



CANDIDATES FOR NFFE NATIONAL OFFICE

NATIONAL PRESIDENT:

- Bill Dougan

NATIONAL SECRETARY-TREASURER:

- Bill Fenaughty

NATIONAL VICE PRESIDENT:

- Rob Arnold
- Bryan Clonts
- Zelda Cozart
- Mark Davis
- Jozef Drozdowski
- Lisa Foust
- Wendy Guthrie
- Patricia La Sala
- Elizabeth McDargh
- Kolleen McGrath
- Cebron O'Bier
- John R. Obst
- Tim Ostrowski
- Eric Plimmer
- William V. Roush
- Billie Weaver

*Additional candidates may be nominated from the floor during the Convention.

CANDIDATE BIOGRAPHIES

The following biographies were submitted by candidates for national office at the National Federation of Federal Employees' 49th National Convention. A list of all certified candidates was mailed to each Local Lodge in the second week of July 2012 and is also available on NFFE's website at www.nffe.org.

-----NATIONAL PRESIDENT-----

BILL DOUGAN

Candidate for National President
National Federation of Federal Employees



I have been NFFE's National President since June 2009 and previously was NFFE National Secretary-Treasurer from 2007-2009. A 33-year member of NFFE, I have served in a number of leadership positions at the Local, Council and National levels during my prior career as a federal employee working for the U.S. Forest Service. I've been blessed to have my wife Libby by my side for the last 37 years. We raised 4 sons and have 11 grandchildren and one great-grandchild.

I am a founder and the elected Chairman of the Federal Workers Alliance, a collective of 20 unions representing over 300,000 federal employees that works to shape government-wide workforce policy. I am appointed by President Obama as a member of the National Council on Federal Labor-Management Relations, working with top administration and agency officials to improve labor-management relations at federal agencies. I serve on a number of other federal and non-profit groups, such as the Employee Thrift Advisory Council, the Federal Employee Education and Assistance Fund, and the Federal Advisory Council on Occupational Safety and Health.

Since becoming National President, I have put a priority on revitalizing NFFE's organizing, recruiting and communications strategies while continuing to protect our Union's financial health through wise investment and spending of your dues dollars. These efforts have markedly increased NFFE's membership.

I am proud of all that we have accomplished together and how far our great Union has come, but we cannot afford to rest on our laurels. We face many challenges in the coming years so must remain vigilant and stand ready to defend the hard-earned rights we enjoy as members of NFFE. I believe I have demonstrated that I am up to that task. It has been an honor and privilege to serve these last three years as your National President. But we all know there is much more work to be done. I am asking for your support and your vote to continue that work. Working together, I believe we can continue to accomplish great things.

-----NATIONAL SECRETARY-TREASURER-----

BILL FENAUGHTY

Candidate for National Secretary-Treasurer
National Federation of Federal Employees



William Fenaughty was unanimously appointed to the office of National Secretary-Treasurer by NFFE's National Executive Council in July of 2009. A 34 year veteran of the federal workforce at the Watervliet Arsenal and nearly 30-year union member, Fenaughty holds extensive representational experience as both a local and national union officer.

As National Secretary-Treasurer, Fenaughty has overseen two consecutive years of budget surpluses, guiding the union to sustained financial well-being. In October of 2010, he was appointed by President Barack Obama to serve as a member of the Federal Salary Council, an advisory board that makes recommendations to the President's Pay Agent on locality pay adjustments and surveys. He has also led the charge to transition all NFFE Locals to Electronic Fund Transfer, a system which allows Locals to maintain and receive their finances faster and easier.

Prior to assuming the office of Secretary-Treasurer, Fenaughty worked as National Assistant Directing Business Representative (ADBR) from 2002-2009, a position in which he led NFFE's Business Representatives through a prosperous period of growth in both union membership and influence. As ADBR, Fenaughty successfully negotiated countless collective bargaining agreements for Locals from a wide variety of agencies, conducted national and local steward/officer trainings, and lobbied extensively on federal workforce issues. From 1998-2000, Fenaughty also served as NFFE National Region 1 Vice President.

Before joining the civilian federal workforce in 1973, Fenaughty served in the United States Navy from 1964-1968. He attended SUNY at Albany and is a graduate of the National Labor College, holding a Bachelor of Arts in Labor Studies.

I have announced my candidacy for National Secretary-Treasurer at the NFFE National Convention in Portland, OR in the fall. Since being appointed to this position in July 2009 I believe that NFFE has grown and prospered during my tenure in this position. I am looking forward to more new challenges as your Secretary-Treasurer. With all your assistance and support I am confident that we can move this great Union forward for the next four years. I am counting on your support and vote for National Secretary-Treasurer of NFFE. Thank you

-----**NATIONAL VICE PRESIDENT**-----

ROB ARNOLD

Candidate for National Vice President
National Federation of Federal Employees

I currently serve as a NFFE Vice President, as well as President of NFFE Local 1998. Although not part of any council, Local 1998 is a nationwide local, with membership levels on par with NFFE councils. I received much of my labor training from former NFFE Vice President Colin Walle. I've served regionally as a Senior Steward, and nationally as Local 1998's Secretary Treasurer and Vice President, prior to becoming President.

I was a principal contributor to a negotiability submission that the FLRA found in NFFE's favor last year (concerning the right of Unions to negotiate on office moves and layout). I also played a major role in a prior decision (60 FLRA 34) which is often-quoted regarding Union rights in compressed work

schedules. That 2005 decision proved useful for a CWS termination grievance I filed last year. On June 25, 2012, an arbitrator ruled in our favor on the grievance, finding the agency owes hundreds of thousands of dollars in back pay to the Houston BUE for terminating their 4/10 schedules.

On May 22, 2012, I negotiated a settlement with the Department of State that returned one thousand dollars of improperly-withheld dues money to NFFE's bank account. The same month, I assisted President Dougan and General Counsel Sutich in drafting revisions of NFFE's existing bylaws.

I've submitted written testimony for Senate Congressional hearings on passport integrity. I've prepared and presented tutorials specific to our bargaining unit at the Winpingsinger Education and Technology Center.

My wife, Mary, is a former Union representative in a Seattle public defender office. My five-year old son, William, knows Click-Clack-Moo by heart. His infant brother, Allen, does not, but nevertheless endorses my candidacy.

BRYAN CLONTS

Candidate for National Vice President
National Federation of Federal Employees

Raised in Washington, DC, Bryan Clonts is the eldest of six kids. His father a Forest Service employee, his Stay-at-Home Mom a babysitter for kids of other federal employees, his parents taught values of hard work, commitment, and self-reliance. His dedication to those principles and discipline has made him an effective, respected leader and Union activist.



When Bryan left private industry as Marketing Director of a fortune 500 company, after playing and coaching semi-pro football and owning and operating a nationally recognized collectibles store, he chose a much more personally rewarding career as one of the 1.9 million federal employees, serving alongside some of the most generous, hard-working, and patriotic Americans.

Prior to accepting his current position, Bryan served as Steward for Local 2197 at the Forest Service's Albuquerque Service Center (ASC). He was successful in resolving countless issues, contributing to the Local Partnership Council, and aiding in the petition drive to establish a Local for the Human Resource Center at ASC.

Bryan presently serves as President of Local 125 at the Regional Office of the Forest Service, Intermountain Region in Ogden, UT. Recently appointed Chairman of the Civil Rights Committee for the Forest Service Council, he's a leading advocate for personal freedom and eliminating discrimination. He's actively engaged in national efforts in Organizing and Recruiting, and Legislative work. In 2008, he led efforts in resurrecting his Local, which had only four dues-paying members, building it to a present active membership of 46 in a Bargaining Unit of 300. He was voted President of Local 125 in 2009. Concurrently with his job and Union duties, Bryan has championed a social organization that works on behalf of Forest Service Employees in need and strengthened its success in fund raising and moral boosting activities.

Recently Bryan began serving as a contributing member of NFFE's Young Federal Leaders organization. He's also served as a member of the NFFE Disability Forum.

Bryan works tirelessly on behalf of all government employees. His perseverance and love for building and leading a successful organization make him the right choice for the position of NFFE National Vice President.

ZELDA COZART

Candidate for National Vice President
National Federation of Federal Employees

1. I came into the Federal Government in 1994 as a License Practical Nurse at Fort Sill. Ok. I have been in this position since coming on board in the Federal system. Shortly thereafter, I became a Union Steward.
2. As a Federal employee, I joined the NFFE in 1996 as a steward. This position gives me the opportunity to help people/employees when they most needed it...when their jobs depended on it.

3. I became the President of NFFE Local 273 in 1998, and have continued to service as the president in a 100% capacity. As the President of NFFE Local 273, I represent approximately 1900 Federal employee. During this period I have come to love the work I am doing on behalf of the Federals employees. I have learned this position first hand by working in the trenches of the work force and learning how to negotiate grievances
4. Shortly before NFFE affiliated with IAM, I became President. I was then introduced to the training at Winpisinger Education Department. I took classes to enhance my knowledge. Since the affiliation, I have attended many classes to include: Leadership I, II and Advance, Federal Employees Program, Federal Collective Bargaining, Arbitration, MSPB, and Basic Stewart Training at Fort Sill, Ok.
5. It would be an honored to be nominated for one of NFFE's National Seven Vice- President. I would work hard for the NFFE Headquarter and members, while continuing to work for the rights of every employee to be treated with the highest possible dignity and respect. Even thou my position is a full time position, I have never forgotten what it is like to walk in the shoes of the employees as they work in the trenches of the work place.
6. As a National Vice President, I have the perfect mix of time-tested experience and vision that is needed for our union's future growth and for the battles that lies ahead of us. For these reasons and many more, I would like to nominate myself as one of the National Vice-President of the NFFE.

MARK DAVIS

Candidate for National Vice President
National Federation of Federal Employees



Mark is currently President of the NFFE Forest Service Council (NFFE-FSC). He began his federal career as a Forest Service employee at the Forest Products Lab in Madison, WI in 1990 – first as a temporary, then a term, and finally as a permanent full-time employee.

He joined NFFE in 1996 and was appointed as a steward for Local 276 in 1998. He has since served as Local 276's Chief Steward and Local President.

Mark became active at the national level when the George W. Bush administration rolled out their competitive sourcing initiative early in his first term. He was instrumental in slowing down implementation of competitive sourcing in the Forest Service during its early years and finally in securing legislation to shut it down completely. Mark was appointed to the Legislative Committee in 2003 and has since researched and drafted numerous briefing papers and prepared Congressional testimony for NFFE-FSC President Ron Thatcher and NFFE President Bill Dougan. He became Chair of the Legislative Committee in 2007 and has led several delegations to Washington, DC to meet with Congressional representatives and staff.

Mark was elected NFFE-FSC Vice-President for Research in 2008 and held this position until his election as NFFE-FSC President in 2011. In addition, from 2009-2010 he served as a negotiator on the national collective bargaining agreement between NFFE-FSC and the Forest Service.

Through-out his national union career, Mark has collaborated with President Dougan and, before him, President Brown and NFFE staff on a variety of national issues. He has prepared briefing materials and briefed administrations officials at USDA, MSPB, and OPM, including OPM Director John Berry on issues that affect employees he represents. While his passion is personally doing representational work, he knows the future of our union is in recruitment and support of our brothers and sisters on the front lines. He asks for your support for him to take this work to the next level, as a NFFE Vice-President.

JOZEF DROZDOWSKI

Candidate for National Vice President
National Federation of Federal Employees

President of Local 2086 and Region 9 Vice President of the Forest Service Council since 1993. National Vice President since 1998. Assisted in organizing new locals throughout the Midwest. Retired from the United States Forest Service after 32 years of federal service in 2009. Have remained active as a union representative since that time.



LISA FOUST

Candidate for National Vice President
National Federation of Federal Employees

Ms. Foust began her journey of labor more than 17 years ago as a general member of NFFE Local 178. From the beginning Ms. Foust believed in the fundamental principles and values of organized labor. She understood the need to make a difference through commitment versus involvement to change the direction of the organization by first becoming the Recording Secretary and then the President of NFFE Local 178. Ms. Foust also currently holds the position of Treasurer for the Maryland/District of Columbia State Council of Machinists. Due to Ms. Foust's fiduciary oversight NFFE Local 178 is financially sound. Since Ms. Foust became President of NFFE Local 178 the density of the Local and active participation of the members has increased. Increasing the Local's visibility, prioritizing labor education, and motivating the membership to become actively involved in every aspect of the labor movement through the local level districts and councils, to include the AMC Council and the Maryland/District of Columbia State Council of Machinists, has continued to improve to present under Ms. Foust's leadership. Ms. Foust continues to utilize her farsighted vision to understand how the ever changing environment affects the Federal Employee's and their families at every level of government.



Ms. Foust graduated with a Bachelor of Science degree in Industrial Technology with a concentration in Manufacturing from North Carolina Agricultural and Technical State University located in Greensboro, North Carolina. She is also a graduate of the Quality and Reliability Assurance Intern Program and the Women's Executive Leadership Program. Ms. Foust is an active member with the New Psalmist Baptist Church in Baltimore, Maryland. She currently serves as the Chief Judge for various counties for the state of Maryland. Ms. Foust is an active member of the Alumni Chapter of Alpha Kappa Alpha Sorority, Inc., the Alumni Chapter of North Carolina Agricultural and Technical State University, and Treasurer of the Epsilon Omega Foundation.

It is Ms. Foust's belief that working collectively together there is no issue that cannot be resolved utilizing healthy debate with a common understanding of the principles and values governing organized labor.

WENDY GUTHRIE

Candidate for National Vice President
National Federation of Federal Employees

I am Wendy Gunthrie Member of NFFE Local #273 at Fort Sill, Oklahoma and have been a member since 1998. I am presently the Vice President and was the Secretary for several years. I have a great interest in becoming National Vice President of the National Federation of Federal Employees.

I have been representing the employees since I joined NFFE Local #273 and I believe in the employees.

I have been employed with the Federal Government for 27 years at Fort Sill, Oklahoma. I have been with the Logistics Division at Reynolds Army Community Hospital since 1985. Equality is a strong belief of mine and have exemplified it by being an Equal Opportunity Representative for 10 years at Fort Sill.

Education is a life long journey and I have earned a Masters in Healthcare Management from Colorado Technical University and 33 Graduate Hours from University of Oklahoma in Communication. I have taken many courses at the Wispiniger Center and looking down the road to higher education with Labor Law.

In my spare time I had been involved with the American Red Cross for 30 years (1965 – 1995) I am a Member in the Order of the Eastern Star as Past Grand Adah and a Past Matron., District Deputy and a Grand Representative.

I have been married for 40 years to a retired Vietnam Veteran and a mother to an Iraq Veteran. The soldiers in the military are very near and dear and I believe in them.

I am running for National Vice President of NFFE and I know I can count on you for support.

PATRICIA LA SALA
Candidate for National Vice President
National Federation of Federal Employees



Please let me introduce myself. My name is Patricia La Sala and I am presently President of NFFE/IAMAW Local # 1 at the San Francisco VA Medical Center and have been for over 10 years. I was re-elected in December of 2011. I also proudly serve as Vice President of NFFE/IAMAW F.D. #1. It is that position that I request you consider supporting, as I am running for it again. Please, let me tell you a little about myself.

I am a Masters prepared Registered Nurse at the SFVA Medical Center and have been so for over 32 years. Almost 11 years ago I was appointed interim President of Local # 1, which was at the time in trusteeship. Local # 1 then had 27 members all of whom were registered nurses. Our Local now has 31 Professional groups of employees and we are the largest NFFE Local in the VA and the largest NFFE Local in California and the second largest Local in all of NFFE.

Our Local has received the Secretary of the VA LMR Award for our outstanding work with Management as far as supporting the mission of the VA and our ability to work in partnership.

I have been involved with both writing and negotiating our soon to be released new VA wide contract. I act as a resource person for organizing issues as I have been extremely successful with growing our Local. I am also actively involved in our Legislative agenda and have had my testimony read into the record before the House Sub-Committee on Veteran Affairs as well as interviewed by the Washington Post focusing on my strategy during last year's Legislative Conference. I have also assisted our Director of Legislative Affairs with the Legislative agenda of F.D. #1.

These are hard times for the American workforce. We need dedicated unionists who are committed to our movement and working hard to accomplish our goals. If I am reelected you can expect that from me. Thank you. May God bless you and may God bless the American Labor Movement.

ELIZABETH MCDARGH

Candidate for National Vice President
National Federation of Federal Employees



Elizabeth “Liz” McDargh has been a NFFE union representative since 2004 having served in various capacities including President of NFFE 1450 for two terms and also as Vice President, Treasurer, Chief Steward and Steward.

Liz has been actively involved in hundreds of mid-term and new contract negotiations sessions (with over two thousands hours at the table), FMCS mediations, EEO cases, MSPB actions, and grievances/arbitrations.

Through her leadership the Local has been recognized nationally for their organizing efforts which have lead to tremendous membership growth recognized by NFFE National with an Organizing Award. Her cutting edge communication & persuasive articles have also been recognized with three IAM Newsletter awards. She is recognized for her leadership and acumen in administrative oversight of her Local having turned it into one of the most visible, organized and well run in the country as evidenced by several focus articles in the NFFE Federal Newsletter.

Her Local represents HUD employees in California, Nevada & Arizona (11 field offices) and suffered through some extreme union-busting situations which Liz and her team confronted head-on leading to some famous cases such as the ‘Smiley Face Email’ arbitration which the local won.

If chosen as one of our new National Vice Presidents she will complement the leadership team by (1) helping to strengthen and grow the NFFE membership and (2) by harnessing the power of our membership to transform the dialogue on the Hill regarding Federal employees and what we do for the USA. She will be a master storyteller about our role in the workplace and society and a passionate advocate for our Brothers and Sisters!

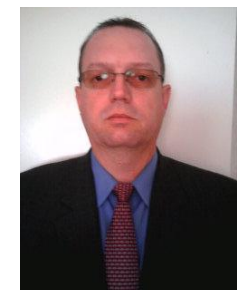
Liz is a Civil Engineer who specializes in the area of environmental compliance, remediation and pollution prevention. She is currently in law school looking forward for a career as a professional mediator. She is the mother of two daughters Stephanie (10) and Lorin (14) and four-legged son Harley.

For more information on Liz please visit her LinkedIn website at: <http://www.linkedin.com/in/elizabethmcdargh> or call her at 213-534-2705.

Please vote for Liz to become one of our seven NFFE National Vice Presidents!

CEBRON O’BIER

Candidate for National Vice President
National Federation of Federal Employees



I am currently the President of FL 2189 at Red River Army Depot in Texarkana, Texas, the largest in NFFE. I’m known as “Chicken Man.” An Army Veteran who served in Desert Shield, I began my federal career in 2004 as an Electronics Worker where I refurbish, and integrate the Missile System on a cab and chassis tank called the Multiple Launch Rocket System.

I became a Union member and a steward 2004. I have served as the Conductor/Sentinel, Vice President and I’m currently the President. I’m also active with the AMC/DA Counsel and carry the Delegates for our Local.

During my tenure as President, Local 2189 has aggressively pursued and signed up new members while providing effective representation to existing members. Recognizing that communication is essential to maintaining and growing a highly effective Local, we employ an effective outreach program which

includes a newsletter, e-mail communications, updating bulletin boards, membership appreciation luncheons, and sponsor local T-Ball teams. We are now promoting NFFE's Young Federal Leaders.

My Local has built a successful working relationship with management based on mutual respect. We have a seat when it comes to safety, workers comp, light duty, deployment and travel. As the largest of five Unions at RRAD, we are the dominant voice of labor at the Labor-Management Forum, Command and Staff, and the Army's national safety program.

Along with other members of my Local, I have lobbied for federal employees' pay and benefits during NFFE's annual legislative week. I live in an area where I meet with Representatives from four states and educate them about the importance of RRAD to our nation's defense and the sustainment of our community.

I'm a strong supporter of the Winpingsinger Training Center and send as many of my Officers and Stewards as possible. The education they receive at the center helps ensure a stronger and more effective Union.

I plan to bring my dedication of principles and my Local's proven organizing and communication techniques to the National Level where I will assiduously work as a National Vice-President to make our Union grow and prosper.

JOHN R. OBST

Candidate for National Vice President
National Federation of Federal Employees

I have been a NFFE Member for over thirty years and have served as a National Vice President since 2001.

I began federal employment at the Forest Products Laboratory (USDA-Forest Service) in Madison, WI in 1969 and retired after a 34 year career as a research chemist. My work focused in the areas of pulping chemistry and wood polymer analysis. I was active in professional societies, international scientific studies, and in volunteer organizations. I have held elected and appointed positions in municipal government spanning a period of over 20 years. These activities have provided experience in administration, personnel management, and budget and finance.



During my career as a federal employee I was a NFFE Local 276 officer for many years, first as Vice President and then as Local President. I was also elected, in 2000, as the Forest Service Council President. I have extensive experience "in the trenches" and have represented employees in grievances, appeals, and EEO complaints. I have negotiated working conditions with management at both local and agency levels.

As National Vice President I have participated in all National Executive Committee functions. I have also worked with the Forest Service Council to provide basic steward and officer training as well as advanced training in labor relations. I continue to consult with Local officials regarding specific situations and cases.

Barbara and I have been married for 39 years and we have a son, Jonathan, and a German Wire-Haired Pointer, Patch.

ERIC PLIMMER

Candidate for National Vice President
National Federation of Federal Employees



Eric has been a NFFE member for about 28 years. He was appointed as a steward in 1993 and has held elected officer positions in his Local consistently since 1996 serving as president from 2003 through 2011. Since 1997 he has held numerous appointed positions at the national level for the NFFE Forest Service Council of Locals having been appointed by all of the past 5 council presidents, and serving as the FSC National Negotiations Chair since 2006. In addition to his extensive experience at the Local and Council levels he has served the NFFE at the National level having been appointed to the Constitution Committee and then the Bylaws Committee consistently since 1998, chairing that committee since 2002.

Eric retired from federal employment this April after 32 years with the Forest Service and has maintained his active NFFE membership into retirement. He says “I’m not retiring from the work of the NFFE! I’m a behind-the-scenes detail oriented person and that’s exactly the type of work a National Vice President is called on to do for us. I’m ready to contribute my full focus and energy to the work of the Executive Board.”

WILLIAM V. ROUSH

Candidate for National Vice President
National Federation of Federal Employees

I’m William V. Roush (aka Bill) of Local 2189 at Red River Army Depot. I am a Charter Member of 2189; I have worked at the depot for going on 30 yr. I have been married for 45 yr. have two children and four grand children, and have been an active member of the union since I joined 29yr’s ago. I have been a steward, Compensation and Safety Specialist, E. Board Member, 3VP, 2VP, Vic. President and President . I have served on the Entertainment Committee as Chairman, and the Arbitration Committee, and many other committees. Also a member of the AMC/DA council.

I believe that the Union is to work for the people and to make sure that Management follows the contract and not use the Union to get their way. I do not believe that you should use the Union for personal gain.

I will fight for the members of N.F.F.E. and the Union if I am chosen to serve and as a National Vice President.

Thank you.