SUPREME COURT OF THE UNITED STATES

IN THE SUPREME COURT OF THE	E UNITED STATES
	-
DAVID BRYON BABCOCK,)
Petitioner,)
v.) No. 20-480
KILOLO KIJAKAZI, ACTING)
COMMISSIONER OF SOCIAL SECURITY,)
Respondent.)
	_

Pages: 1 through 61

Place: Washington, D.C.

Date: October 13, 2021

HERITAGE REPORTING CORPORATION

Official Reporters
1220 L Street, N.W., Suite 206
Washington, D.C. 20005
(202) 628-4888
www.hrccourtreporters.com

1	IN THE SUPREME COURT OF THE UNI	ITED STATES
2		-
3	DAVID BRYON BABCOCK,)
4	Petitioner,)
5	V.) No. 20-480
6	KILOLO KIJAKAZI, ACTING)
7	COMMISSIONER OF SOCIAL SECURITY,)
8	Respondent.)
9		-
10		
11	Washington, D.C.	
12	Wednesday, October 13,	2021
13		
14	The above-entitled matter of	came on for
15	oral argument before the Supreme (Court of the
16	United States at 11:36 a.m.	
17		
18	APPEARANCES:	
19	NEAL K. KATYAL, ESQUIRE, Washingto	on, D.C.; on behalf
20	of the Petitioner.	
21	NICOLE REAVES, Assistant to the So	olicitor General,
22	Department of Justice, Washing	gton, D.C.; on behalf
23	of the Respondent.	
24		
25		

1	CONTENTS	
2	ORAL ARGUMENT OF:	PAGE
3	NEAL K. KATYAL, ESQ.	
4	On behalf of the Petitioner	3
5	ORAL ARGUMENT OF:	
6	NICOLE REAVES, ESQ.	
7	On behalf of the Respondent	35
8	REBUTTAL ARGUMENT OF:	
9	NEAL K. KATYAL, ESQ.	
10	On behalf of the Petitioner	55
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		

1	PROCEEDINGS
2	(11:36 a.m.)
3	CHIEF JUSTICE ROBERTS: We'll hear
4	argument next in Case 20-480, Babcock versus
5	Kijakazi.
6	Mr. Katyal.
7	ORAL ARGUMENT OF NEAL K. KATYAL
8	ON BEHALF OF THE PETITIONER
9	MR. KATYAL: Thank you, Mr. Chief
10	Justice, and may it please the Court:
11	I'd like to begin with the statutory
12	text. Section 415(a)(7)(A) is found at petition
13	appendix page 69a, and it excludes from the
14	windfall elimination provision "a payment based
15	wholly on service as a member of a uniformed
16	service as defined in section 410(m)."
17	David Babcock, who served as a
18	dual-status technician in the National Guard for
19	33 years, qualifies. Indeed, 32 U.S.C. 709
20	requires technicians like him to literally "wear
21	the uniform of the armed services, be a member
22	of the National Guard, and hold the military
23	grade specified by the Secretary."
24	And Babcock did. He wore the U.S.
) E	Transcription dos in dos out tooghing noonlo

- 1 how to fly Black Hawk helicopters and the like.
- 2 Babcock engaged in service. He was a
- 3 dual-status tech. He's undoubtedly a member of
- 4 a uniformed service. Indeed, the Section 410(m)
- 5 expressly says National Guard folks qualify.
- 6 The government says Babcock was a
- 7 civilian. Even if this were true, it would be
- 8 irrelevant. The key statute, 415, doesn't use a
- 9 civil-versus-military dividing line. It simply
- 10 asks was the service uniformed.
- 11 The government attempts to say that
- 12 Babcock's service was not as wholly a member of
- 13 the uniformed service. But the best reading of
- 14 the statute, even before one gets to the
- 15 veterans canon, rejects that.
- There is no status language in 415.
- 17 The government would convert the word "as" into
- 18 a status test trying to discern what hat someone
- 19 was wearing at a given point in time. Congress
- 20 certainly could have made such a choice, and,
- indeed, it has in many other statutes, but it
- 22 did nothing like that here.
- 23 So we have three basic arguments.
- One, the statute doesn't look to civilian
- 25 status. It looks to uniformed service. Second,

- 1 even if civilian status mattered, this would
- 2 meet it. Dual-status tech service is
- 3 irreducibly military. And, third, if there's
- 4 any ambiguity, the veterans canon would suggest
- 5 reading it in favor of Mr. Babcock.
- 6 JUSTICE THOMAS: Counsel, if -- just a
- 7 simple factual question. If he -- if Petitioner
- 8 was receiving his -- was exclusively uniformed
- 9 service, then why is he receiving a civilian
- 10 pension and a military pension?
- MR. KATYAL: Yeah, that's just the way
- 12 the statute works. And I -- Justice Thomas,
- it's very much like something that's common
- ground between both the government and us, which
- is that inactive service members who didn't pay
- into the system would receive both, that that's
- 17 what Congress certainly had in mind in the
- 18 uniformed service exception.
- JUSTICE THOMAS: That's not exactly --
- 20 part of it's civilian and part of it is
- 21 military. If your argument is right, it would
- 22 seem that it would be all military. That makes
- 23 sense if you're talking about NOAA or you're
- 24 talking about the Coast Guard. It's all -- it
- 25 -- it -- it's -- it's consistent with what

б

1 you're saying, that the service was uniformed 2 service, as opposed to part civilian, since he's 3 wearing more than one hat. It's dual -- it is a 4 dual position, so part civilian, part military. And I don't understand how you can 5 6 have that and now argue that it's all military. 7 MR. KATYAL: Well, we're -- we're 8 saying, Your Honor, that it is -- it's all 9 uniformed service. That's the language of 10 410(m). And so it does certainly have some 11 civilian overtones. Civilian versus uniformed 12 service are not mutually exclusive categories. 13 JUSTICE THOMAS: Is -- is there any 14 other -- is there any other service where that's 15 the case? 16 MR. KATYAL: Well, we do think --17 JUSTICE THOMAS: Other than this? 18 MR. KATYAL: Well, NOAA and the Public 19 Health Service are both civil --20 JUSTICE THOMAS: But they're 21 designated by statute, though --2.2 MR. KATYAL: Correct. JUSTICE THOMAS: -- right? 23 24 MR. KATYAL: Correct. And just --25 JUSTICE THOMAS: And -- and your --

- 1 and -- and -- and Petitioner is not?
- 2 MR. KATYAL: No, Justice Thomas, it is
- 3 designated by statute just as much. So the
- 4 National Guard is enumerated in -- Congress
- 5 specified in the uniformed service exception
- 6 certain services that were defined as uniformed,
- 7 and that's 410(m).
- And when you look at 410(m) and the
- 9 cross-reference, it says that NOAA and Public
- 10 Health Services are certainly included, but so
- 11 too is the National Guard of the United States.
- 12 Now, Justice Thomas, you're absolutely
- 13 right, there is no other category besides
- 14 dual-status technicians that fall within our
- argument about 410(m).
- 16 JUSTICE THOMAS: But Petitioner is not
- 17 acting as a National Guard -- as a member of the
- 18 National Guard of the United States all the
- 19 time.
- 20 MR. KATYAL: So our argument is that
- 21 he is all the time and that -- and that Congress
- in 410(m) didn't draw any distinction.
- Now, absolutely, Justice Thomas, my
- friend on the other side has made that argument
- 25 before this Court for the first time, that

- 1 there's some distinction between the National
- 2 Guard of the United States and the National
- 3 Guard in general. And as I was saying to you in
- 4 my -- my first answer to you, the problem with
- 5 that is that it would ultimately -- first of
- 6 all, that's not the way the government
- 7 administers the statute. At page 24 of their
- 8 brief, they admit that it covers inactive duty
- 9 folks.
- 10 And if this is the National Guard of
- 11 the United States and that's the only thing
- 12 swept up in the uniformed service exception, the
- problem with that is then Congress didn't reach
- 14 the one category that was common ground that we
- both agree was covered by the uniformed service
- 16 exception. That's why I think this
- 17 late-breaking theory by the Solicitor General 27
- 18 years after the statute has passed I don't think
- 19 really works.
- 20 It also doesn't work because the
- 21 statutes say that once you're a member of the
- 22 National Guard, you're automatically
- 23 concurrently enlisted in the National Guard of
- the United States. And, here, that's really
- 25 true. As I was saying, Babcock is required, as

- 1 with all dual-status technicians, to wear the
- 2 uniform, a United States uniform. So he wears
- 3 the United States Army -- it's emblazoned on his
- 4 uniform --
- 5 CHIEF JUSTICE ROBERTS: Well, counsel,
- 6 I don't think --
- 7 MR. KATYAL: -- when he goes to work
- 8 every day.
- 9 CHIEF JUSTICE ROBERTS: -- I don't
- 10 think the fact that -- I don't think, when they
- 11 say "the uniformed service," they -- they mean
- does he wear a uniform or not. I mean --
- MR. KATYAL: Correct.
- 14 CHIEF JUSTICE ROBERTS: -- I
- 15 appreciate he -- he wears the uniform because of
- 16 his National Guard service.
- But he gets two checks, right, two
- 18 checks a month or however often? One is for his
- 19 National Guard service, the -- I don't know
- 20 whether it's a weekend a month or however much
- 21 it is, and then another check for his 9-to-5
- 22 civilian job. The former is based wholly on his
- 23 uniformed service, working in -- in the
- 24 uniformed service. But the other is based
- 25 wholly on his civilian job.

Τ	Now the one is subject subject to
2	the exemption from the windfall exception if
3	that's if that's right. But the other isn't
4	because it's certainly not based wholly on his
5	service in the National Guard. It's based on
6	his civilian service.
7	MR. KATYAL: So, Mr. Chief Justice, we
8	do think that the other is one that falls
9	squarely within the uniformed service exception;
10	that is, you're absolutely right, the statute
11	doesn't ask are you literally wearing a uniform
12	at any time. It asks, are you a member of a
13	service that is a uniformed service?
14	And then the statute tells us exactly
15	what is a uniformed service in Title 42, and it
16	includes the National Guard, in contrast to, as
17	Justice Thomas was asking about, Title 5, which,
18	for purposes of other things, like bookkeeping,
19	calls them civilian.
20	So I don't think the fact that they
21	are civilian answers the fundamental question,
22	which is, is Babcock serving as a member of a
23	uniformed service at the time?
24	Now my friend on the other side says,
25	well, that's a different hat because that is the

- 1 hat National Guard, the state National Guard.
- 2 But, as I say, if that's the test, then it would
- 3 mean inactive duty folks who stand very much
- 4 like Mr. Babcock don't get the -- they wouldn't
- 5 be able to be eligible for the uniformed service
- 6 exception either because they are the same --
- 7 they fall in the same exact category. They're
- 8 people who didn't pay into the system before
- 9 1988. Congress undoubtedly said for those
- 10 folks, absolutely, they should get it.
- 11 And the reason for this, and it sounds
- 12 a little arcane, but I think the reason why this
- 13 all exists is people like Babcock or others
- joined the -- joined federal employment with a
- 15 certain set of expectations, and one of those
- 16 expectations was they would get a windfall if
- 17 they fell within this.
- 18 Congress later changed that in 1983
- 19 and adopted a broad windfall elimination
- 20 provision, one that sweeps very large, 1.9
- 21 million people are encompassed by that. But, in
- 22 1994, they said: Well, if you're serving in
- 23 uniform, if your service is wholly there, then
- 24 you should get an exemption, the uniformed
- 25 service exemption.

1	And so that's what it's about. And so
2	it's certainly about inactive service folks who
3	didn't pay into the system but see their
4	paycheck slashed decades after they started
5	their employment. They don't really remember
6	whether they paid into the system or not.
7	Congress said we want to get rid of that.
8	And as our reply brief at page 14
9	says, once Congress decided to get into that
10	question, then it stands to reason that folks
11	like dual-status technicians like Mr. Babcock
12	are just like those inactive service folks.
13	They're people who didn't pay into the system
14	but see their paycheck slashed decades later,
15	and these are people who are truly, through and
16	through, military to the extent that that was
17	even the test in terms of the way they performed
18	their
19	CHIEF JUSTICE ROBERTS: Well, I I
20	don't see how you can say through and through
21	military when their job title is dual-status.
22	MR. KATYAL: Well
23	CHIEF JUSTICE ROBERTS: I mean, what
24	are the two statuses
25	MR. KATYAL: Well

```
1
                CHIEF JUSTICE ROBERTS: -- stati?
 2
               MR. KATYAL: -- it's -- it's military
      and civilian to be sure.
 3
                CHIEF JUSTICE ROBERTS: Yeah, sure.
 4
               MR. KATYAL: But --
 5
 6
                CHIEF JUSTICE ROBERTS:
                                        So the --
 7
      their pension payments are not based wholly on
      the military service. They get a pension based
8
 9
     on their military service, and that works the
10
      way you want the whole thing to work in terms of
11
      accepting the application of the windfall
12
      exception. But I don't see -- or I think you --
13
     well, how -- how does the other part of it --
14
     not the -- not the whole thing. I understand
15
     you want to look at the whole thing and say the
16
     whole thing is based on --
17
               MR. KATYAL: So --
18
               CHIEF JUSTICE ROBERTS: -- military
19
      service.
20
               MR. KATYAL: -- so two things.
21
                CHIEF JUSTICE ROBERTS: It seems to me
22
      the whole system separates out the two to the
     extent that they call it a position dual.
23
24
               MR. KATYAL: So two things, Mr. Chief
25
      Justice. First, the title is not just
```

- 1 dual-status tech. It's -- it's -- and you can
- 2 see it at U.S. -- at 32 U.S.C. 709(b), which is
- 3 petition appendix page 64a, and it's military
- 4 technician dual-status.
- 5 And then, at 10 U.S.C. 10216, it calls
- 6 them military technicians and military 24
- 7 whopping times. So I think Congress has said,
- 8 to the extent that you even looked at this
- 9 military/civil line, I think they're calling
- 10 them more military if anything.
- Now the second point is we don't think
- 12 that the words of the statute have some sort of
- purity test that you've got to be all military
- 14 all the time. You know, the --
- 15 CHIEF JUSTICE ROBERTS: Well, you
- don't have to be all military all the time, but
- 17 maybe you do when they say the payment has to be
- 18 based wholly on service as a member of a
- 19 uniformed service.
- MR. KATYAL: I agree that's one way to
- 21 read it. I just don't think it's the best way.
- 22 And so, you know, let me walk you through the
- way that we understand "wholly," which is it's a
- very severe test, as our reply brief at page 10
- 25 says. What it says is that if there's even a

- 1 drop of money that comes -- that not from
- 2 uniformed service, then you don't get the
- 3 exception the way -- the uniformed service
- 4 exception.
- 5 So Congress in 1983 passed a broad
- 6 provision, the windfall elimination provision,
- 7 which says "if any part or whole of the money
- 8 comes from non-covered service, then you're in
- 9 the windfall elimination provision." That's
- 10 what they said. That's a sweeping broad
- 11 provision that affects 1.9 million Americans
- 12 each year.
- And then Congress said, we're going to
- enact a narrow exception only for those who are
- wholly in uniformed service, people who have
- 16 basically spent their career doing that.
- 17 And so the word "wholly" has a lot of
- 18 meaning. It's integral to our -- to our reading
- of the statute because, without it, it means
- 20 that you can have just a little bit of money
- from uniformed service and then you're entirely
- 22 out of this broad windfall elimination
- 23 provision.
- So it's not the case that we're not
- 25 giving "wholly" work. We're giving it a lot of

- 1 work. Indeed, it's integral to the way we read
- 2 the statute.
- 3 To my friend's reading and, Mr. Chief
- 4 Justice, I think your reading, suggests that
- 5 "wholly" would modify the word "service," not
- 6 "payment." And I think that's not what Congress
- 7 had in mind. Congress certainly has in other
- 8 statutes focused on the status or something like
- 9 that, but it hasn't here.
- 10 And that's why our brief
- 11 linguistically walks you through that at page
- 12 29, saying "wholly" would have to be two words
- down in the statute in order for this to apply.
- 14 And so we think it's a -- not to -- we do think
- it's the best reading of the statute to really
- 16 -- to understand this. I think the government
- 17 itself at page 22 of their brief admits that
- 18 "wholly" modifies the word "payment," not
- 19 "service."
- 20 And so, when you read the statute, you
- 21 simply ask whether or not the service is as a
- 22 member of a uniformed service. And, here, when
- 23 someone like Mr. Babcock or dual-status
- technicians are performing their duties, they're
- literally having to wear the uniform, having to

- 1 be a military rank, having to comply with all
- 2 sorts of fitness requirements that --
- JUSTICE BARRETT: Mr. Katyal --
- 4 MR. KATYAL: -- us civilians don't --
- 5 JUSTICE BARRETT: -- what if a private
- 6 employer said, I'm very patriotic, I really like
- 7 employing members of the National Guard and all
- 8 of these same requirements that you're
- 9 articulating, said I want you to wear your
- 10 uniform to work, I want you to maintain a
- 11 certain rank, I want you to maintain a certain
- 12 fitness level, but Mr. Babcock is doing the same
- job that he's doing, you know, teaching pilot
- 14 flight school, but he's doing it for a private
- 15 employer.
- 16 MR. KATYAL: Yeah.
- 17 JUSTICE BARRETT: Would that be
- 18 service as a member --
- MR. KATYAL: It wouldn't.
- 20 JUSTICE BARRETT: -- of the National
- 21 Guard?
- MR. KATYAL: So -- so two things,
- Justice Barrett. First is, of course, if a
- 24 private employer did anything at this point in
- 25 time, it's all covered employment. So --

1	JUSTICE BARRETT: Well
2	MR. KATYAL: this case really
3	JUSTICE BARRETT: imagine not.
4	MR. KATYAL: Right. I just want to
5	make sure that, you know, focus on it's
6	impossible for these kinds of hypotheticals to
7	arise. And then, second, we definitely don't
8	think that a private employer can somehow
9	supplement and define what is a National Guard
10	duty. Those are enumerated by statute in 709
11	and 10216.
12	JUSTICE BARRETT: But why would that
13	matter? You know, why does it matter if they're
14	two employers rather than one? Is it just the
15	fact that he works for the government?
16	MR. KATYAL: It's it's not two
17	employers rather than one. We're just asking
18	when you ask what is service as a member of a
19	uniformed service, I think that can only be done
20	by someone who is a member of a uniformed
21	service.
22	Now, if the hypothetical is the
23	employer makes those people become, say,
24	National Guard members or something like that,
25	our point

1 JUSTICE BARRETT: That is the 2 hypothetical. 3 MR. KATYAL: Yeah. Then our point would be, in that circumstance, they -- they'd 4 still have -- that they'd have to be performing 5 the duties that National Guard folks do 6 7 enumerated by statute, not other duties. they're doing other things, they're just not --8 they're not service -- their role -- they're 9 10 not -- their service is not as a member of a 11 uniformed service. 12 JUSTICE SOTOMAYOR: How about if they're delivering food to the National Guard? 13 14 It's a private company with all of the 15 prerequisites that Justice Breyer had said and 16 they're delivering mess, food. 17 MR. KATYAL: I think you'd look to the 18 way Congress has characterized the duty, if 19 there's any clue, like, here, there is the --20 you know, to the extent you want to focus on 21 military, something like that. And the reason 2.2 for that, Justice Sotomayor, is what is civilian 23 and what looks military is actually really hard. Take your example of food. A culinary 24 25 specialist is a chief petty officer in the U.S.

- 1 Army. It is thoroughly a military position.
- 2 But it's cooking food.
- 3 And so I do think that the way to --
- 4 to deal with this -- and this only affects,
- 5 obviously, a narrow set of people -- is to ask,
- 6 what did Congress have in mind in the roles that
- 7 it was enumerating? Here, Congress had roles in
- 8 mind like the one that Mr. Babcock does,
- 9 teaching people how to fly military helicopters.
- 10 JUSTICE SOTOMAYOR: Where do you get
- all of that from the language?
- MR. KATYAL: We get it --
- JUSTICE SOTOMAYOR: Tell me where you
- 14 -- you --
- MR. KATYAL: We -- we get it from --
- 16 JUSTICE SOTOMAYOR: -- where the
- 17 language gives us those two requirements --
- 18 MR. KATYAL: It --
- JUSTICE SOTOMAYOR: -- first, that --
- 20 that your job has to require you to be a -- be a
- 21 member, and, secondly, that it be one of these
- 22 specified jobs?
- MR. KATYAL: Yeah. So I think the --
- 24 the language --
- 25 JUSTICE SOTOMAYOR: Just read the

- 1 language to me and tell me where.
- 2 MR. KATYAL: Right. So the language
- 3 of the statute is "service as a member of a
- 4 uniformed service." So we think that has three
- 5 components to it. One, you got to be a member,
- 6 you know, and, here, of course, membership in
- 7 the National Guard is required. Second, that
- 8 you got to perform the statutory duties that are
- 9 enumerated by the -- by the statute, as opposed
- 10 to Justice Barrett's hypothetical, like, adding
- 11 some other duties --
- 12 JUSTICE SOTOMAYOR: So a cook is --
- MR. KATYAL: -- that a private
- 14 employer does.
- 15 JUSTICE SOTOMAYOR: -- a cook is -- is
- 16 listed. So what else?
- 17 MR. KATYAL: Yeah. And then -- and
- 18 then, lastly, you know, whether it's for a
- 19 uniformed service or not, and that's defined by
- 20 the statute, as I was saying to the Chief
- Justice, in 410(f).
- JUSTICE SOTOMAYOR: So how do you
- 23 exclude the -- the chef, that he's in the Army,
- 24 he's a officer --
- 25 MR. KATYAL: So I do think --

1	JUSTICE SOTOMAYOR: a petty
2	officer?
3	MR. KATYAL: Right. I do think, if
4	the Congress if Congress has defined that as
5	a kind as as as an enumerated duty of
6	the National Guard, then that person would
7	qualify.
8	Here, there are enumerated duties of
9	the National Guard found in 709 and 10216, and
LO	as our brief explains, dual-status technicians
L1	are integral to the performance of those duties
L2	You know, that's been said time and
L3	again by different people, members of the
L4	military, you know, civilian officers, even the
L5	government's own briefs to this Court in an
L6	admittedly different context, the Ferris
L7	context, calls them irreducibly military.
L8	JUSTICE BARRETT: Well, Mr. Katyal, is
L9	training pilots to fly Black Hawk helicopters
20	one of those enumerated duties?
21	MR. KATYAL: We do think it falls
22	directly within within the enumerations of
23	709, which is organizing, administering,
24	instructing, or training the National Guard and
25	or armed carvides and the like So was we

- 1 think it does fall that way.
- We don't think you have to get into
- 3 any of that here because Congress did use a
- 4 pretty simple test, simple language that affects
- 5 relatively few people. To the extent there's
- 6 any doubt about this, we would suggest you apply
- 7 the veterans canon. As Justice Alito's
- 8 unanimous opinion for the Court in Shinseki said
- 9 back in 2011, if there's any ambiguity, read it
- in favor of veterans. And so we think that that
- 11 would answer it.
- 12 And then I think, you know, my friend
- on the other side suggests that there's somehow
- 14 some sort of civilian bar in the statute, and I
- think this is implicit in the Chief Justice's
- 16 question to me as well. But the relevant
- 17 statutory language doesn't say that. It just
- 18 says uniformed service.
- 19 JUSTICE KAGAN: Well, the way the
- 20 Chief Justice read the language, I think, and
- 21 this is the way I read the language too, is that
- 22 we can sort of make this simpler by saying a
- 23 payment based wholly on military service.
- 24 Do you think that that's right? Is
- 25 there a difference? If I say a payment based

2.4

- 1 wholly on military service, is that the same as
- 2 or different than this statutory language?
- 3 MR. KATYAL: I -- I think it may be
- 4 the same. It'll obviously depend on how you
- 5 read "wholly." We don't think you should read
- 6 "wholly" the way that they read it to
- 7 essentially say that there's -- "wholly" will
- 8 modify "service," which I think could be done in
- 9 a --
- JUSTICE KAGAN: Well, "a payment based
- 11 wholly on military service" means that the
- 12 payment has to be for entirely military service.
- MR. KATYAL: Exactly. So, if -- if --
- if that's the way you read it, Justice Kagan, we
- don't disagree. So people like Babcock, who
- 16 have spent their whole career in the dual-status
- 17 technician role and get a payment for that,
- that's a circumstance in which they fall within
- 19 the exception.
- 20 If we contrast that to a modified Mr.
- 21 Babcock, someone who spent half of his time,
- 22 say, working at the Department of Transportation
- in non-covered employment and half of his time
- 24 working as a dual-status tech, that person would
- 25 not be eligible for the uniformed service

- 1 exception. JUSTICE KAGAN: So, if I understand --2 3 MR. KATYAL: He falls without it. JUSTICE KAGAN: -- what you're saying 4 in terms of the way you read this stat --5 6 statute, the only thing at issue is, when he 7 receives his paycheck, is it entirely for military service, or might it be for other 8 9 things as well? 10 MR. KATYAL: Is it entirely for uniformed service. That's the -- that's the one 11 12 13 JUSTICE KAGAN: Oh. Now you're 14 changing it, because I asked you is it the same
- MR. KATYAL: Oh, I'm so sorry, I meant

 -- I didn't hear the last part then. So, yeah,
- 18 so we do think there's a difference between

as for military service.

- 19 uniformed service and military service. And
- 20 Congress gave you an express textual indication
- of that by enumerating the Public Health Service
- 22 and NOAA as two examples. Those are people who
- 23 are not military. The government, you know,
- 24 dances around this in their brief, but they
- 25 certainly don't call them military because that

- 1 would be preposterous.
- 2 Instead, what people like NOAA and
- 3 Public Health Services folks are are uniformed
- 4 service, and that's why Congress used that
- 5 specific phrase. They could have used -- picked
- 6 up any other military test, as our brief says.
- 7 There are all sorts of military pay stub tests
- 8 throughout, including about the National Guard,
- 9 like 709(b) and so on, but not this one.
- 10 And so, here, Congress just simply
- 11 asked: Is the service as a member of a
- 12 uniformed service? And to answer that question,
- 13 you look to what is a uniformed service --
- 14 JUSTICE KAGAN: So are you saying,
- 15 well, we -- we concede that the payment is not
- 16 entirely for military service, but it's all for
- 17 uniformed service?
- MR. KATYAL: We -- we don't concede
- 19 it. We do think, if you went there, this is
- 20 irreducibly military at the end of the day, but
- 21 -- but we don't think you have to get there.
- 22 That is not the language of the statute. We
- think we meet the government's test, but we
- 24 don't think the government's test is right.
- 25 We think it's a simpler test affecting

- 1 a very small number of people but, obviously,
- 2 people to whom this amount of money is really
- 3 important.
- 4 JUSTICE BREYER: But isn't it that --
- 5 I mean, is there anything wrong with my reading
- 6 the legislative history? Is there anything
- 7 wrong where the statute's ambiguous?
- 8 MR. KATYAL: So --
- 9 JUSTICE BREYER: If I turn to a House
- 10 report, which was so common and still is, where
- 11 someone who works on the staff explains what
- they mean, and that explanation is run by all
- 13 the senators, and either they or their staff
- 14 sign off on it, and, here, no one objected.
- And what they seem to say, when I read
- 16 House Report 103-506, whatever it is, at 67, I
- 17 read it, and it seems to say that these smaller
- group of people who are actually in military
- 19 reserve between 1956 or whatever the years were,
- they're the ones we're trying to help, not
- 21 anybody else.
- MR. KATYAL: So -- so, Justice Breyer,
- we certainly don't have any problem with you
- looking at legislative history. Some of your
- colleagues might, but we certainly don't.

1 And -- and we think, if you look at 2 it, you draw exactly the opposite conclusion 3 because Congress did say -- you're absolutely 4 right, Congress said military pensions focused on inactive service members and the like in 5 the -- excuse me -- the legislative history says 6 7 that, but Congress didn't use those words. They used far broader words, service --8 9 JUSTICE BREYER: So you're saying the 10 person who wrote the legislative history got it 11 wrong? 12 MR. KATYAL: I --13 JUSTICE BREYER: That the person who 14 wrote that report didn't actually read the 15 statute and didn't really know what the statute 16 said? 17 MR. KATYAL: Justice Breyer, there's 18 nothing in there that excludes dual-status 19 technicians --20 JUSTICE BREYER: It says for a small 21 2.2 MR. KATYAL: -- from the legislative 23 history. JUSTICE BREYER: -- closed group of 24

people who receive military pay --

- 1 MR. KATYAL: Correct.
- 2 JUSTICE BREYER: -- based on your
- 3 reading.
- 4 MR. KATYAL: -- and we agree it is a
- 5 small group of people either way, whether
- 6 dual-status techs --
- 7 JUSTICE BREYER: Based at least in
- 8 part on non-covered military reserve duty after
- 9 1956 and before 1988 --
- 10 MR. KATYAL: Correct.
- 11 JUSTICE BREYER: -- which I admit I
- 12 don't understand --
- 13 MR. KATYAL: Correct.
- JUSTICE BREYER: -- but I'll try.
- 15 Right.
- MR. KATYAL: That is -- we agree that
- 17 that is the heart of what the statute is about.
- 18 Our only point is the language Congress
- 19 ultimately settled on doesn't have any of those
- 20 terms in it. And once you start reading it the
- 21 government's way, you're then into the problem
- of, wait, Congress then didn't do anything. It
- didn't cover even inactive duty folks, which is,
- as you were saying, the paradigmatic case of
- 25 what they wanted to cover.

1	Questions?
2	CHIEF JUSTICE ROBERTS: Mr. Katyal,
3	when when Mr. Babcock was working, did he get
4	one paycheck or two?
5	MR. KATYAL: So he got when he was
6	working in
7	CHIEF JUSTICE ROBERTS: Just regular
8	
9	MR. KATYAL: as an as an active
10	
11	CHIEF JUSTICE ROBERTS: I assume he's
12	retired now.
13	MR. KATYAL: Yeah, so he got one
14	paycheck for his National Guard service. When
15	he went into active duty for his
16	CHIEF JUSTICE ROBERTS: No, no, no.
17	One paycheck for his National Guard service.
18	Did he get one paycheck for his 9-to-5 job and
19	one paycheck for the National Guard job?
20	MR. KATYAL: I I will let you I
21	just want to make sure of what the record says.
22	I'll get that for you on rebuttal.
23	CHIEF JUSTICE ROBERTS: But he does
24	get two separate checks for pension, right?
25	MR. KATYAL: Correct.

1 CHIEF JUSTICE ROBERTS: One for his 2 9-to-5 job and one for his National Guard job? 3 MR. KATYAL: Correct. And the way that the statute works, it goes payment system 4 by payment system. So it asks whether the CSRS 5 6 payments are all wholly as a member of a 7 uniformed service or not. And then, if he has, for example, state and local pension, that's a 8 9 whole separate system and a separate calculation under the windfall elimination provision. 10 11 don't aggregate them together. 12 CHIEF JUSTICE ROBERTS: Just to be 13 clear, I'm asking when he's working, does -- at 14 the end of the month, does he have -- this is my 15 National Guard check for the time I spent 16 working as a National Guardsman, military 17 status, right? But he had this separate -- you will fight the "separate" maybe -- but he also 18 19 had the 9-to-5 job --20 MR. KATYAL: Oh. 21 CHIEF JUSTICE ROBERTS: -- because 2.2 that's what made him dual-status. MR. KATYAL: Oh, yeah. No, I don't 23 24 think he gets a separate paycheck for that. I think that's all one paycheck. It's just -- I 25

- 1 think that his military service, to the extent
- 2 he's on active duty or something like that, the
- 3 -- that is a separate paycheck. So I think
- 4 those are the two paychecks. I will confirm
- 5 this in the record --
- 6 CHIEF JUSTICE ROBERTS: Well, I --
- 7 MR. KATYAL: -- and get back to you.
- 8 CHIEF JUSTICE ROBERTS: -- you say to
- 9 the extent he's on active duty. Is it to the
- 10 extent he's not -- the National Guard has not
- 11 been called up, but he's in the National Guard
- 12 for specific periods, right?
- MR. KATYAL: Correct.
- 14 CHIEF JUSTICE ROBERTS: Okay. So
- 15 you're going to let me know if he gets a -- got
- 16 a separate paycheck for his 9-to-5 job and a
- 17 separate paycheck for the time he was doing
- 18 National Guard work?
- 19 MR. KATYAL: Yeah, I -- I'm pretty
- sure it's all the same thing because, you know,
- literally, every time he's going to work, he's
- 22 wearing the uniform and performing his National
- 23 Guard dual-status technician duties. I don't
- think there is any separate paycheck, but I just
- 25 want to double-check what's in the record.

1	CHIEF JUSTICE ROBERTS: Okay. Thank
2	you.
3	Justice Thomas?
4	JUSTICE THOMAS: Yes, counsel, just an
5	a question as an aside. What would have been
6	the difference in the treatment of Petitioner if
7	he had exercised the option in the 1980s to
8	switch from CSRS to FERS?
9	MR. KATYAL: Yeah. So, one, if he
10	if he elected to be in FERS, then he would be in
11	covered employment, and then he'd be outside of
12	the windfall elimination provision because it
13	doesn't encompass at least for those
14	going-forward years non-covered employment. It
15	only applies to non-covered employment.
16	So, once you're in the language of
17	FERS in covered employment, you're outside of
18	the windfall elimination provision.
19	JUSTICE THOMAS: So he exercised an
20	option that put him in the current position that
21	he's in?
22	MR. KATYAL: Correct, and he you
23	know, as he says at this is petition appendix
24	page 44a when he joined the service, he

thought he was entitled to a certain stream of

- 1 benefits. They then changed it on him, and,
- 2 yes, he had the option to convert, but
- 3 conversion had all sorts of problems inherent to
- 4 it.
- JUSTICE THOMAS: Yeah, but that was
- 6 true in the '80s for every federal employee.
- 7 MR. KATYAL: Correct. And what
- 8 Congress in 1994, Justice Thomas, said was
- 9 uniformed service folks are going to get a
- 10 benefit that other federal employees don't get.
- 11 We want to benefit them in a certain way because
- they're seeing their paychecks slashed, as are,
- of course, civilian employees, but they wanted
- 14 to do something -- you know, they wanted to do
- something for uniformed service folks that was
- 16 different and special.
- 17 JUSTICE THOMAS: Thank you.
- 18 CHIEF JUSTICE ROBERTS: Justice
- 19 Breyer?
- JUSTICE BREYER: No, thank you.
- 21 CHIEF JUSTICE ROBERTS: Justice Alito?
- 22 No?
- Justice Sotomayor, anything further?
- JUSTICE SOTOMAYOR: I -- I -- on this
- 25 two -- two checks, he got a check for his 9-to-5

- job for the State National Guard, and he got a
- 2 separate check for his inactive duty military
- 3 service? When he got called up for his two
- 4 weeks or weekend duty for the Army National
- 5 Guard, he got a separate check, correct?
- 6 MR. KATYAL: Correct. I'm pretty
- 7 sure.
- 8 JUSTICE SOTOMAYOR: And so he's being
- 9 paid two pensions now, one by his 9-to-5 job and
- 10 he does get a military pension as well?
- 11 MR. KATYAL: That is correct. That is
- 12 what the uniformed --
- 13 JUSTICE SOTOMAYOR: So that's the
- 14 answer to Justice -- the Chief's question.
- MR. KATYAL: I'm pretty sure it is. I
- just want to see what's in the record,
- 17 absolutely, yes.
- 18 CHIEF JUSTICE ROBERTS: Justice Kagan?
- Justice Barrett? No?
- Thank you, counsel.
- Ms. Reaves.
- 22 ORAL ARGUMENT OF NICOLE REAVES
- 23 ON BEHALF OF THE RESPONDENT
- MS. REAVES: Mr. Chief Justice, and
- 25 may it please the Court:

Τ	when a dual-status technician retires,
2	he receives two separate streams of payments,
3	and the application of the uniformed services
4	exception depends on the basis for each set of
5	payments that he receives.
6	First, he receives Civil Service
7	Retirement System payments from the Office of
8	Personnel Management for the work that he
9	performs in his full-time civilian role as a
LO	technician. Those payments do not trigger the
L1	uniformed services exception because they are
L2	based on his civilian employment.
L3	A technician also receives a second
L4	stream of payments which are military retirement
L5	payments from the Defense Finance and Accounting
L6	Service for his part-time military service, that
L7	is, his inactive duty training and drills and
L8	his active duty service in the National Guard.
L9	Those military retirement payments do
20	trigger the uniformed service exception because
21	they are based wholly on service in a qualifying
22	National Guard capacity. And Petitioner and
23	other dual-status technicians like him, when
24	they were in the role, received two separate
25	paychecks with two separate leave and earnings

- 1 statements. One was a paycheck for their 9-to-5
- 2 technician work, and the other was the paycheck
- 3 for all their inactive and active duty service.
- 4 Congress also repeatedly categorized
- 5 technician service as outside -- as civilian
- 6 service, not uniformed service.
- 7 First, Congress did not include
- 8 dual-status technicians within the definition of
- 9 a member of a uniformed service that is
- 10 cross-referenced in the uniformed services
- 11 exception.
- 12 Second, in Section 10216 of Title 10,
- one of the two primary provisions that governs
- 14 dual-status technicians, Congress describes
- 15 technicians as civilian four separate times.
- And, third, in Title 5, Congress
- defined technician employment as falling within
- 18 the civilian service of the government and
- 19 ensured that technicians would receive civilian
- 20 retirement payments for their civilian
- 21 employment.
- I think I'd start then by discussing a
- 23 couple of points that my friend on the other
- 24 side made, and the first is whether an
- 25 individual knows what type of status they're in

- 1 at any given point in time.
- 2 And it's actually quite clear what
- 3 status a technician is at any point. During his
- 4 9-to-5 job, a technician is doing work in the
- 5 technician role, and in that role, he has a
- 6 variety of benefits that he doesn't have while
- 7 he's working in his National Guard role, and
- 8 that includes the fact that he can join a union.
- 9 He can file complaints with the EEOC and MSPB.
- 10 He can receive compensatory time off and
- 11 worker's compensation. And he's compensated
- 12 under the federal GS system.
- 13 That's different from his National
- 14 Guard service which he performs on weekends or
- if he's called up to active duty.
- Now my friend on the other side has
- 17 suggested that if you are -- were to accept the
- 18 government's position in this case, inactive
- 19 duty service, such as training and drills,
- 20 wouldn't trigger the uniformed services
- 21 exception. And that's wrong because of a
- 22 specific provision that deems such service as
- 23 federal for the purpose of federal funding.
- 24 And that provision is 10 U.S.C.
- 25 12602(a), which provides that for the purposes

- of laws providing benefits for members of the
- 2 Army National Guard of the United States,
- 3 military training, duty, or other service
- 4 performed by a member of the Army National Guard
- of the United States in his status as a member
- of the Army National Guard, for which he's
- 7 entitled to pay from the United States, shall be
- 8 considered military training, duty, or other
- 9 service in the federal service.
- 10 So let me unpack that a little bit.
- 11 What that means is that when an individual is in
- 12 his state status, which usually happens when
- he's doing inactive training and drills, because
- of this provision, he's paid by the federal
- government as a general matter, and that does,
- in fact, trigger the uniformed services
- 17 exception because that payment is payment for
- 18 qualifying service.
- 19 Now dual-status technician service is
- 20 different because Congress has categorized that
- 21 service as outside the uniformed service and the
- 22 payments for that service as civilian in nature.
- JUSTICE GORSUCH: Counsel, as -- as I
- 24 understand your -- your colleague on the other
- side, and I may not, but, as I understand it as

- 1 best I can in this area, we -- we all understand
- 2 that National Guardsmen serve in at least two
- 3 capacities, and one of them is denominated by
- 4 the government for purposes of its own HR
- 5 administration as civilian.
- 6 And -- and so, fine, he served as a
- 7 civilian when he was working as a technician.
- 8 That was -- that's how you classified it.
- 9 But just looking at the language of
- 10 the statute -- and I think this is the argument
- in its simplest terms as I understand it -- was
- 12 -- were the payments based -- were they made
- wholly on service in the capacity of -- as -- as
- 14 a member of the uniformed service, and the
- answer he would give is yes because, while you
- 16 denominate it civilian for certain purposes, you
- also said it could only be performed by someone
- 18 who is a member of a uniformed service.
- 19 So the work may be civilian for a
- 20 bunch of other purposes, but it can only be
- 21 performed by someone who is serving in the
- 22 capacity of a National Guardsman.
- What's wrong with that argument?
- MS. REAVES: I think there are a few
- 25 things that are wrong with that argument. One

- 1 is that a precondition to hold a given role
- 2 doesn't render service in that role and payments
- 3 for service in that role wholly for service in
- 4 the capacity of the prerequisite.
- JUSTICE GORSUCH: Well, why -- now let
- 6 me stop you there. Why not? Because, if the
- 7 work, civilian work, whatever you -- whatever
- 8 words you want to put around it, can only be
- 9 performed, has to be wholly performed by someone
- 10 who is a member of the National Guard, why
- doesn't that take care of the word "wholly" for
- 12 you?
- MS. REAVES: So I think it writes out
- 14 the word "as" and the fact that we're in
- 15 agreement, I think, that "as" means in the
- 16 capacity of.
- 17 JUSTICE GORSUCH: Mm-hmm.
- MS. REAVES: And the fact that
- 19 Congress --
- JUSTICE GORSUCH: Okay. All right.
- 21 So, if we're moving from "wholly" now, we're
- 22 putting that aside, okay, so we're not arguing
- on "wholly," we're going to "as," all right, and
- "as" is a very important word in this case. I
- 25 got that.

```
1
                "In the capacity of" is, I think, how
 2
      that -- you would argue it is.
 3
                MS. REAVES: Yes.
                JUSTICE GORSUCH: Why isn't the
 4
      civilian work being performed in the capacity
 5
 6
      of, by someone who has to be a National
 7
      Guardsman?
                MS. REAVES: So I think "in the
 8
 9
      capacity of " and "by someone that has to be " are
10
      two different terms. And I -- I guess maybe an
11
     analogy would be helpful here.
12
                JUSTICE GORSUCH: But the work is
13
      civilian work being performed as, okay, wholly
14
      as a National Guardsman. Why -- why can't both
15
     be true, in other words? I know it's -- it's --
16
      it's a lot to hold in one's head at the same
17
      time that one can be both civilian and
18
     performing work as a National Guardsman, but
19
     what's -- what's wrong with that?
20
                MS. REAVES: So they -- they can't be
21
     because Congress has said they can't be.
2.2
      Congress has said that an individual -- that
23
     there's something called National Guard service,
24
      and we pay individuals military pay and give
```

them military pensions as a result of that.

1	JUSTICE GORSUCH: That's all over in
2	Title 10, though. Here we are in Title 42. And
3	what do you do just on in Title 42 itself?
4	MS. REAVES: So I think, in Title 42
5	itself, we looked at what is uniformed service
6	and we see that a member of a uniformed service
7	is not a technician. And we know that when
8	Congress wanted to include an individual who
9	doesn't really look normal to us who don't have
10	expertise in this area, like a member of the PHS
11	Corps or the NOAA Corps, it explicitly included
12	them within that definition of uniformed
13	service, and it didn't do that with technicians.
14	JUSTICE GORSUCH: So are we blowing
15	past "as" now and now we're on to "uniformed
16	service"?
17	MS. REAVES: We're not blowing past
18	anything. I think the best reading of the
19	statute is looking at the entire phrase and
20	giving meaning to the definition of "member of a
21	uniformed service" which doesn't include
22	technician service, giving meaning to "as" and
23	the fact that service needs to be performed in
24	that capacity, and giving meaning to "wholly"
25	and the fact that payments themselves have to be

- 1 entirely or completely based on qualifying
- 2 service. And we know that --
- JUSTICE GORSUCH: All right. Let me
- 4 -- let me try it one more time and then I -- and
- 5 I'll promise I'll stop because I'm beating a
- 6 horse that's pretty dead, I think.
- 7 Payments based wholly on service,
- 8 okay, civilian service, based wholly on civilian
- 9 service performed in the capacity of a National
- 10 Guardsman. I think that's the reading, okay? I
- 11 -- I think that's it as best I got it, and I may
- be completely off base, Mr. Katyal will tell me,
- but what's -- what's -- what's wrong with that?
- 14 Why can't we hold these two things in our head
- 15 at the same time?
- 16 MS. REAVES: I think because of the
- definition of "uniformed service," and I don't
- 18 think we can just look at the Title 42
- 19 definition because Title 10 is one of the two
- 20 provisions that creates dual-status technicians
- 21 and it refers to their service as civilian four
- 22 separate times.
- Now my friend on the other side has
- 24 noted that they're referred to as military
- 25 technicians multiple times, but that just refers

- 1 to whom they -- for whom they work. It doesn't
- 2 refer to the nature of their service. So I
- 3 think that we can't just read this in a bubble.
- 4 And when Congress enacted that --
- 5 this, it was enacting it against a backdrop of
- 6 the fact that National Guard members do have
- 7 different types of service and that National
- 8 Guard members for the most part are part-time
- 9 service members.
- 10 And I think it's helpful to compare
- 11 the service that a dual-status technician
- 12 renders with two other types of service that the
- 13 National Guard has. One is active guard
- 14 reserve, and those are individuals who hold a
- 15 full-time military role, and all of their pay
- 16 for their 9-to-5 job receives the benefits of
- 17 the uniformed services exception.
- 18 And the National Guard also employs
- 19 civilian employees who aren't members of the
- 20 National Guard, and all of these individuals may
- 21 perform service that seems to us to be very
- 22 important to the National Guard and integral to
- 23 its functioning, but what matters for the
- 24 purposes of the uniformed services exception is
- 25 how Congress chose to define the service.

1	And Congress chose to
2	JUSTICE BARRETT: Well
3	MS. REAVES: define this
4	JUSTICE BARRETT: Ms. Reaves
5	JUSTICE ALITO: What is the
6	JUSTICE BARRETT: what about Mr.
7	Katyal's point that there is a statutory list of
8	duties performed by people like Mr. Babcock and
9	that that list can be read to include Mr.
10	Babcock's training, you know, of pilots?
11	MS. REAVES: So it's it's certain
12	so the the description he was referring to
13	is in 32 U.S.C. 709, which describes what
14	dual-status technicians do on a day-to-day
15	basis, and that includes organizing,
16	administering, and instructing the National
17	Guard.
18	And that is certainly what he did
19	during his 9-to-5 technician job. We aren't
20	debating that in any way. But that even
21	though that's important to the National Guard,
22	integral to its functioning, that was his 9-to-5
23	civilian service, and that's separate from his
24	weekend training and guard training and
25	reserve service.

1	So I don't think the fact that
2	Congress decided to list off their roles here
3	tells us anything about whether that service is
4	in the capacity of a member of a National Guard.
5	It's also important to note that
6	Congress also has wholly civilian employees of
7	the National Guard who aren't members of the
8	National Guard and don't have that prerequisite.
9	They can also be trainers, like Mr. Babcock was
10	JUSTICE ALITO: What is the purpose of
11	this dual-status setup? Why why would it not
12	have been sufficient for these employees to be
13	simply civilian federal employees? If they want
14	to be on in the National Guard on the side,
15	fine, they can be in the National Guard?
16	MS. REAVES: So I can't answer that
17	question as to any individual technician because
18	there are tens of thousands of them and they do
19	have very different roles. It might be a
20	different answer for Mr. Babcock. The
21	individual who was the plaintiff in Martin, the
22	Eleventh Circuit case on this issue, was a
23	personnel clerk, so he did paperwork but still
24	had to be a National Guard member. But I can
25	tell you why we got here and maybe some of the

- 1 benefits of it.
- 2 As to the why, this is really a
- 3 holdover of how states had structured the system
- 4 before. So, in 1916, Congress authorized states
- 5 to hire military caretakers, who were the
- 6 predecessors of dual-status technicians, and
- 7 states developed a practice where most of these
- 8 individuals had to be members of the National
- 9 Guard.
- 10 JUSTICE ALITO: Well, is it -- is this
- just a historical accident, or is there some
- benefit to the federal government or to the
- 13 National Guard from having these people in a
- dual status as opposed to a -- an overlapping
- 15 status as opposed to completely discrete
- 16 statuses?
- 17 MS. REAVES: So I think the benefits
- are that it definitely helps the National Guard
- 19 with enrollment because these civilian jobs are
- 20 very attractive with all the benefits that they
- 21 have. And it also does help the National Guard
- 22 from the perspective of cohesion and unit
- 23 readiness. These individuals, you know, do get
- 24 called up with their National Guard units and do
- 25 inactive training and drills with them.

1 I don't think any of that really tells 2 us anything about how to answer the question 3 presented here just because, as I previously discussed, what we have to look at is the status 4 itself as Congress has defined it and the 5 6 payment, type of payments that Congress has 7 provided for that, not whether it looks military or looks essential to us. 8 I think my friend -- let's talk for a 9 10 moment about "wholly" and what kind of work that 11 term is doing here. We read "wholly" as an 12 adverb that modifies the adjectival phrase that 13 begins with "based on" and that phrase in turn 14 modifies "payment." I think we're all in 15 agreement on that reading, and what that means 16 is that we have to look at the nature of this 17 particular payment here. And I think even if the Court were to 18 19 accept my friend on the other side's functional 20 approach, which says that this looks like 21 National Guard service, so we should treat these 2.2 payments as it for being payments that trigger 23 the uniformed services exception, that doesn't work because "wholly" indicates that even if 24 25 you're taking that functional approach, which we

- don't think you should, the payments are not
- 2 wholly based on that.
- 3 An individual member of the National
- 4 Guard who's not a technician cannot receive the
- 5 CSRS pay -- Civil Service Retirement System
- 6 payments that Petitioner received. He can't
- 7 hold that technician role. And I think, because
- 8 of that, "wholly" does do work under our
- 9 reading.
- 10 And the problem with my friend on the
- other side's reading of "wholly" is it actually
- is reading "wholly" as "in whole or in part."
- 13 Petitioner suggests that if -- if there was a
- 14 CSRS payment that was partially based on
- 15 military service and partially based on
- 16 non-military service, that could somehow be
- apportioned out and only the part based on
- 18 military service would trigger the uniformed
- 19 services exception.
- 20 But that's actually completely against
- 21 the text of the uniformed services exception.
- 22 And if this Court were to find that dual-status
- 23 technician payments trigger the uniformed
- services exception, it would be the only
- 25 situation in which a CSRS payment could be

1 entirely based on military service and would be 2 subject to the uniformed services exception. 3 If the Court has no further questions? CHIEF JUSTICE ROBERTS: Further 4 questions? Justice Thomas? 5 6 JUSTICE THOMAS: I have one. I have 7 just a minor question. The -- how -- how -- how big a problem is this now that CSRS no longer 8 exists? 9 10 MS. REAVES: I can give you a partial 11 answer as to the number of individuals that this 12 will impact. So this will only impact 13 individuals who are in the dual-status technician role before 1984 and are still 14 15 receiving CSRS payments or are eligible to 16 receive them and are not yet receiving them. 17 And because of data-keeping 18 limitations, I only have the number of 19 dual-status technicians who retired after 2004 or are eligible to retire, and that's about 20 53,000 National Guard dual-status technicians. 21 2.2 This case will also impact a smaller 23 number of Air Force and Navy -- Air Force and Army technicians. Those forces have dual-status 24 25 technicians like these. It's a much smaller

- 1 number because the force authorizations for
- 2 those have been smaller.
- 3 So that -- that's unfortunately all
- 4 that I can provide for you, but it -- it's a
- 5 fairly small group of individuals that this case
- 6 will possibly impact.
- 7 JUSTICE THOMAS: Thank you.
- 8 CHIEF JUSTICE ROBERTS: Justice
- 9 Breyer?
- Justice Alito, anything for you?
- 11 Justice Sotomayor?
- 12 Justice Kagan?
- JUSTICE GORSUCH: One quick question.
- 14 So we agree this only impacts folks who are
- 15 still receiving CSRS benefits that they would
- 16 have been eligible for before 1984?
- MS. REAVES: Based on service before
- 18 1984 --
- JUSTICE GORSUCH: 1984, yeah.
- 20 MS. REAVES: -- or service that began
- 21 before 1984 --
- JUSTICE GORSUCH: Right. Yeah.
- MS. REAVES: -- and continued.
- JUSTICE GORSUCH: All right. And
- 25 then, secondly, if -- if -- if no man alive can

- 1 figure this out, does the veterans canon have
- 2 any role to play here?
- 3 MS. REAVES: So, obviously, I disagree
- 4 with your premise there. I think that there are
- 5 a lot of textual clues in the statute and in
- 6 related statutes that indicate that our reading
- 7 is the better one, but I don't think the
- 8 veterans canon has any play here for a couple of
- 9 reasons.
- 10 The first is that the group of
- individuals that this would benefit Congress has
- 12 defined as not being veterans, and that's
- 13 because technician service itself doesn't create
- 14 any sort of veterans preference.
- 15 It doesn't give someone veterans
- 16 benefits. It's only the National Guard service
- 17 that someone renders that can possibly give
- 18 technicians veterans preference, so I don't
- 19 think this would be a -- that would be an
- appropriate place to apply the veterans canon
- 21 because the veterans canon is usually applied to
- 22 statutory schemes that themselves are intended
- 23 to benefit veterans.
- JUSTICE GORSUCH: Military, not
- uniformed service, we're back to that?

1	MS. REAVES: I don't think it's back
2	to that because I because I would dis I
3	disagree that technician service is uniformed
4	service. Technician service isn't within the
5	definition of "uniformed service."
6	JUSTICE GORSUCH: Sorry, I didn't mean
7	to go back there. Thank you. Thank you,
8	counsel.
9	CHIEF JUSTICE ROBERTS: Justice
LO	Kavanaugh?
L1	JUSTICE KAVANAUGH: You you you
L2	agree, however, that there is a veterans canon
L3	that would apply when statutes are ambiguous
L4	generally. You'd say it doesn't apply here both
L5	because it's not ambiguous and because it's not
L6	really veterans as we normally think about it?
L7	MS. REAVES: Yes, we are not
L8	contesting the availability of the veterans
L9	canon to resolve grievous ambiguity.
20	CHIEF JUSTICE ROBERTS: Justice
21	Barrett?
22	Thank you, counsel.
23	Rebuttal, Mr. Katyal?
24	

1	REBUTTAL ARGUMENT OF NEAL K. KATYAL
2	ON BEHALF OF THE PETITIONER
3	MR. KATYAL: Thank you, Mr. Chief
4	Justice. Three points.
5	First, as Justice Gorsuch was
6	indicating, we do think that the plain text
7	controls here. There are two key features of
8	our argument. First, Section 415 looks to
9	service, not status, and, in particular,
LO	uniformed status service.
L1	And, second, Congress has specifically
L2	defined National Guard service as uniformed
L3	service and dual-status technician service in
L4	particular as part of that and has labeled it
L5	military.
L6	Second, Mr. Chief Justice, he got one
L7	paycheck for his DST service, his dual-status
L8	service. That was that's petition appendix
L9	page 42a. That is, to be sure, a civilian
20	paycheck under Title 5.
21	Our point is civilian pay where
22	your paycheck comes from doesn't matter for
23	purposes of 415. 415 doesn't ask that. And,
24	indeed, as Justice Gorsuch was saying, it's not
25	mutually exclusive. You can have a civilian

- 1 paycheck but still be serving -- your service
- 2 may still be performed as a member of a
- 3 uniformed service.
- 4 There is no pay stub test. Congress
- 5 has used pay stub tests even with respect to the
- 6 National Guard, as our reply brief points out.
- 7 Here, they didn't do anything like that. They
- 8 used the words "service as a member of a
- 9 uniformed service." They didn't try and embrace
- 10 a paycheck test or anything like that.
- 11 CHIEF JUSTICE ROBERTS: Mr. Katyal,
- 12 I'm sorry to interrupt your rebuttal, but I'm
- 13 not -- I want to make sure I've got this right.
- 14 He -- did he receive one paycheck for
- 15 his civilian status duty and one for his
- 16 National Guard duty?
- 17 MR. KATYAL: No, one paycheck for it
- 18 all; that is, his job is all part of one thing.
- 19 So, as he shows up to work as a dual-status
- 20 technician, he falls within all the requirements
- of 709, wearing the uniform, all that stuff. He
- doesn't have some separate hat he's wearing for
- 23 purposes of 415. He's just -- he's getting one
- 24 paycheck --
- 25 CHIEF JUSTICE ROBERTS: Is it --

```
MR. KATYAL: -- and it is civilian.
1
                CHIEF JUSTICE ROBERTS: -- is it
 2
 3
     allocated separately?
 4
               MR. KATYAL: Only to the extent, as I
     was saying before, he is in active duty or
 5
      something like that. But, otherwise, he's
 6
7
      getting one paycheck. It is a civilian
      paycheck, but that's not the way -- that's not
 8
      what the test is.
 9
10
                JUSTICE BARRETT: What about weekend
11
      service when he goes for training and drills?
12
                MR. KATYAL: And the weekend stuff
13
      also comes in the military DFAS payments as
14
      well.
15
                JUSTICE BARRETT: So that's the
16
      separate -- like, we could say it's two separate
17
     paychecks insofar as you're talking about his
18
     weekend National Guard service that you might do
19
      even if you were in private employment?
20
               MR. KATYAL: To the --
21
                JUSTICE BARRETT: And then the 9-to-5?
2.2
                MR. KATYAL: Yeah, to the extent he
23
     was doing any of that, any -- any weekends or
      something like that, that's military and
24
25
      separate.
```

```
1 Now my friend on the --
```

- 2 CHIEF JUSTICE ROBERTS: Wait, wait.
- 3 But that's military and separate. Does he get
- 4 paid for that?
- 5 MR. KATYAL: He does get paid for
- 6 that, just -- absolutely.
- 7 CHIEF JUSTICE ROBERTS: Is that
- 8 different than the pay he gets for his 9-to-5
- 9 job?
- 10 MR. KATYAL: It is because that's
- 11 Title 5 --
- 12 CHIEF JUSTICE ROBERTS: Are there two
- 13 checks?
- MR. KATYAL: He does get two paychecks
- 15 for --
- 16 CHIEF JUSTICE ROBERTS: Okay.
- 17 MR. KATYAL: Not -- not for his
- 18 dual-status service but anything else.
- 19 So then my friend on the other side
- 20 said that there's a statute that she's just
- 21 pointed out, 12602, which says that -- that --
- 22 she says it fills the gap and allows him to
- 23 cover National Guard of the United States.
- 24 That's not an argument they've made before in 27
- years, but I don't think that that statute

- 1 actually works.
- 2 Indeed, it's inconsistent with their
- 3 own view of the word "wholly" because their own
- 4 view of "wholly" is that Title -- because they
- 5 say Title 5 is responsible for these civilian
- 6 payments.
- 7 JUSTICE BREYER: Is this a -- let me
- 8 get back to this thing. He -- Person A, Monday,
- 9 Tuesday, Wednesday, works as a technician,
- 10 nothing really -- at the Army base but does
- 11 nothing that a civilian doesn't do there. Then,
- on Thursday, he does a special National Guard
- duty, and on Friday, they're nationalized, so he
- 14 has a federal thing. He gets one paycheck for
- 15 that week, is that right?
- MR. KATYAL: He gets -- if he's
- 17 nationalized, he would get a separate military
- 18 pay stub in a separate military paycheck.
- 19 JUSTICE BREYER: Okay. So, for
- Monday, Tuesday, Wednesday, Thursday, he gets
- 21 one paycheck?
- MR. KATYAL: Correct.
- JUSTICE BREYER: And now -- okay. How
- 24 do they deduct the Social Security for that? Do
- 25 they -- do they -- and it goes to two systems,

- 1 doesn't it?
- 2 MR. KATYAL: It does go to two
- 3 systems, Your Honor.
- 4 JUSTICE BREYER: All right. So do
- 5 they -- do they -- how do they do it? They
- 6 deduct two amounts, one for the one day of
- 7 Thursday and another for the --
- 8 MR. KATYAL: No. It's system by
- 9 system. And that's the way the windfall
- 10 elimination provision works. So you only look
- 11 to -- and I was saying this in my opening -- you
- only look to, for example, the CSRS payments
- here. There's only one stream of CSRS payments.
- 14 They're all wholly -- wholly uniformed services.
- 15 So that's why we think he falls within it.
- Now, if there's any ambiguity in this,
- 17 we would suggest that the veterans canon does
- 18 apply. And the government doesn't argue,
- 19 Justice Kavanaugh, that they are not -- that
- 20 Mr. Babcock and other dual-status technicians
- 21 aren't veterans. Pointedly, the last paragraph
- 22 of their brief says the reverse, that they are
- veterans. And so, if there is any ambiguity, we
- 24 would suggest that you read it that way.
- 25 And I think it would be a very

1	dangerous thing to fall on the 12602 argument
2	that my friend has just raised because it's
3	inconsistent with what they say "wholly" means.
4	And also, indeed, it very well may boomerang on
5	them because it says you're if you're
6	"entitled to pay" from the federal government,
7	then that counts as federal service.
8	Well, undoubtedly, Babcock is entitled
9	to pay for his federal service, for his
10	dual-status technician service Monday through
11	Wednesday. That makes him part of the uniformed
12	service exception.
13	CHIEF JUSTICE ROBERTS: Thank you,
14	counsel. The case is submitted.
15	(Whereupon, at 12:30 p.m., the case
16	was submitted.)
17	
18	
19	
20	
21	
22	
23	
24	
25	

1 1.9 [2] 11:20 15:11 10 [6] 14:5.24 37:12 38:24 43:2 44: 10216 [4] 14:5 18:11 22:9 37:12 103-506 [1] 27:16 11:36 [2] 1:16 3:2 **12:30** [1] **61:**15 **12602** [2] **58**:21 **61**:1 12602(a [1] 38:25 13 [1] 1:12 14 [1] 12:8 1916 [1] 48:4 1956 [2] 27:19 29:9 1980s [1] 33:7 1983 [2] 11:18 15:5 **1984** [5] **51:**14 **52:**16,18,19,21 1988 [2] 11:9 29:9 1994 [2] 11:22 34:8 20-480 [1] 3:4 2004 [1] 51:19 2011 [1] 23:9 2021 [1] 1:12 22 [1] 16:17 24 [2] 8:7 14:6 27 [2] 8:17 58:24 29 [1] 16:12 3 3 [1] 2:4 32 [3] 3:19 14:2 46:13 33 [1] 3:19 35 [1] 2:7 4 410(f [1] 21:21 410(m [7] 3:16 4:4 6:10 7:7,8,15, **415** [6] **4**:8.16 **55**:8.23.23 **56**:23 415(a)(7)(A [1] 3:12 **42** [5] **10**:15 **43**:2,3,4 **44**:18 42a [1] 55:19 44a [1] 33:24 5 **5** [5] **10**:17 **37**:16 **55**:20 **58**:11 **59**:5 53,000 [1] 51:21 **55** [1] **2:**10 6 64a [1] 14:3 **67** [1] **27:**16 69a [1] 3:13 7 **709** [6] **3**:19 **18**:10 **22**:9,23 **46**:13 56:21 709(b [2] 14:2 26:9 8 80s [1] 34:6 9 9-to-5 [14] 9:21 30:18 31:2,19 32:

16 **34**:25 **35**:9 **37**:1 **38**:4 **45**:16 **46**: 19,22 57:21 58:8 a.m [2] 1:16 3:2 able [1] 11:5 above-entitled [1] 1:14 absolutely [7] 7:12,23 10:10 11: 10 28:3 35:17 58:6 accept [2] 38:17 49:19 accepting [1] 13:11 accident [1] 48:11 Accounting [1] 36:15 ACTING [2] 1:6 7:17 active [9] 30:9.15 32:2.9 36:18 37: 3 38:15 45:13 57:5 actually [7] 19:23 27:18 28:14 38: 2 50:11,20 59:1 adding [1] 21:10 adjectival [1] 49:12 administering [2] 22:23 46:16 administers [1] 8:7 administration [1] 40:5 admit [2] 8:8 29:11 admits [1] 16:17 admittedly [1] 22:16 adopted [1] 11:19 adverb [1] 49:12 affecting [1] 26:25 affects [3] 15:11 20:4 23:4 aggregate [1] 31:11 agree [6] 8:15 14:20 29:4,16 52:14 agreement [2] 41:15 49:15 Air [2] 51:23,23 Alito [5] 34:21 46:5 47:10 48:10 52: Alito's [1] 23:7 alive [1] 52:25 allocated [1] 57:3 allows [1] 58:22 ambiguity [5] 5:4 23:9 54:19 60: ambiguous [3] 27:7 54:13,15 Americans [1] 15:11 amount [1] 27:2 amounts [1] 60:6 analogy [1] 42:11 another [2] 9:21 60:7 answer [9] 8:4 23:11 26:12 35:14 40:15 47:16.20 49:2 51:11 answers [1] 10:21 anvbody [1] 27:21

APPEARANCES [1] 1:18

application [2] 13:11 36:3

applied [1] 53:21

applies [1] 33:15

apportioned [1] 50:17

approach [2] 49:20,25

appreciate [1] 9:15

14 60:18

bar [1] 23:14 basic [1] 4:23 beating [1] 44:5 began [1] 52:20 beain [1] 3:11 beains [1] 49:13 appendix [4] 3:13 14:3 33:23 55: 23 55:2 benefits [9] 34:1 38:6 39:1 45:16 apply [6] 16:13 23:6 53:20 54:13, 48:1,17,20 52:15 53:16 besides [1] 7:13 best [6] 4:13 14:21 16:15 40:1 43: 18 44:11 better [1] 53:7

appropriate [1] 53:20 arcane [1] 11:12 area [2] 40:1 43:10 aren't [4] 45:19 46:19 47:7 60:21 arque [3] 6:6 42:2 60:18 arguing [1] 41:22 argument [18] 1:15 2:2,5,8 3:4,7 5 21 **7**:15.20.24 **35**:22 **40**:10.23.25 **55**:1.8 **58**:24 **61**:1 arguments [1] 4:23 arise [1] 18:7 armed [2] 3:21 22:25 Army [10] 3:25 9:3 20:1 21:23 35:4 **39**:2,4,6 **51**:24 **59**:10 around [2] 25:24 41:8 articulating [1] 17:9 aside [2] 33:5 41:22 asks [3] 4:10 10:12 31:5 Assistant [1] 1:21 assume [1] 30:11 attempts [1] 4:11 attractive [1] 48:20 authorizations [1] 52:1 authorized [1] 48:4 automatically [1] 8:22 availability [1] 54:18 В BABCOCK [23] 1:3 3:4.17.24 4:2.

6 5:5 8:25 10:22 11:4,13 12:11 16: 23 17:12 20:8 24:15,21 30:3 46:8 **47**:9,20 **60**:20 **61**:8 Babcock's [2] 4:12 46:10 back [6] 23:9 32:7 53:25 54:1,7 59: backdrop [1] 45:5 BARRETT [18] 17:3.5.17.20.23 18: 1.3.12 19:1 22:18 35:19 46:2.4.6 54:21 57:10.15.21 Barrett's [1] 21:10 base [2] 44:12 59:10 based [27] 3:14 9:22,24 10:4,5 13: 7,8,16 **14:**18 **23:**23,25 **24:**10 **29:**2, 7 36:12,21 40:12 44:1,7,8 49:13 50:2,14,15,17 51:1 52:17 basically [1] 15:16 basis [2] 36:4 46:15 become [1] 18:23 behalf [8] 1:19,22 2:4,7,10 3:8 35: benefit [5] 34:10,11 48:12 53:11,

between [4] 5:14 8:1 25:18 27:19 big [1] 51:8 bit [2] 15:20 39:10 Black [2] 4:1 22:19 blowing [2] 43:14,17 bookkeeping [1] 10:18 boomerang [1] 61:4 both [7] 5:14,16 6:19 8:15 42:14, 17 54:14 Breyer [20] 19:15 27:4,9,22 28:9, 13.17.20.24 29:2.7.11.14 34:19.20 **52:**9 **59:**7.19.23 **60:**4 brief [10] 8:8 12:8 14:24 16:10.17 **22**:10 **25**:24 **26**:6 **56**:6 **60**:22 briefs [1] 22:15 broad [4] 11:19 15:5,10,22 broader [1] 28:8 **BRYON** [1] 1:3 bubble [1] 45:3 bunch [1] 40:20

calculation [1] 31:9 call [2] 13:23 25:25 called [5] 32:11 35:3 38:15 42:23 48:24 calling [1] 14:9 calls [3] 10:19 14:5 22:17 came [1] 1:14 cannot [1] 50:4 canon [10] 4:15 5:4 23:7 53:1,8,20, 21 54:12,19 60:17 capacities [1] 40:3 capacity [11] 36:22 40:13,22 41:4, 16 42:1,5,9 43:24 44:9 47:4 care [1] 41:11 career [2] 15:16 24:16 caretakers [1] 48:5 Case [12] 3:4 6:15 15:24 18:2 29: 24 38:18 41:24 47:22 51:22 52:5 61:14 15 categories [1] 6:12 categorized [2] 37:4 39:20 category [3] 7:13 8:14 11:7 certain [8] 7:6 11:15 17:11,11 33: 25 34:11 40:16 46:11 certainly [11] 4:20 5:17 6:10 7:10 10:4 12:2 16:7 25:25 27:23,25 46:

changed [2] 11:18 34:1 changing [1] 25:14 characterized [1] 19:18 check [5] 9:21 31:15 34:25 35:2.5 checks [5] 9:17.18 30:24 34:25 58:

chef [1] 21:23 CHIEF [50] 3:3,9 9:5,9,14 10:7 12: 19,23 13:1,4,6,18,21,24 14:15 16: 3 **19:**25 **21:**20 **23:**15,20 **30:**2,7,11, 16,23 **31:**1,12,21 **32:**6,8,14 **33:**1 **34**:18,21 **35**:18,24 **51**:4 **52**:8 **54**:9, 20 55:3,16 56:11,25 57:2 58:2,7,

12.16 61:13 Chief's [1] 35:14

choice [1] 4:20 chose [2] 45:25 46:1 Circuit [1] 47:22 circumstance [2] 19:4 24:18 civil [3] 6:19 36:6 50:5 civil-versus-military [1] 4:9 civilian [51] 4:7,24 5:1,9,20 6:2,4, 11 11 9:22 25 10:6 19 21 13:3 19: 22 22:14 23:14 34:13 36:9.12 37: 5.15.18.19.20 **39:**22 **40:**5.7.16.19 **41**:7 **42**:5.13.17 **44**:8.8.21 **45**:19 46:23 47:6.13 48:19 55:19.21.25 **56:**15 **57:**1.7 **59:**5.11 civilians [1] 17:4 classified [1] 40:8 clear [2] 31:13 38:2 clerk [1] 47:23 closed [1] 28:24 clue [1] 19:19 clues [1] 53:5 Coast [1] 5:24 cohesion [1] 48:22 colleague [1] 39:24 colleagues [1] 27:25 comes [4] 15:1,8 55:22 57:13 **COMMISSIONER** [1] 1:7 common [3] 5:13 8:14 27:10 company [1] 19:14 compare [1] 45:10 compensated [1] 38:11 compensation [1] 38:11 compensatory [1] 38:10 complaints [1] 38:9 completely [4] 44:1,12 48:15 50: comply [1] 17:1 components [1] 21:5 concede [2] 26:15.18 conclusion [1] 28:2 concurrently [1] 8:23 confirm [1] 32:4 Congress [49] 4:19 5:17 7:4,21 8: 13 11:9,18 12:7,9 14:7 15:5,13 16: 6,7 **19**:18 **20**:6,7 **22**:4,4 **23**:3 **25**: 20 26:4,10 28:3,4,7 29:18,22 34:8 37:4.7.14.16 39:20 41:19 42:21. 22 43:8 45:4 25 46:1 47:2 6 48:4 49:5 6 53:11 55:11 56:4 considered [1] 39:8 consistent [1] 5:25 contesting [1] 54:18 context [2] 22:16,17 continued [1] 52:23 contrast [2] 10:16 24:20 controls [1] 55:7 conversion [1] 34:3 convert [2] 4:17 34:2 cook [2] 21:12.15 cooking [1] 20:2 Corps [2] 43:11.11 Correct [15] 6:22.24 9:13 29:1.10. 13 30:25 31:3 32:13 33:22 34:7 **35:**5.6.11 **59:**22 Counsel [8] 5:6 9:5 33:4 35:20 39:

23 54:8.22 61:14 counts [1] 61:7 couple [2] 37:23 53:8 course [3] 17:23 21:6 34:13 COURT [10] 1:1,15 3:10 7:25 22: 15 **23**:8 **35**:25 **49**:18 **50**:22 **51**:3 cover [3] 29:23.25 58:23 covered [4] 8:15 17:25 33:11.17 covers [1] 8:8 create [1] 53:13 creates [1] 44:20 cross-reference [1] 7:9 cross-referenced [1] 37:10 CSRS [10] 31:5 33:8 50:5.14.25 51: 8,15 **52**:15 **60**:12,13 culinary [1] 19:24 current [1] 33:20 D

D.C [3] 1:11,19,22 dances [1] 25:24 dangerous [1] 61:1 data-keeping [1] 51:17 **DAVID** [2] 1:3 3:17 day [5] 3:25.25 9:8 26:20 60:6 day-to-day [1] 46:14 dead [1] 44:6 deal [1] 20:4 debating [1] 46:20 decades [2] 12:4.14 decided [2] 12:9 47:2 deduct [2] 59:24 60:6 deems [1] 38:22 Defense [1] 36:15 define [3] 18:9 45:25 46:3 defined [8] 3:16 7:6 21:19 22:4 37: 17 **49**:5 **53**:12 **55**:12 definitely [2] 18:7 48:18 definition [6] 37:8 43:12,20 44:17, 19 **54:**5 deliverina [2] 19:13.16 denominate [1] 40:16

Department [2] 1:22 24:22 depend [1] 24:4 depends [1] 36:4 describes [2] 37:14 46:13 description [1] 46:12 designated [2] 6:21 7:3 developed [1] 48:7 DFAS [1] 57:13 difference [3] 23:25 25:18 33:6

denominated [1] 40:3

different [12] 10:25 22:13,16 24:2 34:16 38:13 39:20 42:10 45:7 47: 19.20 58:8

directly [1] 22:22 dis [1] 54:2

disagree [3] 24:15 53:3 54:3 discern [1] 4:18

discrete [1] 48:15 discussed [1] 49:4 discussing [1] 37:22

distinction [2] 7:22 8:1 dividing [1] 4:9

doing [10] 15:16 17:12,13,14 19:8
32:17 38:4 39:13 49:11 57:23
done [2] 18:19 24:8
double-check [1] 32:25
doubt [1] 23:6
down [1] 16:13
draw [2] 7:22 28:2
drills [5] 36:17 38:19 39:13 48:25
57:11

drop [1] 15:1

20 61:10

DST [1] 55:17 dual [4] 6:3,4 13:23 48:14 dual-status [38] 3:18 4:3 5:2 7:14 9:1 12:11,21 14:1,4 16:23 22:10 24:16,24 28:18 29:6 31:22 32:23 36:1,23 37:8,14 39:19 44:20 45: 11 46:14 47:11 48:6 50:22 51:13, 19,21,24 55:13,17 56:19 58:18 60:

During [2] 38:3 46:19 duties [10] 16:24 19:6,7 21:8,11 22:8,11,20 32:23 46:8 duty [23] 8:8 11:3 18:10 19:18 22:5 29:8,23 30:15 32:2,9 35:2,4 36:17, 18 37:3 38:15,19 39:3,8 56:15,16 57:5 59:13

each [2] 15:12 36:4 earnings [1] 36:25 EEOC [1] 38:9

either [3] 11:6 27:13 29:5 elected [1] 33:10

Eleventh [1] 47:22 eligible [5] 11:5 24:25 51:15,20 52:

elimination [9] **3**:14 **11**:19 **15**:6,9, 22 **31**:10 **33**:12,18 **60**:10

emblazoned [1] 9:3 embrace [1] 56:9 employee [1] 34:6

employees [6] **34:**10,13 **45:**19 **47:** 6,12,13

employer [6] **17**:6,15,24 **18**:8,23 **21**:14

employers [2] 18:14,17 employing [1] 17:7

employment [12] 11:14 12:5 17: 25 24:23 33:11,14,15,17 36:12 37:

17,21 57:19
employs [1] 45:18
enact [1] 15:14
enacted [1] 45:4
enacting [1] 45:5
encompass [1] 33:13
encompassed [1] 11:21
end [2] 26:20 31:14
engaged [1] 4:2
enlisted [1] 8:23
enrollment [1] 48:19
ensured [1] 37:19
entire [1] 43:19
entirely [7] 15:21 24:12 25:7.10 26:

entitled [4] 33:25 39:7 61:6,8 enumerated [7] 7:4 18:10 19:7 21: 9 22:5,8,20 enumerating [2] 20:7 25:21

enumerations (1) 22:22 ESQ (3) 2:3,6,9 ESQUIRE (1) 1:19 essential (1) 49:8 essentially (1) 24:7

Even [13] 4:7,14 5:1 12:17 14:8,25 22:14 29:23 46:20 49:18,24 56:5 57:19

exact [1] 11:7

exactly [4] 5:19 10:14 24:13 28:2 example [3] 19:24 31:8 60:12

examples [1] **25**:22

exception [27] 5:18 7:5 8:12,16 10:2,9 11:6 13:12 15:3,4,14 24:19 25:1 36:4,11,20 37:11 38:21 39: 17 45:17,24 49:23 50:19,21,24 51:

2 **61:**12

exclude [1] 21:23 excludes [2] 3:13 28:18 exclusive [2] 6:12 55:25 exclusively [1] 5:8

excuse [1] 28:6

exemption [3] 10:2 11:24,25 exercised [2] 33:7.19

exercised (2) 33:7,19 exists (2) 11:13 51:9 expectations (2) 11:15,16 expertise (1) 43:10

explains [2] 22:10 27:11 explanation [1] 27:12

explicitly [1] 43:11 express [1] 25:20 expressly [1] 4:5

extent [10] 12:16 13:23 14:8 19:20 23:5 32:1,9,10 57:4,22

F

fact [11] 9:10 10:20 18:15 38:8 39: 16 41:14,18 43:23,25 45:6 47:1

factual [1] 5:7 fairly [1] 52:5

fall 5 7:14 11:7 23:1 24:18 61:1

falling [1] 37:17

falls [5] 10:8 22:21 25:3 56:20 60:

far [1] **28:**8

favor [2] 5:5 23:10 features [1] 55:7

federal [14] 11:14 34:6,10 38:12, 23,23 39:9,14 47:13 48:12 59:14

61:6,7,9 fell [1] 11:17 Ferris [1] 22:16 FERS [3] 33:8,10,17 few [2] 23:5 40:24 fight [1] 31:18 figure [1] 53:1

file [1] 38:9 fills [1] 58:22 Finance [1] 36:15 find [1] 50:22

16 **44**:1 **51**:1

fine [2] 40:6 47:15 first [12] 7:25 8:4,5 13:25 17:23 20: 19 **36**:6 **37**:7,24 **53**:10 **55**:5,8 fitness [2] 17:2,12 flight [1] 17:14 fly [3] 4:1 20:9 22:19 focus [2] 18:5 19:20 focused [2] 16:8 28:4 folks [13] 4:5 8:9 11:3.10 12:2.10. 12 **19**:6 **26**:3 **29**:23 **34**:9.15 **52**:14 food [4] 19:13.16.24 20:2 Force [3] 51:23.23 52:1 forces [1] 51:24 former [1] 9:22 found [2] 3:12 22:9 four [2] 37:15 44:21 Friday [1] 59:13

38:16 **44**:23 **49**:9,19 **50**:10 **58**:1, 19 61:2 friend's [1] 16:3 full-time [2] 36:9 45:15 functional [2] 49:19.25 functioning [2] 45:23 46:22 fundamental [1] 10:21 funding [1] 38:23 further [3] 34:23 51:3,4

friend [12] 7:24 10:24 23:12 37:23

G

gap [1] 58:22 gave [1] 25:20 General [4] 1:21 8:3,17 39:15 generally [1] 54:14 gets [8] 4:14 9:17 31:24 32:15 58: 8 59:14,16,20 getting [2] 56:23 57:7 give [5] 40:15 42:24 51:10 53:15, given [3] 4:19 38:1 41:1 gives [1] 20:17 giving [5] 15:25,25 43:20,22,24 going-forward [1] 33:14 GORSUCH [17] 39:23 41:5,17,20 **42**:4,12 **43**:1,14 **44**:3 **52**:13,19,22, 24 53:24 54:6 55:5,24 got [16] 14:13 21:5,8 28:10 30:5,13 **32**:15 **34**:25 **35**:1,3,5 **41**:25 **44**:11 **47**:25 **55**:16 **56**:13 government [14] 4:6,11,17 5:14 8: 6 16:16 18:15 25:23 37:18 39:15 40:4 48:12 60:18 61:6 government's [5] 22:15 26:23,24 29:21 38:18 governs [1] 37:13 grade [1] 3:23 grievous [1] 54:19 ground [2] 5:14 8:14 group [5] 27:18 28:24 29:5 52:5 **53:**10 GS [1] 38:12 Guard [81] 3:18,22 4:5 5:24 7:4,11 17,18 8:2,3,10,22,23 9:16,19 10:5,

16 **11**:1,1 **17**:7,21 **18**:9,24 **19**:6,13

21:7 **22**:6,9,24 **26**:8 **30**:14,17,19

31:2,15 **32**:10,11,18,23 **35**:1,5 **36**: 18,22 **38**:7,14 **39**:2,4,6 **41**:10 **42**: 23 45:6,8,13,13,18,20,22 46:17,21, 24 **47**:4,7,8,14,15,24 **48**:9,13,18, 21,24 49:21 50:4 51:21 53:16 55: 12 **56**:6,16 **57**:18 **58**:23 **59**:12 Guardsman [6] 31:16 40:22 42:7. 14 18 44:10

quess [1] 42:10

Guardsmen [1] 40:2

half [2] 24:21.23 happens [1] 39:12 hard [1] 19:23 hat [5] 4:18 6:3 10:25 11:1 56:22 Hawk [2] 4:1 22:19 head [2] 42:16 44:14 Health [4] 6:19 7:10 25:21 26:3 hear [2] 3:3 25:17 heart [1] 29:17 helicopters [3] 4:1 20:9 22:19

help [2] 27:20 48:21 helpful [2] 42:11 45:10 helps [1] 48:18 hire [1] 48:5 historical [1] 48:11 history [5] 27:6,24 28:6,10,23 hold [6] 3:22 41:1 42:16 44:14 45: 14 50:7

holdover [1] 48:3 Honor [2] 6:8 60:3 horse [1] 44:6 House [2] 27:9,16 however [3] 9:18,20 54:12

imagine [1] 18:3

HR [1] 40.4 hypothetical [3] 18:22 19:2 21:10

hypotheticals [1] 18:6

impact [4] 51:12,12,22 52:6 impacts [1] 52:14 implicit [1] 23:15 important [5] 27:3 41:24 45:22 46: 21 47:5 impossible [1] 18:6 inactive [13] 5:15 8:8 11:3 12:2,12 28:5 29:23 35:2 36:17 37:3 38:18 39:13 48:25 include [4] 37:7 43:8,21 46:9 included [2] 7:10 43:11 includes [3] 10:16 38:8 46:15 including [1] 26:8 inconsistent [2] 59:2 61:3 Indeed [7] 3:19 4:4,21 16:1 55:24 **59**:2 **61**:4 indicate [1] 53:6 indicates [1] 49:24 indicating [1] 55:6 indication [1] 25:20 individual [7] 37:25 39:11 42:22 43:8 47:17,21 50:3 individuals [9] 42:24 45:14,20 48:

8.23 **51**:11.13 **52**:5 **53**:11 inherent [1] 34:3 insofar [1] 57:17 Instead [1] 26:2 instructing [2] 22:24 46:16 integral 5 15:18 16:1 22:11 45: 22 46:22 intended [1] 53:22 interrupt [1] 56:12 irreducibly [3] 5:3 22:17 26:20 irrelevant [1] 4:8

isn't [4] 10:3 27:4 42:4 54:4

issue [2] 25:6 47:22 It'll [1] 24:4

itself [5] 16:17 43:3,5 49:5 53:13

job [18] 9:22,25 12:21 17:13 20:20

30:18,19 **31**:2,2,19 **32**:16 **35**:1,9 38:4 45:16 46:19 56:18 58:9 iobs [2] 20:22 48:19 ioin [1] 38:8 joined [3] 11:14,14 33:24 Justice [162] 1:22 3:3,10 5:6,12,19 6:13,17,20,23,25 7:2,12,16,23 9:5, 9,14 **10**:7,17 **12**:19,23 **13**:1,4,6,18, 21,25 **14**:15 **16**:4 **17**:3,5,17,20,23 **18:**1.3.12 **19:**1.12.15.22 **20:**10.13. 16.19.25 **21**:10.12.15.21.22 **22**:1. 18 **23**:7,19,20 **24**:10,14 **25**:2,4,13 **26**:14 **27**:4,9,22 **28**:9,13,17,20,24 29:2,7,11,14 30:2,7,11,16,23 31:1, 12,21 32:6,8,14 33:1,3,4,19 34:5,8 17,18,18,20,21,21,23,24 **35**:8,13, 14,18,18,19,24 **39**:23 **41**:5,17,20 42:4,12 43:1,14 44:3 46:2,4,5,6 47:10 48:10 51:4,5,6 52:7,8,8,10, 11.12.13.19.22.24 53:24 54:6.9.9. 11.20.20 **55:**4.5.16.24 **56:**11.25 **57** 2,10,15,21 **58:**2,7,12,16 **59:**7,19, 23 60:4.19 61:13

Justice's [1] 23:15

KAGAN [9] 23:19 24:10.14 25:2.4. 13 **26**:14 **35**:18 **52**:12 **KATYAL** [99] **1**:19 **2**:3.9 **3**:6.7.9 **5**: 11 **6**:7,16,18,22,24 **7**:2,20 **9**:7,13 **10**:7 **12**:22,25 **13**:2,5,17,20,24 **14**: 20 17:3,4,16,19,22 18:2,4,16 19:3, 17 **20**:12,15,18,23 **21**:2,13,17,25 22:3,18,21 24:3,13 25:3,10,16 26: 18 **27**:8,22 **28**:12,17,22 **29**:1,4,10, 13,16 **30**:2,5,9,13,20,25 **31**:3,20, 23 32:7,13,19 33:9,22 34:7 35:6, 11,15 44:12 54:23 55:1,3 56:11, 17 57:1,4,12,20,22 58:5,10,14,17 **59**:16.22 **60**:2.8 Katval's [1] 46:7 Kavanaugh [3] 54:10,11 60:19 key [2] 4:8 55:7 KIJAKAZI [2] 1:6 3:5 KILOLO [1] 1:6

kinds [1] 18:6 knows [1] 37:25

labeled [1] 55:14 language [16] 4:16 6:9 20:11,17, 24 21:1,2 23:4,17,20,21 24:2 26: 22 29:18 33:16 40:9

large [1] 11:20 last [2] 25:17 60:21 lastly [1] 21:18 late-breaking [1] 8:17 later [2] 11:18 12:14

laws [1] 39:1 least [3] 29:7 33:13 40:2

leave [1] 36:25

legislative [5] 27:6.24 28:6.10.22

level [1] 17:12 limitations [1] 51:18

line [2] 4:9 14:9 linguistically [1] 16:11

list [3] 46:7,9 47:2 listed [1] 21:16

literally [4] 3:20 10:11 16:25 32:21

little [3] 11:12 15:20 39:10 local [1] 31:8

longer [1] 51:8

look [12] 4:24 7:8 13:15 19:17 26: 13 28:1 43:9 44:18 49:4.16 60:10.

looked [2] 14:8 43:5 looking [3] 27:24 40:9 43:19 looks [6] 4:25 19:23 49:7,8,20 55:

lot [4] 15:17,25 42:16 53:5

M

made [6] 4:20 7:24 31:22 37:24 40: 12 58:24 maintain [2] 17:10,11

man [1] 52:25 Management [1] 36:8

many [1] 4:21 Martin [1] 47:21

matter [5] 1:14 18:13,13 39:15 55: 22

mattered [1] 5:1 matters [1] 45:23

mean [7] 9:11,12 11:3 12:23 27:5,

meaning [4] 15:18 43:20,22,24 means [6] 15:19 24:11 39:11 41:

15 **49**:15 **61**:3

meant [1] 25:16 meet [2] 5:2 26:23

member [33] 3:15,21 4:3,12 7:17

8:21 10:12,22 14:18 16:22 17:18 **18**:18,20 **19**:10 **20**:21 **21**:3,5 **26**: 11 **31**:6 **37**:9 **39**:4,5 **40**:14,18 **41**: 10 43:6,10,20 47:4,24 50:3 56:2,8 members [12] 5:15 17:7 18:24 22: 13 **28**:5 **39**:1 **45**:6,8,9,19 **47**:7 **48**:

membership [1] 21:6

kind [2] 22:5 49:10

partially [2] 50:14,15

mess [1] 19:16 might [4] 25:8 27:25 47:19 57:18 military [68] 3:22 5:3,10,21,22 6:4, 6 **12**:16,21 **13**:2,8,9,18 **14**:3,6,6,10 13,16 17:1 19:21,23 20:1,9 22:14, 17 23:23 24:1,11,12 25:8,15,19,23 25 26:6,7,16,20 27:18 28:4,25 29: 8 **31**:16 **32**:1 **35**:2.10 **36**:14.16.19 39:3.8 42:24.25 44:24 45:15 48:5 **49**:7 **50**:15 18 **51**:1 **53**:24 **55**:15 **57**:13.24 **58**:3 **59**:17.18 military/civil [1] 14:9 million [2] 11:21 15:11 mind [4] 5:17 16:7 20:6.8 minor [1] 51:7 Mm-hmm [1] 41:17 modified [1] 24:20 modifies [3] 16:18 49:12,14 modify [2] 16:5 24:8 moment [1] 49:10 Monday [3] 59:8,20 61:10 money [4] 15:1,7,20 27:2 month [3] 9:18.20 31:14 most [2] 45:8 48:7 moving [1] 41:21 Ms [23] 35:21,24 40:24 41:13,18 42: 3,8,20 43:4,17 44:16 46:3,4,11 47: 16 **48**:17 **51**:10 **52**:17,20,23 **53**:3 **54:**1.17 MSPB [1] 38:9

much [5] 5:13 7:3 9:20 11:3 51:25

multiple [1] 44:25

mutually [2] 6:12 55:25

narrow [2] 15:14 20:5 National [85] 3:18.22 4:5 7:4.11. 17.18 8:1.2.10.22.23 9:16.19 10:5. 16 **11**:1.1 **17**:7.20 **18**:9.24 **19**:6.13 **21:**7 **22:**6.9.24 **26:**8 **30:**14.17.19 **31:**2.15.16 **32:**10.11.18.22 **35:**1.4 **36**:18.22 **38**:7.13 **39**:2.4.6 **40**:2.22 **41**:10 **42**:6,14,18,23 **44**:9 **45**:6,7, 13,18,20,22 46:16,21 47:4,7,8,14, 15,24 48:8,13,18,21,24 49:21 50:3 **51:**21 **53:**16 **55:**12 **56:**6,16 **57:**18 58:23 59:12 nationalized [2] 59:13,17 nature [3] 39:22 45:2 49:16 Navv [1] 51:23 NEAL [5] 1:19 2:3.9 3:7 55:1 needs [1] 43:23 next [1] 3:4 NICOLE [3] 1:21 2:6 35:22 NOAA [6] 5:23 6:18 7:9 25:22 26:2 non-covered [5] 15:8 24:23 29:8 33:14,15 non-military [1] 50:16 normal [1] 43:9 normally [1] 54:16 note [1] 47:5 noted [1] 44:24

nothing [4] 4:22 28:18 59:10,11

number [5] 27:1 51:11,18,23 52:1

0 objected [1] 27:14 obviously [4] 20:5 24:4 27:1 53:3 October [1] 1:12 Office [1] 36:7 officer [3] 19:25 21:24 22:2 officers [1] 22:14 often [1] 9:18 Okay [10] 32:14 33:1 41:20,22 42: 13 44:8.10 58:16 59:19.23 once [4] 8:21 12:9 29:20 33:16 one [52] 4:14.24 6:3 8:14 9:18 10:1. 8 11:15.20 14:20 18:14.17 20:8. 21 21:5 22:20 25:11 26:9 27:14 30:4.13.17.18.19 31:1.2.25 33:9 35:9 37:1,13 40:3,25 42:17 44:4, 19 **45**:13 **51**:6 **52**:13 **53**:7 **55**:16 **56**:14,15,17,18,23 **57**:7 **59**:14,21 60:6,6,13 one's [1] 42:16 ones [1] 27:20 only [20] 8:11 15:14 18:19 20:4 25: 6 **29**:18 **33**:15 **40**:17.20 **41**:8 **50**: 17.24 **51**:12.18 **52**:14 **53**:16 **57**:4 60:10.12.13 opening [1] 60:11 opinion [1] 23:8 opposed [4] 6:2 21:9 48:14,15 opposite [1] 28:2 option [3] 33:7,20 34:2 oral [5] 1:15 2:2,5 3:7 35:22 order [1] 16:13 organizing [2] 22:23 46:15 other [35] 4:21 6:14,14,17 7:13,24 9:24 10:3.8.18.24 13:13 16:7 19:7. 8 21:11 23:13 25:8 26:6 34:10 36: 23 37:2.23 38:16 39:3.8.24 40:20 42:15 44:23 45:12 49:19 50:11 58: 19 60:20 others [1] 11:13 otherwise [1] 57:6 out [8] 3:25 13:22 15:22 41:13 50: 17 **53**:1 **56**:6 **58**:21 outside [4] 33:11,17 37:5 39:21 over [1] 43:1 overlapping [1] 48:14 overtones [1] 6:11

own [4] 22:15 40:4 59:3.3

p.m [1] 61:15 PAGE [10] 2:2 3:13 8:7 12:8 14:3, 24 16:11,17 33:24 55:19 paid [5] 12:6 35:9 39:14 58:4,5 paperwork [1] 47:23 paradigmatic [1] 29:24 paragraph [1] 60:21 part [15] 5:20,20 6:2,4,4 13:13 15:7 25:17 29:8 45:8 50:12,17 55:14 **56**:18 **61**:11 part-time [2] 36:16 45:8 partial [1] 51:10

particular [3] 49:17 55:9,14 passed [2] 8:18 15:5 past [2] 43:15,17 patriotic [1] 17:6 pay [18] 5:15 11:8 12:3,13 26:7 28: 25 39:7 42:24,24 45:15 50:5 55: 21 56:4,5 58:8 59:18 61:6,9 paycheck [29] 12:4,14 25:7 30:4, 14,17,18,19 **31:**24,25 **32:**3,16,17, 24 37:1.2 55:17.20.22 56:1.10.14. 17.24 **57**:7.8 **59**:14.18.21 paychecks [5] 32:4 34:12 36:25 57:17 58:14 payment [19] 3:14 14:17 16:6,18 **23**:23,25 **24**:10,12,17 **26**:15 **31**:4, 5 **39**:17,17 **49**:6,14,17 **50**:14,25 payments [26] 13:7 31:6 36:2,5,7, 10,14,15,19 37:20 39:22 40:12 41: 2 43:25 44:7 49:6.22.22 50:1.6.23 **51**:15 **57**:13 **59**:6 **60**:12.13 pension [7] 5:10,10 13:7,8 30:24 31:8 35:10 pensions [3] 28:4 35:9 42:25 people [22] 3:25 11:8.13.21 12:13. 15 **15**:15 **18**:23 **20**:5,9 **22**:13 **23**:5 24:15 25:22 26:2 27:1,2,18 28:25 29:5 46:8 48:13 perform [2] 21:8 45:21 performance [1] 22:11 performed [12] 12:17 39:4 40:17, 21 41:9,9 42:5,13 43:23 44:9 46:8 performing [4] 16:24 19:5 32:22 42:18 performs [2] 36:9 38:14 periods [1] 32:12 person [5] 22:6 24:24 28:10,13 59: Personnel [2] 36:8 47:23 perspective [1] 48:22 petition [4] 3:12 14:3 33:23 55:18 Petitioner [13] 1:4,20 2:4,10 3:8 5: 7 7:1,16 33:6 36:22 50:6,13 55:2 petty [2] 19:25 22:1 phrase [4] 26:5 43:19 49:12.13 PHS [1] 43:10 picked [1] 26:5 pilot [1] 17:13 pilots [2] 22:19 46:10 place [1] 53:20 plain [1] 55:6 plaintiff [1] 47:21 play [2] 53:2,8 please [2] 3:10 35:25 point [10] 4:19 14:11 17:24 18:25 19:3 29:18 38:1,3 46:7 55:21

precondition [1] 41:1 predecessors [1] 48:6 preference [2] 53:14,18 premise [1] 53:4 preposterous [1] 26:1 prerequisite [2] 41:4 47:8 prerequisites [1] 19:15 presented [1] 49:3 pretty [5] 23:4 32:19 35:6,15 44:6 previously [1] 49:3 primary [1] 37:13 private [7] 17:5,14,24 18:8 19:14 21:13 57:19 problem [6] 8:4.13 27:23 29:21 50: 10 **51**:8 problems [1] 34:3 promise [1] 44:5 provide [1] 52:4 provided [1] 49:7 provides [1] 38:25 providing [1] 39:1 provision [14] 3:14 11:20 15:6,6,9, 11.23 31:10 33:12.18 38:22.24 39: 14 60:10 provisions [2] 37:13 44:20 Public [4] 6:18 7:9 25:21 26:3 purity [1] 14:13 purpose [2] 38:23 47:10 purposes [8] 10:18 38:25 40:4,16, 20 45:24 55:23 56:23 put [2] 33:20 41:8 putting [1] 41:22

qualifies [1] 3:19 qualify [2] 4:5 22:7 qualifying [3] 36:21 39:18 44:1 question [11] 5:7 10:21 12:10 23: 16 **26**:12 **33**:5 **35**:14 **47**:17 **49**:2 **51**:7 **52**:13 Questions [3] 30:1 51:3.5 auick [1] 52:13 quite [1] 38:2

R

raised [1] 61:2 rank [2] 17:1.11 rather [2] 18:14,17 reach [1] 8:13 read [19] 14:21 16:1,20 20:25 23:9, 20,21 24:5,5,6,14 25:5 27:15,17 28:14 45:3 46:9 49:11 60:24 readiness [1] 48:23 reading [16] 4:13 5:5 15:18 16:3,4, 15 **27**:5 **29**:3,20 **43**:18 **44**:10 **49**: 15 50:9,11,12 53:6 really [14] 8:19,24 12:5 16:15 17:6 **18**:2 **19**:23 **27**:2 **28**:15 **43**:9 **48**:2 49:1 54:16 59:10 reason [4] 11:11,12 12:10 19:21 reasons [1] 53:9 **REAVES** [26] 1:21 2:6 35:21,22,24 40:24 41:13,18 42:3,8,20 43:4,17 **44**:16 **46**:3,4,11 **47**:16 **48**:17 **51**:

38:18

pointed [1] 58:21

practice [1] 48:7

Pointedly [1] 60:21

points [3] 37:23 55:4 56:6

possibly [2] 52:6 53:17

position [5] 6:4 13:23 20:1 33:20

10 **52**:17.20.23 **53**:3 **54**:1.17 REBUTTAL [5] 2:8 30:22 54:23 55:1 56:12 receive [7] 5:16 28:25 37:19 38:10 **50**:4 **51**:16 **56**:14 received [2] 36:24 50:6 receives [6] 25:7 36:2,5,6,13 45: receiving [5] 5:8,9 51:15,16 52:15 record [4] 30:21 32:5.25 35:16 refer [1] 45:2 referred [1] 44:24 referring [1] 46:12 refers [2] 44:21,25 regular [1] 30:7 rejects [1] 4:15 related [1] 53:6 relatively [1] 23:5 relevant [1] 23:16 remember [1] 12:5 render [1] 41:2 renders [2] 45:12 53:17 repeatedly [1] 37:4 reply [3] 12:8 14:24 56:6 report [3] 27:10,16 28:14 require [1] 20:20 required [2] 8:25 21:7 requirements [4] 17:2,8 20:17 56: requires [1] 3:20 reserve [4] 27:19 29:8 45:14 46: resolve [1] 54:19 respect [1] 56:5 Respondent [4] 1:8,23 2:7 35:23 responsible [1] 59:5 result [1] 42:25 retire [1] 51:20 retired [2] 30:12 51:19 Retirement [5] 36:7,14,19 37:20 50:5 retires [1] 36:1 reverse [1] 60:22 rid [1] 12:7 ROBERTS [39] 3:3 9:5,9,14 12:19, 23 13:1,4,6,18,21 14:15 30:2,7,11, 16.23 **31**:1,12,21 **32**:6,8,14 **33**:1 **34**:18.21 **35**:18 **51**:4 **52**:8 **54**:9.20 **56**:11.25 **57**:2 **58**:2.7.12.16 **61**:13 role [14] 19:9 24:17 36:9,24 38:5,5, 7 **41**:1,2,3 **45**:15 **50**:7 **51**:14 **53**:2 roles [4] 20:6,7 47:2,19 run [1] 27:12 S

same [10] 11:6,7 17:8,12 24:1,4 25: 14 **32**:20 **42**:16 **44**:15 saying [14] 6:1,8 8:3,25 16:12 21: 20 23:22 25:4 26:14 28:9 29:24 **55:**24 **57:**5 **60:**11 says [19] 4:5,6 7:9 10:24 12:9 14: 25.25 **15**:7 **23**:18 **26**:6 **28**:6.20 **30**: 21 33:23 49:20 58:21.22 60:22 61:

schemes [1] 53:22 school [1] 17:14 Second [8] 4:25 14:11 18:7 21:7 **36**:13 **37**:12 **55**:11,16 secondly [2] 20:21 52:25 Secretary [1] 3:23 Section [5] 3:12,16 4:4 37:12 55:8 **SECURITY** [2] 1:7 59:24 see [7] 12:3,14,20 13:12 14:2 35: 16 43:6 seeing [1] 34:12 seem [2] 5:22 27:15 seems [3] 13:21 27:17 45:21 senators [1] 27:13 sense [1] 5:23 separate [25] 30:24 31:9,9,17,18, 24 32:3,16,17,24 35:2,5 36:2,24, 25 37:15 44:22 46:23 56:22 57:16, 16,25 58:3 59:17,18 separately [1] 57:3 separates [1] 13:22 serve [1] 40:2 served [2] 3:17 40:6 service [177] 3:15.16 4:2.4.10.12. 13,25 **5**:2,9,15,18 **6**:1,2,9,12,14,19 7:5 8:12,15 9:11,16,19,23,24 10:5, 6,9,13,13,15,23 **11:**5,23,25 **12:**2, 12 **13**:8,9,19 **14**:18,19 **15**:2,3,8,15, 21 16:5,19,21,22 17:18 18:18,19, 21 19:9,10,11 21:3,4,19 23:18,23 24:1,8,11,12,25 25:8,11,15,19,19, 21 26:4,11,12,13,16,17 28:5,8 30: 14,17 31:7 32:1 33:24 34:9,15 35: 3 36:6.16.16.18.20.21 37:3.5.6.6.9. 18 38:14,19,22 39:3,9,9,18,19,21, 21.22 40:13.14.18 41:2.3.3 42:23 43:5.6.13.16.21.22.23 44:2.7.8.9. 17,21 45:2,7,9,11,12,21,25 46:23, 25 47:3 49:21 50:5,15,16,18 51:1 **52**:17,20 **53**:13,16,25 **54**:3,4,4,5 **55**:9,10,12,13,13,17,18 **56**:1,3,8,9 **57:**11,18 **58:**18 **61:**7,9,10,12 services [18] 3:21 7:6,10 22:25 26: 3 **36**:3,11 **37**:10 **38**:20 **39**:16 **45**: 17,24 **49**:23 **50**:19,21,24 **51**:2 **60**: serving [4] 10:22 11:22 40:21 56:

set [3] 11:15 20:5 36:4 settled [1] 29:19 setup [1] 47:11 severe [1] 14:24 shall [1] 39:7 she's [1] 58:20 Shinseki [1] 23:8 shows [1] 56:19 side [9] 7:24 10:24 23:13 37:24 38: 16 **39:**25 **44:**23 **47:**14 **58:**19 side's [2] 49:19 50:11 sian [1] 27:14 simple [3] 5:7 23:4.4

simpler [2] 23:22 26:25

simply [4] 4:9 16:21 26:10 47:13

simplest [1] 40:11

since [1] 6:2 situation [1] 50:25 slashed [3] 12:4,14 34:12 small [4] 27:1 28:20 29:5 52:5 smaller [4] 27:17 51:22,25 52:2 SOCIAL [2] 1:7 59:24 Solicitor [2] 1:21 8:17 somehow [3] 18:8 23:13 50:16 someone [12] 4:18 16:23 18:20 **24**:21 **27**:11 **40**:17.21 **41**:9 **42**:6.9 53:15.17 sorry [3] 25:16 54:6 56:12 sort [4] 14:12 23:14.22 53:14 sorts [3] 17:2 26:7 34:3 **SOTOMAYOR** [16] **19**:12.22 **20**: 10,13,16,19,25 21:12,15,22 22:1 **34:**23,24 **35:**8,13 **52:**11 sounds [1] 11:11 special [2] 34:16 59:12 specialist [1] 19:25 specific [3] 26:5 32:12 38:22 specifically [1] 55:11 specified [3] 3:23 7:5 20:22 spent [4] 15:16 24:16,21 31:15 squarely [1] 10:9 staff [2] 27:11.13 stand [1] 11:3 stands [1] 12:10 start [2] 29:20 37:22 started [1] 12:4 stat [1] 25:5 state [4] 11:1 31:8 35:1 39:12 statements [1] 37:1 STATES [16] 1:1,16 7:11,18 8:2,11 24 9:2,3 39:2,5,7 48:3,4,7 58:23 stati [1] 13:1 status [16] 4:16.18.25 5:1 16:8 31: 17 37:25 38:3 39:5.12 48:14.15 49:4 55:9.10 56:15 statuses [2] 12:24 48:16 statute [33] 4:8,14,24 5:12 6:21 7: 3 8:7,18 10:10,14 14:12 15:19 16: 2,13,15,20 18:10 19:7 21:3,9,20 23:14 25:6 26:22 28:15.15 29:17 **31**:4 **40**:10 **43**:19 **53**:5 **58**:20.25 statute's [1] 27:7 statutes [5] 4:21 8:21 16:8 53:6 **54**:13 statutory [6] 3:11 21:8 23:17 24:2 46:7 53:22 still [7] 19:5 27:10 47:23 51:14 52: 15 56:1 2 stop [2] 41:6 44:5 stream [3] 33:25 36:14 60:13

66 supplement [1] 18:9 **SUPREME** [2] **1:**1,15 sweeping [1] 15:10 sweeps [1] 11:20 swept [1] 8:12 switch [1] 33:8 system [15] 5:16 11:8 12:3,6,13 13:22 31:4,5,9 36:7 38:12 48:3 50: 5 60.8 9 systems [2] 59:25 60:3 Т teaching [3] 3:25 17:13 20:9 tech [4] 4:3 5:2 14:1 24:24 technician [31] 3:18 14:4 24:17 32:23 36:1.10.13 37:2.5.17 38:3.4. 5 **39**:19 **40**:7 **43**:7.22 **45**:11 **46**:19 **47**:17 **50**:4,7,23 **51**:14 **53**:13 **54**:3, 4 55:13 56:20 59:9 61:10 technicians [24] 3:20 7:14 9:1 12: 11 **14**:6 **16**:24 **22**:10 **28**:19 **36**:23 **37:**8,14,15,19 **43:**13 **44:**20,25 **46:** 14 **48**:6 **51**:19,21,24,25 **53**:18 **60**: techs [1] 29:6 tells [3] 10:14 47:3 49:1 tens [1] 47:18 term [1] 49:11 terms [6] 12:17 13:10 25:5 29:20 40:11 42:10 test [13] 4:18 11:2 12:17 14:13,24 23:4 26:6,23,24,25 56:4,10 57:9 tests [2] 26:7 56:5 text [3] 3:12 50:21 55:6

textual [2] 25:20 53:5 themselves [2] 43:25 53:22 theory [1] 8:17 there's [14] 5:3 8:1 14:25 19:19 23: 5.9.13 **24:**7 **25:**18 **28:**17 **42:**23 **58:** 20 60:13.16 thev've [1] 58:24 third [2] 5:3 37:16 THOMAS [22] 5:6,12,19 6:13,17, 20,23,25 7:2,12,16,23 10:17 33:3, 4,19 **34:**5,8,17 **51:**5,6 **52:**7 thoroughly [1] 20:1 though [3] 6:21 43:2 46:21 thousands [1] 47:18 three [3] 4:23 21:4 55:4 throughout [1] 26:8 Thursday [3] 59:12.20 60:7 Title [16] 10:15.17 12:21 13:25 37: 12.16 43:2.2.3.4 44:18.19 55:20 58:11 59:4.5 together [1] 31:11 trainers [1] 47:9 training [12] 22:19,24 36:17 38:19 **39**:3,8,13 **46**:10,24,24 **48**:25 **57**: Transportation [1] 24:22 treat [1] 49:21

treatment [1] 33:6 trigger [7] 36:10,20 38:20 39:16 49:22 50:18.23

streams [1] 36:2

structured [1] 48:3

stuff [2] 56:21 57:12

sufficient [1] 47:12

suggested [1] 38:17

subject [3] 10:1.1 51:2

submitted [2] 61:14,16

suggest [4] 5:4 23:6 60:17,24

suggests [3] 16:4 23:13 50:13

stub [4] 26:7 56:4,5 59:18

true [4] 4:7 8:25 34:6 42:15
truly [1] 12:15
try [3] 29:14 44:4 56:9
trying [2] 4:18 27:20
Tuesday [2] 59:9,20
turn [2] 27:9 49:13
two [35] 9:17,17 12:24 13:20,22,24
16:12 17:22 18:14,16 20:17 25:22
30:4,24 32:4 34:25,25 35:3,9 36:2,
24,25 37:13 40:2 42:10 44:14,19
45:12 55:7 57:16 58:12,14 59:25
60:2,6
type [2] 37:25 49:6
types [2] 45:7,12

11

U.S.C [5] 3:19 14:2,5 38:24 46:13

U.S [3] 3:24 14:2 19:25

ultimately [2] 8:5 29:19

unanimous [1] 23:8

under [4] 31:10 38:12 50:8 55:20 understand [10] 6:5 13:14 14:23 **16**:16 **25**:2 **29**:12 **39**:24,25 **40**:1, undoubtedly [3] 4:3 11:9 61:8 unfortunately [1] 52:3 uniform [13] 3:21.25 9:2.2.4.12.15 10:11 11:23 16:25 17:10 32:22 56: uniformed [79] 3:15 4:4,10,13,25 5:8,18 6:1,9,11 7:5,6 8:12,15 9:11. 23,24 10:9,13,15,23 11:5,24 14:19 **15**:2,3,15,21 **16**:22 **18**:19,20 **19**: 11 **21**:4,19 **23**:18 **24**:25 **25**:11,19 **26**:3,12,13,17 **31**:7 **34**:9,15 **35**:12 36:3,11,20 37:6,9,10 38:20 39:16, 21 40:14,18 43:5,6,12,15,21 44:17 **45**:17.24 **49**:23 **50**:18.21.23 **51**:2 **53**:25 **54**:3,5 **55**:10,12 **56**:3,9 **60**: 14 61:11 union [1] 38:8 unit [1] 48:22 UNITED [13] 1:1,16 7:11,18 8:2,11, 24 9:2,3 39:2,5,7 58:23 units [1] 48:24 unpack [1] 39:10

V

up [7] 8:12 26:6 32:11 35:3 38:15

48:24 56:19

variety [1] 38:6 versus [2] 3:4 6:11 veterans [19] 4:15 5:4 23:7,10 53: 1,8,12,14,15,18,20,21,23 54:12,16; 18 60:17,21,23 view [2] 59:3.4

W

wait [3] 29:22 58:2,2 walk [1] 14:22 walks [1] 16:11 wanted [4] 29:25 34:13,14 43:8 Washington [3] 1:11,19,22 way [25] 5:11 8:6 12:17 13:10 14:

20,21,23 **15**:3 **16**:1 **19**:18 **20**:3 **23**:

1,19,21 **24**:6,14 **25**:5 **29**:5,21 **31**:3 34:11 46:20 57:8 60:9.24 wear [5] 3:20 9:1,12 16:25 17:9 wearing [6] 4:19 6:3 10:11 32:22 56:21.22 wears [2] 9:2,15 Wednesday [4] 1:12 59:9,20 61: week [1] 59:15 weekend [6] 9:20 35:4 46:24 57: 10 12 18 weekends [2] 38:14 57:23 weeks [1] 35:4 whatever [4] 27:16,19 41:7,7 Whereupon [1] 61:15 whether [9] 9:20 12:6 16:21 21:18 29:5 31:5 37:24 47:3 49:7 who's [1] 50:4 whole [9] 13:10,14,15,16,22 15:7 24:16 31:9 50:12 wholly [46] 3:15 4:12 9:22,25 10:4 **11:**23 **13:**7 **14:**18,23 **15:**15,17,25 16:5,12,18 23:23 24:1,5,6,7,11 31: 6 **36**:21 **40**:13 **41**:3,9,11,21,23 **42**: 13 **43**:24 **44**:7,8 **47**:6 **49**:10,11,24 **50**:2,8,11,12 **59**:3,4 **60**:14,14 **61**:3 whom [3] 27:2 45:1,1 whopping [1] 14:7 will [9] 24:7 30:20 31:18 32:4 44: 12 51:12,12,22 52:6 windfall [12] 3:14 10:2 11:16,19 **13**:11 **15**:6,9,22 **31**:10 **33**:12,18 within [12] 7:14 10:9 11:17 22:22. 22 24:18 37:8.17 43:12 54:4 56: 20 60:15 without [2] 15:19 25:3 word [8] 4:17 15:17 16:5,18 41:11, 14.24 59:3 words [7] 14:12 16:12 28:7,8 41:8 **42:**15 **56:**8 wore [1] 3:24 work [23] 8:20 9:7 13:10 15:25 16: 1 **17**:10 **32**:18,21 **36**:8 **37**:2 **38**:4 40:19 41:7,7 42:5,12,13,18 45:1 49:10.24 50:8 56:19 worker's [1] 38:11 working [9] 9:23 24:22,24 30:3,6 31:13.16 38:7 40:7 works [9] 5:12 8:19 13:9 18:15 27: 11 **31**:4 **59**:1.9 **60**:10 writes [1] 41:13 wrote [2] 28:10,14

Υ

year [1] **15**:12 years [5] **3**:19 **8**:18 **27**:19 **33**:14 **58**: 25