

Mr. GALLAGHER. Has there ever been anyone promoted who refused to take this test?

Mr. LUCE. We haven't had such a case yet.

Mr. GALLAGHER. Well, that is probably the reason.

Mr. LUCE. Well, it is hard to convey in a hearing room the relationship between the management in an organization like Bonneville and our employees, but I assure you it is a very good relationship. We don't have a feeling of antagonism, or concern by the employees that some kind of retribution will be delivered upon them if they don't do everything we ask them to do.

You should have heard the comments when we reduced the hours that the coffee shop is open for coffee, and you would have been reassured that our employees have no hesitancy in telling the Administrator they disagree with him.

Mr. GALLAGHER. Do they tell the Administrator all of the questions that are asked here?

Mr. LUCE. No.

Mr. GALLAGHER. Does the Administrator tell them whether he has a happy sex life or whether he believes there is a devil or hell or hereafter, this type of thing?

We are not questioning the employer-employee relationship. We understand that is a happy and congenial group at Bonneville. We are concerned with a far broader question here, as to whether or not we are properly protecting the rights of Federal employees. And we hope that the rippling effect of this will have some feeling at the other end, in industry.

Now, the mere justification you have given us may well make for technically sound people, but is it at the expense of having to bare their souls for these promotions?

Mr. Macy seems to agree, and many of the other witnesses, that this type of thing is intrusive and violative of a person's privacy.

Mr. Horton?

Mr. HORTON. Mr. Luce, at the outset I do want to give you credit, as the Administrator of Bonneville, for trying to give these tests under certain safeguards. And I am impressed with the fact that you do have safeguards, and I think you ought to be commended for this.

The problem that I have is the same problem the chairman has, that I am concerned that even under the safeguards that you have provided and with the pressures on the employee who is desirous of a promotion, that there may be areas in which his privacy is being invaded, and he has got a family, he has a job, so he wants to get a promotion, so he is going to certainly comply with the regulations or go along with the group.

So I am interested to find out whether or not you are going to, when you present your case as it were to the Chairman or to the Civil Service Commission, I am interested to find out whether you, as the administrator, are going to recommend that this same procedure be continued under the safeguards that you have established.

Mr. LUCE. Well, Congressman Horton, the decision as to what recommendation is asked of the Civil Service Commission will actually be the Department's decision. You are asking me what I will recommend to the Department of the Interior?

Mr. HORTON. If you want to be technical, yes, that is right.