

personal significance is in our opinion, Mr. Chairman, most reprehensible.

It is, therefore, in a spirit of cooperation with this subcommittee that the American Federation of Government Employees submits this comment on one of the most objectionable practices yet developed to plague the public service.

It is our belief that the Federal Government has no more right than any other employer to require its employees or prospective employees to submit to invasions of privacy such as those which have come to light.

On behalf of Federal employees who have been compelled to undergo the indignity of questioning of an extremely personal character, we protest these practices and it is our sincere hope that the interest which this subcommittee has indicated in this highly irregular procedure will have the salutary effect of banishing it from the Federal civil service.

I might add, Mr. Chairman, Mr. Macy's comments this morning indicate that the subcommittee has had success in this area already.

The use of this so-called psychological testing is practically unnecessary and scientifically questionable in its results. Moreover, we agree emphatically with those Members of Congress and others who have questioned the legality of such proceedings and have indicated their belief that these queries transgress the personal and legal rights of employees who have been so questioned. The fourth and fifth amendments to the Constitution may well be violated by such tactics.

The ramifications and extent of this pseudopsychological investigation are undoubtedly broader than will ever be known. The impingement of personal feelings of what in so many instances amounts to a form of quackery or of unmitigated effrontery is so disturbing that women employees, in particular, are reluctant to discuss such an experience. As a result, many more instances of this shocking invasion of personal right to privacy have occurred than have become known.

I might add, Mr. Chairman, this is something we have run into. We have female members of our union who have been asked to give us this information, and although they will to us in the privacy of our office, they have absolutely refused to allow us to use their names or circumstances surrounding their case.

Mr. GALLAGHER. The Chair might state this is an experience that the staff of this committee also has encountered. So we are understanding of the problem.

Mr. MEAGHER. We have asked our members to apprise us of such instances and several examples were called to our attention. The one characteristic which is so disturbing about the type of psychological testing used is the senseless manner in which it has been practiced. This was exemplified in one instance brought to our attention. We were at a loss to understand why such a test was used unless it could have been for the sole purpose of deliberate persecution.

The employee involved has, according to our information, a heart condition. He has been hospitalized several times and during the last 2 years has been away from his work a considerable amount of time. After several recent attacks, he decided to file an application for disability retirement.