

THE FEDERAL EMPLOYEE

FOR MEMBERS OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

Affiliated with the International Association of Machinists and Aerospace Workers, AFL-CIO

Feds Fight Back



Hundreds of NFFE-IAM members lobby on Capitol Hill to oppose cuts to pay, benefits, and federal jobs at 2012 Legislative Conference. [See pages 7-8](#)



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William R. Dougan

Many of us still suffer the bitter taste of the Wisconsin Governor Scott Walker recall effort. It seems that every pundit and journalist out there has espoused their opinion of what went wrong, what should have been done differently, why the outcome emerged as it did, and what it all means with respect to the Wisconsin and national elections. Polls conducted in the days and weeks following the vote showed that many constituents voted against recalling Walker because they felt that recall of an elected official should be reserved for “more serious” actions than stripping collective bargaining rights from public employees.

The Universal Declaration of Human Rights, adopted by the United Nations on December 10, 1948, guarantees the rights of people spanning the globe. Article 23, Section 4 of the Declaration states, “Everyone has the right to form and join trade unions for the protection of his interests.” Governor Walker’s actions against organized labor violated this Declaration by denying working men and women their right to protect their interests through collectively bargaining with their employer. I am amazed that violating this basic right was deemed not serious enough to be worthy of a recall in the eyes of the electorate.

What occurred in Wisconsin serves to illustrate why unions are so important, yet so vulnerable. At a time when federal employees and their union representatives are under intense attack by the GOP and their friends in the conservative media, we need to reflect on history to understand what could happen should federal unions disappear.

President Franklin Delano Roosevelt, in a 1937 letter to then-NFFE President Luther Steward, succinctly makes the case for why unions are needed in the federal government when he wrote, “Organizations of Government employees have a logical place in Government affairs.” He

continued, “The desire of Government employees for fair and adequate pay, reasonable hours of work, safe and suitable working conditions, development of opportunities for advancement, facilities for fair and impartial consideration and review of grievances, and other objectives of a proper employee relations policy, is basically no different from that of employees in private industry. Organization on their part to present their views on such matters is both natural and logical.”

FDR’s advocacy for private sector unionism also brought great benefits to the American working class. The three decades following World War II were the most productive in the history of our nation. Productivity and median household income both increased by more than 100 percent. It is no accident that this same period corresponds to the time when unionization was at its peak.

Since the early 1970s, however, we’ve seen a slow but steady overall decline in union membership. That decrease in unionization has corresponded with federal workers and their unions having less ability to win the kind of wages and benefits they previously were able to gain through collective bargaining and lobbying efforts. This vulnerability has emboldened critics of unions and government to accelerate their efforts to weaken federal unions and scale back or eliminate cherished programs.

We must not let this happen. If we are going to take back our country, if we are going to stand up for the worth and dignity of workers everywhere, then it is time for each of us to draw a line in the sand and commit to action. We must stand, individually and collectively, and take our struggle to the streets, to Capitol Hill, and to the voting booth.

FROM THE DESK OF THE SECRETARY-TREASURER

We all know that practice makes perfect. In the federal labor community, training makes terrific. That is why your union is making major investments in training its members to succeed.

At the William W. Winpisinger Education and Technology Center in Hollywood, MD, NFFE offers three different classes to our local officers and stewards. The classes include the basic class, the advanced class, and the collective bargaining class. All quite unique in their own right, the courses provide key representational training for our members to take home and apply at their locals. The basic class is offered several times each year while the advanced class and collective bargaining class are offered at least once each year. All three of the classes have received excellent evaluations and comments from those of you that have participated, and we are always working to make them better.

The training center provides travel, lodging, meals and all the training materials

you need to succeed. We encourage all local officers and stewards to attend these classes and learn the skills required to be effective leaders at your locals.

These classes would not be possible without the help and assistance of the training center director, Chris Wagoner, and his great staff who provide assistance with each of the classes. A special thanks to the IAMAW Government Employees Director Frank Carelli who is responsible for coordinating all of the training for our members. Thanks also to NFFE National staff members who teach different segments of the classes and provide valuable insight and information that makes the class a huge success. Please contact your local president for information regarding participation and visit our website, www.nffe.org, for more details on the classes.

At the local, council, and national level, your union's commitment to training is paying off. We hope to see you all at one of our trainings this year!



William D. Fenaughty

FROM THE DESK OF THE GENERAL COUNSEL

If at first you don't succeed, try, and try again. You've probably heard this quip many times before. Well, I must report, as it happens, this was a lesson well worth following.

In 2010, NFFE filed a lawsuit in federal court alleging that the U.S. Department of Agriculture and U.S. Forest Service were in violation of the Fourth Amendment of the U.S. Constitution when they implemented a policy of random drug testing for all Civilian Conservation Corps employees of the Forest Service. Unfortunately, the District Court dismissed our lawsuit in March of 2011 on the basis that the program was constitutional.

It never feels good to lose. But after analyzing the case, and with the support of the NFFE Forest Service Council and our Civilian Conservation Corps locals, we decided to appeal the District Court's ruling.

I am happy to announce that on June 8th the U.S. Court of Appeals ruled in NFFE's favor and found that the program was unconstitutional. While it is difficult to fight most drug testing programs, NFFE set a strong precedent that federal employees do not leave their constitutional rights at the shop door. We will remain vigilant in our fight to protect the basic freedoms of our members.



Stefan Sutich



Randy Erwin

FROM THE DESK OF THE LEGISLATIVE DIRECTOR

Attention federal employees: Get ready for the biggest election of your lifetime.

Although lots of people say this every election cycle, I can tell you with all honesty that I have never made this claim before. I simply don't believe in sensationalizing the importance of an election. But this time it's different.

I am saying this election is the most important of our lifetime now, because it is. There has not been an election in several decades when so much was on the line for federal workers. In Washington, it could not be any clearer what is at stake – one political party recognizes the value of

the contributions that federal workers make to our country, while the other party blames public workers of all kinds for the troubles our country faces. These vast disparities in perspective are critical when laws are passed that impact federal workers.

While everyone agrees that the federal deficit is a problem, President Obama and most Democrats have called for shared sacrifice to address the problem. On the other hand, Republicans in Washington have largely refused to accept proposals that share the sacrifice of addressing the federal deficit while targeting federal employees time and again for cuts.

LEGISLATIVE

Dougan Blasts House Subcommittee Vote to Freeze Federal Pay for Third Year

In early June, the House Appropriations Committee Financial Services and General Government Subcommittee passed an appropriations bill extending the federal pay freeze through 2013. NFFE National President William R. Dougan released a statement to the media following the vote blasting the committee's "unconscionable" decision:

"We are deeply disappointed that the subcommittee has chosen to freeze federal pay for an additional year. A third year of frozen pay would be a tremendous step backwards for federal families, many of whom are already backed up against the fiscal cliff. For many others, a third year of frozen pay means a third year of dreams deferred: sending children to college, caring for parents in need, making needed repairs to the home, and much more would have to wait another year.

Federal workers deserve a modest cost of living adjustment after two years of sacrifice through frozen pay and increased retirement

contributions. No single group has sacrificed more toward restoring the nation's fiscal health than the \$75 billion in savings realized from federal employee compensation and benefit cuts. Asking for another year's pay freeze, which would drain billions more from federal employees over the next decade, is simply unconscionable.

The most disappointing part of all of this is the failure to recognize the importance of federal workers and the services they unselfishly provide Americans every day. An indefinite freeze on federal pay is the single most effective strategy our politicians can employ to ensure that we have a second rate federal workforce. They need to ask themselves whether they want the best and brightest workers protecting our skies, adjudicating our passports, and caring for our veterans, or simply the lowest bidder? The choice is simple. Congress must do the right thing and give federal workers the respect and cost of living adjustment they have earned."

It's simply not fair. Federal workers are underpaid, not overpaid. The benefits we receive are modest and well-earned. We simply are not the cause of the budget problems in Washington, and we cannot be expected to continue shouldering a grossly disproportionate percentage of the burden in addressing our budget problems. In the last two years, federal employees have seen \$75 billion in targeted cuts to their pay and benefits. No other group of Americans has made anywhere near as large a sacrifice to address our federal deficit.

I'm not going to sugar-coat this: If the GOP retains control of the House and wins either the Senate or the White House, they plan to

gut the federal workforce, strip away workplace protections, and make major cuts to federal employee pay and benefits. They are pushing these priorities every day on Capitol Hill, and truthfully, they would have done it already if they had the votes to get these ideas passed into law. We are not playing favorites here – we are simply acknowledging reality.

Who you vote for is your decision – and clearly there are lawmakers from both sides of the aisle that are good and bad – but as your advocate on Capitol Hill I need to be straight and honest about what is at stake in this election. If the November elections do not go well, I predict there will be thousands of federal workers laid

off at every major federal agency and those that remain can expect major cuts to their pay and benefits. That is the stark reality.

So if you're concerned about your future as a federal employee and you've been sitting on the sidelines watching the midterm election and the primary elections, it is time to get involved. This is not like other elections. The choices our country makes this November are going to impact you in a very significant way. Don't wait until it's too late to make a positive impact on your future. Get involved today. Visit www.nffe.org/takeaction to learn how.

NFFE and Partners Launch Nationwide Campaign to Defend Federal Workers

You know your job is important. You know that federal workers like you live in communities from coast to coast. You know co-workers who go above and beyond the call of duty for our country. You also know respected colleagues who are heading for the door because they are fed up with being treated like the national scapegoat.

If more Americans knew what you know about the value of our federal workforce and the consequences of losing our most experienced workers, your pay and benefits wouldn't be under constant attack.

A group of thirty federal and postal employee unions, management associations and professional associations, including NFFE, are throwing their combined strength behind a new campaign in select parts of the country designed to educate citizens and lawmakers about who federal employees are and the work you do. And we're going to need your help. As a result of this outreach, key elected officials will also feel the pressure to make the right decisions for their constituents and the future of the federal workforce and U.S. Postal Service.

What do we want Americans and elected officials to know about federal workers? 1) We are your neighbors and your constituents. 2) We are middle-class Americans struggling to care for our families, too. 3) We are already contributing \$100s of billions toward budget savings. 4) We are open to doing our fair share, but our pay and benefits cannot solve the nation's budget problems alone. 5) We are committed to our jobs for you and for America.

This coalition of organizations has been promoting these five simple messages about federal and postal workers to Congress and the Administration for years. Today, however, we can feel the clock ticking on our pay and benefits and we need to make more noise than ever before.

We have been fortunate that Congress has twiddled its thumbs on some huge pieces of legislation that would gut pay and benefits for federal workers, but that legislation can't be delayed forever. There are deadlines for these votes on the national budget and we need to shore up more support before it's too late.

The coalition will work to engage members in local districts to attend town hall meetings, meet with members of Congress, and a variety of other ways to make sure the goals of the coalition are heard. We will need your help in the areas where it is most important for our voices to be heard and our priorities pressed. If you don't live in these places, there is still a big role for you in our fight. However, if you are residents of the key states the coalition will be working in, start warming up your vocal cords because we will have to be as loud as possible to regain the public and political support that has slipped away.

We'll be in touch soon with more activities you can do to make this campaign a success.

This is our chance to show the rest of America what we already know – there is no country or company on Earth that can hold a candle to what we do each day. We need to keep it that way.

Attempt to Ban Official Time Falters After Pressure from Workers

A recent amendment targeting official time, an essential component of effective labor-management relations in the federal sector, was defeated in the House of Representatives this May after an intense call-in and lobbying campaign from NFFE-IAM members and other federal employees.

Amendment 38 to the National Defense Authorization Act (H.R. 4310), filed by Rep. Phil Gingrey (R-GA), was defeated when the House Rules Committee determined the amendment was not in order. The proposed amendment would have severely limited the official time union representatives use to represent employees in grievances, unfair labor practices, and discrimination cases.

The anti-union measure was almost attached to the Defense bill on just two days' notice. NFFE-IAM members in Washington for the IAM Legislative Conference mobilized against this harmful provision on Capitol Hill, calling on House members to shoot down this anti-worker attack. Through phone calls, in-person meetings, and online communications, NFFE took an all-hands-on-deck approach. Their message in the halls of Congress was echoed by thousands more throughout the country who called on Congress to defeat this amendment, which is nothing more than a thinly-veiled attempt

to strip federal workers of a voice in their workplace.

"I'm proud of all the work our brothers and sisters did this Legislative Conference to protect federal workers by making sure this amendment never saw the light of day," said NFFE Legislative Director Randy Erwin. "Federal employees have been stepped on enough. We simply will not stand for attacks like these in Congress."

Federal Retirement Critics Eat Crow as OPM Report Finds FERS Running Massive Surplus

Many federal employee critics are quick to suggest that federal retirement benefits are bloated, overly generous, and unnecessary. Others are calling for their immediate repeal, and instead replacing them with defined contribution 401(k) plans. This May, however, the anti-federal retirement crowd received a rude awakening.

According to a recent report by the Office of Personnel Management (OPM), the Federal Employee Retirement System (FERS) was not only fully funded – it was running a \$12.2 billion surplus in 2010 (the latest year for which information is available).

You read that correctly: that's billion with a "B."

This report comes as attacks on federal retirement benefits have reached a fever

pitch in both Congress and the media. Today there are scores of legislative proposals moving through Congress advocating everything from increasing pension contributions, to watering down the FERS annuity formula, to eliminating the defined benefit system altogether. With this latest revelation making headlines, however, critics can no longer hide behind misleading talking points.

"It's time for those seeking to water down federal retirement to acknowledge the truth," said NFFE National President William R. Dougan. "The Federal Employees Retirement System is fully funded. It was designed from day one to be fully funded, and it will continue to be so long as the law remains intact."

Indeed, realizing an annual surplus is nothing new for the nearly 30-year old retire-

ment system. According to the *Federal Times*, FERS ran surpluses every single year from 1994-2006, ranging as high as \$14.9 billion. Though relatively small deficits were run from 2007-2009, 2010's \$12.2 billion surplus more than makes up for the previous shortfalls.

It's worth stating here that the Civil Service Retirement System (CSRS) did not fare as well as its younger sibling, FERS, in the report. According to OPM, the system ran a \$634.5 billion deficit in 2010. Still, those who seek to use this deficit against federal workers should know by now that FERS was specifically designed from its inception to avoid the same funding issues that plagued CSRS. Judging by FERS \$12.2 billion annual surplus, it seems to be meeting that goal with flying colors.

ACTION ALERT!!!
Tell Congress: Say NO
To Ending Official Time!

ON MAY 16th

Once again, politicians are trying to beat up on federal employees and their unions by eliminating official time for union representatives. This time is used to represent employees in grievance proceedings, unfair labor practices, and discrimination investigations. Without it, many will suffer.

Tell Congress to Defend Your Representation!

We urge all federal workers to call Congress (on your own time, using your own phone) and tell them to VOTE NO ON AMENDMENT 38 to the National Defense Authorization Act. You can reach them by calling the Capitol Switchboard:

(202) 224-3121



Senate Committee Approves Measure to Rein in Excessive Contractor Executive Pay

One of the major headlines in the federal workforce community in recent months was the decision to increase reimbursement rates for top government contractor executives by tens of thousands of dollars – \$70,000 over the last two years, to be exact.

Outrage ensued as federal employees trapped in a two-year pay freeze learned that contractor executives were eligible to personally draw upwards of \$763,029 from the taxpayers in addition to the charges for services rendered by their companies.

This June, it appeared that some in Congress are finally ready to do something about it.

The Senate Armed Services Committee that month approved an amendment by Sen. Joe Manchin (D-WV) to the National Defense Authorization Act that would cap contractor executives' salary reimbursements at \$230,700 per year – the same as the Vice President. Though a similar piece of legislation failed in the House of Representatives earlier this year, there is still a possibility that the provision will find its way into the final version of the bill.

Here are some statistics to demonstrate just how out of touch the reimbursement cap is: \$763,029 is nearly twice President Obama's \$400,000 per year salary. If one collects the maximum reimbursement they are earning \$1.45 per minute, 24 hours a day and 365 days a year. One can also buy nineteen 2012 Mercedes Benz luxury cars, or seventy-six 1.5 carat diamond engagement rings. Not bad for a year's work.

"It is grossly unfair that federal employees are forced to take cuts to their pay and retirement benefits while federal contractor executives make off like bandits on the taxpayers' dime," said NFFE National President William R. Dougan. "Federal workers have sacrificed all they can to improve our nation's fiscal situation. It's time for shared sacrifice, especially from those who can most afford it."

House Passes GOP Budget Resolution Targeting Federal Pay, Jobs, and Retirement



In late March, the House of Representatives voted to approve an FY13 budget proposal containing a number of anti-federal worker provisions targeting pay, benefits, and jobs.

The budget resolution, introduced by Budget Committee Chairman Paul Ryan (R-WI), passed by a mostly party-line vote

of 228-191. As a resolution, the bill itself lacks the force of law, but nonetheless serves as an outline for Congress to use when making their budget appropriation decisions over the next several months. Included in this outline are provisions to freeze federal pay through 2015, slash 200,000 federal jobs over the next three years, and increase the amount federal employees contribute to their pensions.

"It is clear that certain members of Congress will never understand just how much federal employees have already sacrificed – and continue to sacrifice – to keep our country strong," said Dougan. "You can't get blood from a stone. Federal workers have given all that they have to give. The conversation in Washington should focus on how to thank federal workers for step-

ping up when their country needed them, not how to keep tearing them down."

An alternative budget resolution, introduced by Rep. Chris Van Hollen (D-MD), lacked the anti-federal workers proposals that dotted the Ryan proposal. Unfortunately, the Van Hollen measure was defeated when it failed to garner a majority of the House vote. Said NFFE Legislative Director Randy Erwin:

"It's a good thing Ryan's budget won't see the light of day in the Senate this year. It's scary to think what would happen if control of the Senate changes hands after elections this November, and people like Ryan take the reins. These proposals might actually become law. That's a scary thought."



NFFE-IAM Members Bring a Voice to Federal Workers During Legislative Conference

Once a year NFFE-IAM members from coast to coast come to Washington, D.C. to lobby their elected officials and advocate for key legislative issues. This week-long event, known as IAM Legislative Conference, occurred May 14th-17th and was held at the Hyatt Regency on Capitol Hill. Members heard from keynote speakers and greeted prominent figures including the Secretary of Labor Hilda L. Solis, House Minority Leader Nancy Pelosi, Sen. Tom Harkin (D-IA), Rep. George Miller (D-CA), Rep. Donna Edwards (D-MD), writer Charlie Cook, and many more.

The turnout for this year's conference was one of the best to date, sending a strong message of strength and solidarity. Members visited hundreds of Congressional offices advocating for action on vital workforce issues such as Forest Service temporary hiring reform, federal pay freeze and pay cut proposals, federal retirement benefits, official time for union representation, paid parental leave, and domestic partnership benefits.

While many participants had attended the IAM Legislative Conference before, there were several new attendees. Some of the

new NFFE-IAM delegates included Local 1450 President Elizabeth McDargh, representing Housing and Urban Development (HUD) employees in California, Arizona, Nevada, and New Mexico, and Elaine Downing and Debbie Flores from Local 2152, representing Bureau of Land Management (BLM) employees in California.

"I'm an introvert, so the prospect of getting out there and talking to members of Congress and their staff put butterflies in my stomach at first," said McDargh. "I had to step outside myself for the larger cause. Knowing that I had the strength of

over 110,000 other NFFE-IAM members behind me gave me the courage and conviction to be successful. I partnered with my sisters Elaine Downing and Debbie Flores from BLM. We learned after the first few Congressional meetings that there is this magic moment when you know that you have just said something that resonated with your representative."

Meeting face-to-face with members of Congress is one of the best ways to send the message that federal employees are not nameless, faceless bureaucrats, but hard-working public servants who deserve their respect.



Elizabeth McDargh, Elaine Downing, and Debbie Flores makes the rounds on Capitol Hill at their first Legislative Conference.



Local 60 member Bob Beckley met with Sens. Max Baucus and John Tester from his home state of Montana.

NFFE Locals Honored for Recruitment Success

During Legislative Conference, NFFE gave recruitment awards to the five locals most successful in recruiting during 2011. Winners of this year's awards were Locals 181, 273, 1697, 2081, and 2189.

One representative from each of the five locals received paid flight and hotel accommodations to attend the Conference in Washington, D.C. Local 2189 sent Cebron O'Bier representing Red River Army Depot in Texarkana, TX; Local 273 sent Zelda Cozart representing Fort Sill Army Post in Lawton, OK; Local 2081 sent Rosalie Herrera representing Inyo National Forest in Bishop, CA; Local 1697 sent Shawn Patterson representing Western Civilian Conservation Corps Centers; and Local 181 won an award but was not able to send a representative.

These locals were selected for awards in two categories: most new members recruited (as indicated by total 1187's submitted to the NFFE National Office), and highest membership density increase (based on remittance reports and bargaining unit lists).

"This is one of the greatest honors that a NFFE local can receive," said NFFE National President William R. Dougan. "The men and women at these five locals and countless others have worked year-round to grow and sustain their membership. It is an honor to present them with these awards and have them representing their fellow federal employees in Washington for Legislative Conference."

While Legislative Conference is an invaluable tool available to NFFE-IAM members to promote their issues, the burden of travel, expenses, and time away from family can be enough to deter some NFFE locals from participating. Fortunately, the annual IAM Legislative Conference is not the only way to make your voice heard.

Go to the NFFE Legislative Action Center at www.nffe.org/takeaction for ways to make your voice heard from where you live. With Legislative Conference now past, it is more important than ever that you call and write your elected officials on the issues that matter to you and your family.

In addition, the NFFE National Office created the iamafederalemmployee.org blog. This

blog allows members to tell their stories and outline the immense value their work brings to the American taxpayer and our country every day. Please share your story today!

"Talking to members of Congress should not be something that happens just once a year," said NFFE Legislative Director Randy Erwin. "We need constant communication with members of Congress in order to have the most impact. Your sto-

ries are powerful. With your stories, members of Congress can get a real understanding of the amazing work that federal employees do every day."

With a strong collective voice, we can and will make a difference. Take some time today to visit the NFFE Legislative Action Center and the 'I am a Federal Employee' blog. If you would like to submit a story, you can do so directly on the blog or email it to iamafederalemmployee@gmail.com.

Five locals were honored for their dedication to growing the membership at NFFE's Legislative Reception.



NFFE Local 1904 Saves Job of “Exemplary” VA Physician After Unlawful Firing

Dr. Joseph “Edward” DeJean is by every standard a good doctor. A career physician and federal employee, Dr. DeJean worked as a radiologist at the New Orleans VA Medical Center in Louisiana for 25 years. That was until July of 2010, when Dr. DeJean’s supervisor fired him after he wrongfully determined that DeJean had earlier failed a “30-minute pop quiz.”

An exemplary figure, Dr. DeJean did not have a single peer or patient complaint on his record. Respected by patients and colleagues, DeJean was looking forward to retiring in just a few short years. With his unexpected firing, however, he found himself without a job and without a plan. At one point, DeJean took a job as a tour guide in his native New Orleans just to keep up with the monthly bills.

“As a Veteran of Desert Storm, where I served as a radiologist in the U.S. Army Medical Corps and as a faithful 25-year employee at the New Orleans VA Medical Center, I was completely shocked that I was fired based entirely on my alleged poor performance on a single, highly subjective 30-minute oral pop quiz which was prepared and administered solely by my supervisor,” said DeJean. “There had never been any lawsuit, negative peer review, or even a single complaint from anyone concerning my radiology work. Even the most recent radiology departmental data there revealed that I was by far the most productive radiologist employed at that facility.”

Dr. DeJean knew what happened to him wasn’t right, and he turned to his union, NFFE Local 1904, to get his job back.

The union soon took his case before a VA Discipline Appeals Board (DAB), an ad hoc body of three doctors charged with adjudicating disciplinary actions involving professional conduct or competence. The hearing spanned three days in December of 2010. Testimony was given by all parties, including Dr. DeJean. In an unusual move, the DAB decided to administer a “pop quiz” of its own in the hearing – a quiz DeJean passed with flying colors. But his ordeal was not over yet.

“Unlike the selection procedure for an arbitrator, the three members of the DAB were picked by management with no input from the union,” said NFFE Business Representative Gary Johanson, who represented Dr. DeJean at the DAB hearing with assistance from Local 1904 President Louis Jasmine. “After the DAB ruled in favor of Dr. DeJean, we then had to get the VA Principal Deputy Undersecretary for Health (PDUSH) to uphold the DAB’s verdict. The entire process took 21 months.”

On March 29, 2012, the verdict came down from the VA’s Central Office in Washington D.C.: Dr. DeJean had been illegally fired and would be made whole, including all back pay. After days of hearings, weeks of consultation with local and national union representatives, and 21 months of scraping by, Dr. DeJean was fully exonerated.



**25-year VA physician and
standout employee, Dr.
Edward DeJean.**

“The entire appeals process itself was very lengthy and without a source of income, I simply could not have afforded the legal fees. Fortunately, my NFFE Local 1904 immediately saw the injustice involved and offered to represent me in my appeals process. Moreover, much more important to me was the emotional support NFFE gave me throughout this very long and drawn out process. Without a doubt, it was the most horrible thing that I have ever experienced and I could not have endured it without NFFE’s help.”

In addition to being fully exonerated, Dr. DeJean was awarded full back pay and returned to work just days later. For Johanson and Jasmine, this was just another day on the job.

“Dr. DeJean is a career federal employee and a highly qualified doctor who never deserved this shabby treatment,” said Johanson. “I am glad to see Dr. DeJean is back on the job, taking care of our veterans. Dr. DeJean and I are grateful for the help we received from Louis Jasmine, VA Council President Bob Redding, NFFE General Counsel Stefan Sutich, and National President Bill Dougan.”

Scholarship Opportunities Abound for NFFE-IAM Members

NFFE is proud to announce that Morgan Huffman was chosen to receive an IAMAW scholarship in this year's competition! Son of NFFE Local 1861 member Herbert Huffman, Morgan was selected out of a pool of 402 applicants from the United States and Canada by a special selection committee. The scholarship awarded Morgan \$2,000 per year until the requirements of a vocational technical certification have been met, or to help make a Bachelor's degree attainable with the aid of the scholarship.

NFFE National President William R. Dougan congratulated Mr. Huffman for pursuing his academic interests, saying: "Mr. Huffman will represent the future of NFFE-IAM as he continues his educational pursuits. We wish you the best of luck in your schooling and a bright career!"

Again, NFFE congratulates Morgan Huffman as this year's winner and looks forward to the development of a bright future and career for this outstanding individual.

NFFE would also like to introduce the new 'Scholarships' page on our website. Here you will find multiple scholarships available for members and their families to further their academic interests. Scholarships include the Richard N. Brown Memorial Scholarship, IAMAW scholarships, Federal Employee Education and Assistance Fund scholarships, and lastly, Union Plus scholarships. For more information on eligibility requirements and how to apply, please visit www.nffe.org/scholarships.



Social Media Connecting Members Better Than Ever

As technology and social media continuously offer better means of communication, NFFE has taken advantage of tools such as Facebook and Twitter to easily connect with and update our members like never before. NFFE aims to inform members regularly with news relevant to the federal workforce and what we are doing on Capitol Hill to ensure that the interests and needs of our members are met. The NFFE Facebook and Twitter pages can be found in the top right corner of the www.nffe.org homepage.

Also, NFFE's Young Federal Leaders initiative is making its presence known through Facebook and Twitter. YFL's social media pages aim to connect those with a strong interest in bringing young workers into the labor movement. It is more important than ever to recognize and challenge young leaders in the federal government through education, mentorship, and leadership opportunities for YFL members. Social media gives us another important tool to do exactly that. Members can expect to see the YFL Facebook and Twitter pages updated regularly with news relevant for young federal employees. The YFL Facebook and Twitter pages can be found on the YFL page at www.nffe.org/YFL.

Twelve Steps to Create a More Effective Local



There is no magic bullet for recruiting success. Every local is different. With that said, there are several things that all locals can and should be doing to increase visibility and build membership. The following is a recap of some of the organizing and recruiting tips and tricks compiled by NFFE's National Organizing Coordinators.

1. Talk to at Least One Person Each Day About the Union

One of the best ways to get the word out about your local is to talk face-to-face with people in your bargaining unit who are not yet members. This may seem obvious, but people are more likely to join when they are approached by someone who is already a member and understands the benefits of being in the union. They are also more likely to join if they understand what the union is doing on their behalf.

2. What is Your Bulletin Board Saying about Your Local?

Your members have a right to know everything that is going on. Bulletin boards can give them a quick snapshot of what the union is doing at the local and national level. The most crucial information that should always be on display is the location of the union office and officers' contact information.

Be sure to update the information on your bulletin board regularly. If you do not update your display frequently, you may be giving a negative impression of the union to potential members. You always want to share information as it comes to you so that potential members know how valuable the union is to the workplace.

3. Keep an Up-to-Date Bargaining Unit List

One important component of successful recruiting is obtaining a copy of your list of eligible members on a regular basis. After all, in order to recruit new members, you need to know who to talk to!

Bargaining unit lists are helpful to have on hand so you have a record of the employees that are eligible to become a member of your local. You should also keep a current copy in your union office, so you can verify whether your visitors are already members, and ask them to sign up if they are not. You can also use this list to send regular communications to your potential members, reminding them why they should become members of your local.

4. Use Sign-in Sheets in Your Union Office and at Union Events

One extremely valuable, but often overlooked, tool that every NFFE local can utilize is the sign-in sheet. Sign-in sheets should be kept near the entrance to your union office, and also be brought to every union-sponsored event. These sheets will provide you with an important record of the potential members that have shown an interest in your local.

5. Utilize New Member and Recruitment Kits

A number of resources, including both information and supplies, are available to NFFE locals to aid with recruiting efforts. Some great examples are NFFE's recruitment and new member kits. These kits are provided free-of-charge to locals on request and are a great way to get prospective members thinking about the union, or to thank dues-paying members for their support.

6. Know the ABC's of Your CBA

Though sometimes overlooked, one of the most valuable recruiting tools available to you is a copy of your Collective Bargaining Agreement (CBA). Familiarizing yourself with your CBA will arm you with the necessary knowledge to become a more effective recruiter.

7. Reach Out to New Employees

While talking to a co-worker about the union is important any time, you are more likely to successfully recruit them if you do it sooner rather than later. Workers need to hear about NFFE, and all of the ways they benefit from union representation, as early and often as possible. We want an employee's first impression of our organization to be a good one; it is much easier to maintain that positive image by showing them the value of the union early on.

8. Create a Committee and Draft Your Local Recruiting Strategic Plan

We all know that membership density brings clout within an agency and at the bargaining table, but for some locals, it's difficult to know where to start. There are a number of steps and strategies that your local can utilize in order to increase your recruiting success. Creating a recruiting committee is a great foundation to start working on a strategic plan. A committee should be made up of people that are engaged in the local, but not necessarily just the officers. The best place to start is at your local's monthly meeting. To create your plan think about the tools and resources that your local already has to build membership and some obstacles that you still need to overcome.

9. Visit the NFFE Website Early and Often

Anyone can visit the NFFE website and learn everything from who we are as a union, to what issues we are working on nationally, and who to contact for assistance. The website is a great place to direct prospective members to gain an overview of what NFFE is all about. There is a wealth of information available on the site, and sending bargaining unit members to check it out for themselves allows them to research the issues and topics that are most important to them. Check out NFFE's award-winning website, www.nffe.org.



10. It Pays to be a Union Member

As you've probably learned from personal experience, one of the most common reasons potential members give for not joining the union is that they cannot afford the dues. In the current economic climate, this is an even bigger challenge. Fortunately, you can show them why they can't afford NOT to join!

Union members have access to a number of money-saving benefits. Those members who take advantage of the discounts available to them can more than recoup the money they spend on union dues each year. Make sure you know about Union Plus and other benefits available to union members, and be sure to spread the word about them.

11. Legislation that Affects You

Every day, legislation is popping up across the country proposing such injustices as ending official time, furloughing public employees, and extending probationary periods for federal employees, just to name a few. What can you do? Stay on top of the legislation and share updates with your bargaining unit.

12. Get to Know Your National Organizing Coordinator

NFFE has two full-time organizing coordinators who are ready and willing to support you in any capacity. These coordinators can help you put together trainings, obtain bargaining unit lists, assist during recruitment drives, send you supplies, work with your local to create a strategic plan, help you track your density and new members, and much, much more.

To receive full copies of these and other tips and tricks, or to request other recruiting items and assistance, please contact your National Organizing Coordinator. Cassie Kerner Bond covers locals west of the Mississippi River, and can be reached at cbond@nffe.org or (703) 303-2047. Brittany Paull covers locals to the east, plus Idaho, Texas, and Utah. She can be reached at bpaul@nffe.org or (202) 216-4425.

NFFE's Young Federal Leaders Unveils National Committee

Since January, NFFE's Young Federal Leaders (YFL) initiative has made tremendous strides, and with the overwhelming support of both our experienced union brothers and sisters and those new to the movement, the program is gaining momentum quickly!

So who are the young federal leaders serving our union with diligence and enthusiasm? They are the stewards working tirelessly to protect employee rights within the workplace; the communicators who ensure unionists are kept informed and engaged; and the local presidents who provide vision and support for their membership.

NFFE has taken swift action to enlist these emerging young leaders by offering them a position on YFL's National Committee. In harnessing their considerable talents and by providing them with opportunities to learn and serve our union, NFFE will be better equipped to confront the challenges we will undoubtedly face in the future.

"NFFE's Young Federal Leaders will be the ones who ensure our union remains a leading voice in the fight to protect our nation's civil servants," said NFFE National President William R. Dougan. "We must educate and mentor them today to ensure they are prepared to be the labor leaders of tomorrow."

YFL's National Committee is currently comprised of eight members, all under the age of forty, who serve in government agencies throughout the country. Members were selected from those participants of YFL's survey who indicated their interest and ability to commit to developing NFFE's new young worker program.

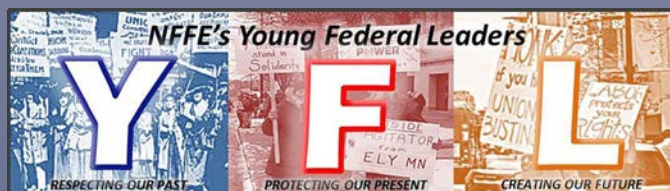
Although YFL's team of young representatives is newly established, they have already done a great deal of work to support the initiative. As YFL continues to take root and grow, the National Committee will serve to finalize the initiative's strategic plan, implement its programming, and provide mentorship and assistance to other young union members.

NFFE's current team of Young Federal Leaders can be found below. If you are interested in joining them and serving on YFL's National Committee, it's not too late! YFL seeks to represent the diverse interests and concerns of NFFE's membership, and we are always looking for young, passionate, and committed unionists to join the fight.

Check out YFL's website at www.nffe.org/YFL or contact Special Assistant to the President Amy Burns at aburns@nffe.org for more information about how to get involved.



(left to right): Top: Amanda Booher, Bryan Clonts, Jennifer Hickenbottom, Matt Varcoe. Bottom: Sam Nevarez, Gregory White.



Eric Inglis, Joel Warne (not pictured)



Over 120,000 and Counting – Firefighter’s Petition for Health Benefits Goes Viral

NFFE is asking federal workers to support the cause of one man for the sake of many. His name is John Lauer, NFFE-IAM member and seasonal wildland firefighter with the U.S. Forest Service. John is on a mission to help the brave men and women on the fire line gain access to affordable health insurance – and his work has just begun.

What started first as a small petition among John and his fire crew has since skyrocketed into a 121,869 signature rallying cry for health care – all in the matter of a just few days. His reason for starting the petition? After the premature birth of his godson, it pained him to know that his coworker’s family was suffering without health insurance. The family received a \$70,000 medical bill after the birth of their son. Without insurance or financial resources to cover the cost, the family is running short on options. Lauer knew that this was no way to treat our firefighters, and now, over 120,000 people from every state in the nation agree: the injustice must come to an end.

Today, the federal government does not allow many temporary/seasonal employees to participate in its health insurance program. Since wildland firefighters are hired on during fire season each year (typically May-October), they are deemed ineligible to purchase insurance. Thousands of firefighters and other seasonal employees work grueling hours in some of the most rugged terrain the nation has to offer. In their line of work, serious injuries and fatalities are an all too common occurrence. For them, health care is not a luxury – it’s a necessity.

“These are some of the bravest, most dedicated people I have ever met,” said Lauer in a recent media release. “They come back year after year and put their lives on the line to protect their communities and serve their country. They deserve insurance”.

These unspoken heroes of the federal workforce do their part every year to keep Americans safe from the disastrous effects of wildfires. Now is the time for America to give back to those who have sacrificed so much for them. Please do your part and support this cause by signing the petition today at www.nffe.org.

NFFE Signs Statement of Support for Employer Support of Guard and Reserve

This May, NFFE National President William R. Dougan joined David L. McGinnis, Acting Assistant Secretary of Defense for Reserve Affairs, to sign a statement of support for the Employer Support of the Guard and Reserve (ESGR). ESGR is a Department of Defense office dedicated to protecting the employment rights of National Guard and Reserve personnel nationwide.

As proponents of the guard, reserve, and active duty military, NFFE and ESGR have partnered up to raise awareness about these brave men and women’s rights under the Uniformed Services Employment and Reemployment Rights Act (USERRA) and ensure that no one has to risk their job in order to serve their country.

USERRA is the federal law that establishes rights and responsibilities for members of the National Guard and Reserve and their civilian employers. The law affects employment, re-employment, employment benefits and retention in employment, when employees serve or have served in the uniformed services.

NFFE could not be more proud to play a role in raising awareness of veterans’ re-employment issues to its members, and others in the federal workforce community.

“I and everyone at the National Federation of Federal Employees are privileged to pledge our support to this great cause,” said Dougan. “As the largest employer of veterans, guard, and reserve members in the country, the federal government must lead by example and guarantee every service member their job when returning from duty. They serve to protect us. The least we can do is extend the same courtesy when they return.”

Soon, all NFFE locals will receive a small package from ESGR containing educational materials to help you educate not just your members, but your agency on the rights of our veterans under USERRA. NFFE appreciates your active role in making a difference for America’s servicemen and women. To learn more about ESGR, visit their website at www.esgr.org.

Make Your Members' Voices Heard at the 49th NFFE National Convention



NFFE's 49th National Convention is just a few short months away. By now, locals should have received their credential forms, and started making arrangements for delegates to represent their members in Portland this fall.

Credential forms were mailed to every NFFE local on June 1, 2012. The number of credentials sent to each local was determined based on the local's total membership, as reflected on remittance reports for the last full pay period in April. Every local is entitled to at least two delegate votes. Locals with 50 or more dues paying members receive additional delegate votes based on their membership. For example, locals with 1-49 members get two votes, locals with 50-99 members get three votes, locals with 100-149 members get four votes, and so on.

Locals are responsible for electing their delegates and alternate delegates in accordance with their local lodge bylaws. Locals can divide their votes between multiple delegates, but a single delegate cannot carry more than ten votes. If a local votes and chooses not to send a representative to Convention, they may give their delegate votes to another local that will be attending.

Completed credential forms must be returned to the NFFE National Office no later than August 15, 2012 in order for delegates to be seated at convention. The white copy

of the triplicate form should be mailed to NFFE, the pink copy retained by the local, and the yellow copy presented when the delegate registers for Convention. Delegates carrying more than one vote must have a valid credential for each vote they wish to cast.

For local delegates to be seated, the local must be in good standing with NFFE. To be considered in "good standing," the local must be in compliance with the NFFE Bylaws and the IAMAW Constitution, and have paid off any arrearage monies owed by September 1, 2012.

Once delegates are credentialed and registered, they will have the opportunity to vote for NFFE's National President, National Secretary-Treasurer, and Seven At-Large National Vice Presidents. They will also vote on proposed changes to the NFFE Bylaws.

Any questions regarding credentials should be directed to NFFE General Counsel Stefan Sutich at ssutich@nffe.org or (202) 216-4457. We look forward to seeing you in Portland this fall!

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