a great poem by Seamus Heaney (the late poet laureate of Ireland) sent to me by a friend in Dublin: https://www.youtube.com/watch?v=KkCvwwcTlZE " with the subject: President-Elect Biden]	Liberal	121
EEOC	Redacted by Agency (b) (6)	11/25/2020	"Bummer! Messes up mlk day too. I had an oral argument during trumps inauguration but did not mind a bit! A little different." [In response to a coworker's email: "And guess what? Just to squash my fun, the Tenth Circuit scheduled that horrible case of mine about the [REDACTED] for January 20 - a holiday for us, and Biden's inauguration day! Grrrrrrrr. I could try to move it, but not sure if that's worth the hassle and dealing with the other side. And when Susan was told to move her CRST argument during the furlough, it wasn't rescheduled for eight months. I just want it O-V-E-R."]	Liberal	122
EEOC	Redacted by Agency (b) (6)	12/2/2020	"Both excellent points! I actually am warming up to the idea that I can do my argument and then crack open some champagne at lunch to celebrate Joe Biden's inauguration! And the whole afternoon off!" [In response to a coworker's email: "This will definitely hamper your ability to attend an inaugural ball - oh wait, there won't be any this year... the good news-the ordeal will at last be over!!" with the subject: argument]	Liberal	123
EEOC	Redacted by Agency (b) (6)	12/2/2020	"I'll drink to that" [In response to coworker's email: "Both excellent points! I actually am warming up to the idea that I can do my argument and then crack open some champagne at lunch to celebrate Joe Biden's inauguration! And the whole afternoon off!" with the subject: argument]	Liberal	124

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EEOC	Redacted by Agency (b) (6)	12/8/2020	"So great to hear from you! Congratulations on finishing your employment discrimination final. I am sure that you did well! We are doing well here. So relieved that Biden won! (Think I can say that!) Had my first Zoom argument in the Third Circuit, which was supposed to be five minutes as amicus but was 25 minutes (about co-worker use of the N-word) and have that horrible Tenth Circuit case argument (you helped with --constructive notice/successors) by Zoom on Inauguration Day!" [In response to a law student's redacted email with the subject: Update]	Liberal	125
EEOC	Redacted by Agency (b) (6)	11/9/2020	"That sounds like a very reasonable quarantine plan! I am glad that [REDACTED] was able to move the deposit to next year. Yes! Would love to meet up for a walk or run. Yesterday I ran [REDACTED] to Cape Henlopen, past Gordon's Pond, celebratory run by Biden's house (no secret service there!!!) and met [REDACTED] at the bookstore! So nice out there." [In response to a coworker's email with the subject: I have a second for my premoot, so I'm set - Thanks!]	Liberal	126
EEOC	Redacted by Agency (b) (6)	11/20/2020	"I think about this stuff much like all of our other expenses (including the ones I incur by using PACER to track instead of the useless Lexis product): any money spent doing our jobs is money that can't go to Trump's family or his various toadies. Win-win!" [In response to a coworker's redacted email with the subject: Another applicant for Summer Intern Program]	Liberal	127
EEOC	Redacted by Agency (b) (6)	11/24/2020	"A damper on my afternoon: Tenth Circuit has (a) [REDACTED] ; (b) on January 20!!! Which is a holiday for us, and a day I've been excited about for some time! Oh, well, probably not safe to attend it anyway. But I wanted to go. And see Biden. And Harris. And show T what a real crowd looks like! Off to deliver my turkey to [REDACTED] and [REDACTED] for brining!!!" [Email sent to coworker with the subject: Summer Intern Program. Coworker responded, "Goddammit. I'm sorry about that. You can drink like a fish afterwards though, right? With all your new best friends on the mall? Or at least at the Corner Pub? Happy brining!"]	Liberal	128