

the functions and duties of the office of Secretary of Veterans Affairs (Secretary) during any period when both the Secretary and the Deputy Secretary of Veterans Affairs (Deputy Secretary) have died, resigned, or are otherwise unable to perform the functions and duties of the office of Secretary.

**Sec. 2. Order of Succession.**

- (a) Under Secretary of Veterans Affairs for Health;
- (b) Under Secretary of Veterans Affairs for Benefits;
- (c) Under Secretary of Veterans Affairs for Memorial Affairs;
- (d) General Counsel of the Department of Veterans Affairs;
- (e) Assistant Secretaries of Veterans Affairs, in the order in which they shall have taken the oath of office as Assistant Secretaries, other than the Chief Financial Officer and, if an Assistant Secretary, the Chief Information Officer;
- (f) Chief Information Officer of the Department of Veterans Affairs, if the Chief Information Officer is an officer appointed by the President by and with the consent of the Senate;
- (g) Chief Financial Officer of the Department of Veterans Affairs; and
- (h) Chairman, Board of Veterans' Appeals.

**Sec. 3. Exceptions.**

- (a) No individual who is serving in an office listed in section 2(a)–(h) in an acting capacity shall act as Secretary pursuant to this Executive Order.
- (b) Notwithstanding the provisions of this Executive Order, the President retains discretion, to the extent permitted by Subchapter III of Chapter 33 of title 5 of the United States Code, to depart from this Executive Order in designating an acting Secretary.

GEORGE W. BUSH

THE WHITE HOUSE,  
December 18, 2001.

**Executive Order 13248 of December 20, 2001**

**Establishing an Emergency Board To Investigate a Dispute  
Between United Airlines, Inc., and its Mechanics and  
Related Employees Represented by the International  
Association of Machinists and Aerospace Workers**

A dispute exists between United Airlines, Inc., and its employees represented by the International Association of Machinists and Aerospace Workers.

The dispute has not heretofore been adjusted under the provisions of the Railway Labor Act, as amended (45 U.S.C. 151–188) (the “Act”).

**EO 13249**

**Title 3—The President**

In the judgment of the National Mediation Board, this dispute threatens substantially to interrupt interstate commerce to a degree that would deprive sections of the country of essential transportation service.

NOW, THEREFORE, by the authority vested in me as President by the Constitution and the laws of the United States, including sections 10 and 201 of the Act (45 U.S.C. 160 and 181), it is hereby ordered as follows:

**Section 1. *Establishment of the Board (Board).*** There is established, effective December 21, 2001, a Board of three members to be appointed by the President to investigate and report on this dispute. No member may be pecuniarily or otherwise interested in any organization of airline employees or any air carrier. The Board shall perform its functions subject to the availability of funds.

**Sec. 2. *Report.*** The Board shall report to the President with respect to this dispute within 30 days of its creation.

**Sec. 3. *Maintaining Conditions.*** As provided by section 10 of the Act, from the date of the creation of the Board and for 30 days after the Board has submitted its report to the President, no change in the conditions out of which the dispute arose shall be made by the parties to the controversy, except by the agreement of the parties.

**Sec. 4. *Records Maintenance.*** The records and files of the Board are records of the Office of the President and upon the Board's termination shall be maintained in the physical custody of the National Mediation Board.

**Sec. 5. *Expiration.*** The Board shall terminate upon the submission of the report provided for in section 2 of this order.

GEORGE W. BUSH

THE WHITE HOUSE,  
December 20, 2001.

**Executive Order 13249 of December 28, 2001**

**Adjustments of Certain Rates of Pay**

By the authority vested in me as President by the Constitution and the laws of the United States of America, including the laws cited herein, it is hereby ordered as follows:

**Section 1. *Statutory Pay Systems.*** The rates of basic pay or salaries of the statutory pay systems (as defined in 5 U.S.C. 5302(1)), as adjusted under 5 U.S.C. 5303(a), are set forth on the schedules attached hereto and made a part hereof:

(a) The General Schedule (5 U.S.C. 5332(a)) at Schedule 1;

(b) The Foreign Service Schedule (22 U.S.C. 3963) at Schedule 2; and

(c) The schedules for the Veterans Health Administration of the Department of Veterans Affairs (38 U.S.C. 7306, 7404; section 301(a) of Public Law 102-40) at Schedule 3.