

4TH QUARTER 2012

THE FEDERAL EMPLOYEE

FOR MEMBERS OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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

Convention 2012



Members from Across the Country Gather in Portland, OR for NFFE's 49th National Convention See pages 7-10



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William R. Dougan

With NFFE's 49th National Convention concluded, the November elections behind us, and 2012 in the history books, it is a good time to share some of my thoughts with our membership on the priorities for our union in the coming year.

On the legislative front, our top priority must remain defending our members and all those we represent against the continued attacks on their jobs, pay, and benefits. Ongoing legislative attempts by the House of Representatives continue to punish federal employees by insisting they bear the brunt of debt reduction through erosion of jobs and benefits. Right-to-work legislation hammered through by state legislatures across the country threatens the very existence of unions in both the private and public sectors. We must continue to work with our brothers and sisters throughout organized labor to demonstrate the value of public service and the importance of belonging to a union if we are going to prevail against this race to the bottom.

Secondly, I remain committed to ensuring that our Young Federal Leaders (YFL) initiative continues to grow and gain momentum throughout our union. The federal workforce continues to undergo fundamental shifts in demographics, and NFFE must be in a position to respond to those changes in a way that welcomes young and diverse workers into our union. But we need to go further, and ensure that we provide opportunities for our young members to gain the skills and experiences necessary to grow and become the future leaders of our union. The work that we do in the days and months ahead by supporting YFL will ensure a lasting legacy of leaders equipped to lead our

union into whatever challenges the future might hold.

Of course, we continue to stress the importance of recruiting. Ask any labor leader about their priorities, and you will find membership growth at or near the top of their list. As has been said many times, membership is the lifeblood of organized labor. It is that basic principle that forms the core of our initiative of moving NFFE from a servicing model to an organizing model. We must ensure that NFFE's Organizing and Recruiting Strategic Plan (ORSP) promotes progress in helping us institute this cultural shift throughout our union. Recognizing that any significant change in our culture takes many years to internalize among our members, we must remain vigilant and ensure that this effort doesn't get sidetracked among the many pressing matters we all deal with on a daily basis.

We must continue to seek new and better ways to communicate with our members. Our challenge is to make sure that our members have the information and resources they need to carry out their work without overwhelming them with information. We need to be smart and innovative with how information is shared, what information is shared, and which platforms are used to get information to our members. The social media explosion has greatly expanded our communication capabilities, and we look to build on this trend in the coming year.

While not an exhaustive list, I believe these areas represent high priorities for our union to continue improving upon. I look forward to working with each of you in the coming year on the many challenges and opportunities we will face together.

A handwritten signature in black ink that reads "William R. Dougan". The signature is fluid and cursive, written in a professional style.

FROM THE DESK OF THE SECRETARY-TREASURER

On November 6th, Americans elected the leaders of our country. As a result of the election, the Democrats maintained control of the White House and Senate, and the Republicans maintained control the U.S. House of Representatives. Though the balance of power has remained largely intact, remember this: the election process is not the end of the political process, but the beginning!

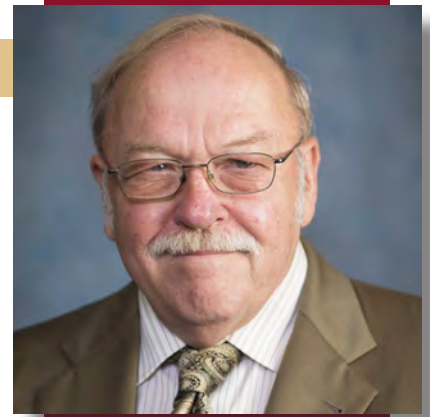
As labor leaders, it is imperative that we all stay involved in the political process during this crucial time in federal employee history. As you all know, there were dozens of bills and amendments to bills that have been introduced focusing on eliminating federal government jobs, reducing or eliminating our pensions, freezing our pay, and stripping workers of collective bargaining rights in the last Congress. There are also major budget cuts to federal agencies that will spark layoffs and decimate services provided to the public still set to come. Drastic cuts to Medicare, Medicaid and Social Security may also loom on the horizon – threats that could negatively impact generations of Americans.

Now is the time to stand up and fight back against these attacks on federal

workers. We must not allow lawmakers to keep taking and taking until there is nothing left! Simply participating in the IAM Legislative Conference once a year in Washington, D.C. will not get the job done. Every local should form a legislative committee and make it crystal clear to your congressional representatives that federal workers will not stand for these attacks on our livelihoods. Every local leader should have direct contact with their elected officials – including state and county officials – on a regular basis so that our collective voices are heard loud and clear.

Your elected officials must understand that if they support anti-federal worker legislation there will be electoral consequences. Use the assistance of state and local labor councils so we can meet these challenges head-on. Meet with your elected officials face-to-face and share your views and those of your co-workers. Don't wait to get started. Do it now!

In closing, both Finance Director Omar Arnold and I hope you enjoyed a wonderful holiday season and a happy New Year. As always, feel free to contact us with any financial questions.



William D. Fenaughty

FROM THE DESK OF THE GENERAL COUNSEL

It is difficult to believe that I am completing my third full year as general counsel at NFFE. This year was by far the busiest and most satisfying.

The NFFE National Convention in October ran smoothly. Our election committee did a great job running the national vice president race that had 16 candidates. The bylaws were debated and amended by the convention body with very few problems. I could not be more proud of everyone involved.

On the representational front, NFFE has remained very active in renegotiating CBAs and taking grievances to arbitration when appropriate. We are committed at the national level to supporting locals in their endeavors to ever better represent their bargaining unit employees.

In a similar vein, National Communications Director Cory Bythrow and I are developing a representational database on the NFFE website for officers and stewards to use. This will contain sample documents that other locals have submitted, developed, or negotiated on various matters including MOUs, grievances, post-arbitration briefs, etc. I can speak from experience that having a sample document to utilize as a model saves time and often leads to a better product.

Finally, many of you expressed disappointment that I have been unable to continue producing the *NFFE Legal Eagle*. Given the positive feedback, I am glad to announce that the *Legal Eagle* will fly again – this time as a quarterly newsletter. Be on the lookout for more on this matter.



Stefan Sutich



Randy Erwin

FROM THE DESK OF THE LEGISLATIVE DIRECTOR

With the November elections in the history books, now is the time to make your voice heard on the major issues impacting federal employees, namely proposed cuts to federal workers' pay, federal workers' retirement security, and federal jobs.

For months on end, Washington has been mired in a political stalemate as lawmakers from both major parties deferred much-needed legislation until after the November elections. Now, with the elections completed and the 113th Congress just beginning, lawmakers are back in Washington making decisions about how to avert a fiscal calamity for our nation.

A deal was reached on New Year's Day to temporarily avert the so-called "fiscal cliff." While significant changes to the tax code were made as an important first step toward getting our nation's fiscal house in order, Congress simply deferred the majority of tough decisions that needed to be made on spending. However, these tough decisions will have to be made in the next couple months, and they will without question have a profound impact on the federal workforce.

A major component of the discussions in Washington over the next few months will be how much of the budget cuts we will be forced to endure

LEGISLATIVE

It's Not Too Early to Prepare for Lobby Week 2013

Lobbying elected officials is critical in our efforts to improve the lives of federal workers across the country. With the NFFE National Office turning the wheels of power in Washington, D.C., our mission is to ensure that our elected leaders act in the best interest of federal workers and their families.

But we are not alone. Many other powerful voices are lobbying politicians on Capitol Hill every day – some that are hostile to the federal workforce. If we are to overcome the negative attitude toward federal workers on Capitol Hill, we all must join the fight for positive change.

This year, we ask that you do your part to make a difference by joining us May 13-16, 2013 for the IAMAW's Legislative Conference here in Washington.

In addition to four days of lobbying elected officials, attendees will hear rousing speeches from dozens of prominent members of Congress and the labor movement. Both at the conference and on Capitol Hill, you can let your elected officials know exactly where federal employees stand on key issues like pay, benefits, and job security.

The reason to join us is simple: if a member of Congress is never told about why federal employees are important, how would they know? We need you to come to Washington and tell them!

It's not too soon to begin deciding on your legislative delegation and look into travel arrangements. Visit the NFFE national website at www.nffe.org for more information on conference preparation as the date grows nearer.

should be aimed at federal employees. Even though there are a multitude of special interests and pet projects that have been insulated from Washington's new-found fiscal restraint, many in Congress are hell-bent on further slashing federal employees' compensation – that is, in addition to the \$103 billion in cuts federal employees already endured. That's right – federal employees have already been hit up for over \$100 billion toward deficit reduction over a ten-year period, or more than \$50,000 per worker.

Yet, many in Congress still believe federal employees have not done enough. Meanwhile these same members of

Congress have continued to shield numerous corporate welfare giveaways and protected billionaires from having to do anything at all toward deficit reduction. They would rather just go back to federal employees time and time again for cuts. There is nothing balanced about this approach.

Here's the bottom line: decisions about cutting your take-home pay – money that could be going into your mortgage, car payment, or child's college fund – are being made right now in Washington. We need you to tell your members of Congress that enough is enough!

If there is one lesson that we should have learned from the last four years, it is that voting on Election Day, while very important, is not enough. We need to be strong advocates for federal employees every day of the year. That means standing up and making it clear to Congress that we are not accepting additional pay freezes and deeper cuts to our retirement security.

Make your voice heard today. Dial the U.S. Capitol Switchboard at (202) 224-3121 and make three phone calls to your Representative in the U.S. House and your two U.S. Senators. Tell them: "Enough is enough - stop targeting federal employees for additional cuts!"

Federal Salary Council Finds Big Jump as Public-Private Pay Gap Hits 34.6%

The Federal Salary Council (FSC) recently announced findings from its annual report on the public-private pay gap, and the numbers are eye-popping.

In the matter of just one year, the private sector pay premium shot up from 26% to nearly 35%. For federal employees working comparable jobs to these private sector workers, this means that they are underpaid by more than a third of what private sector workers make.

Much of the increase in the pay gap in recent years has been attributed to the two-year federal pay freeze, minor changes in the FSC's methodology, and private sector wage growth. These factors combined have led to a nearly 10% increase in the gap over the past two

years, another bitter pill for federal employees struggling to make ends meet.

"This report just underscores what we have already known for years – federal employees are hurting," said NFFE National President William R. Dougan. "Federal workers are falling further and further behind with each passing day, and that is unacceptable. Congress and the President must work together to pass a fair pay increase and put an end to the suffering."

The results of this pay decline can be seen clear as day in aid organizations such as the Federal Employee Education and Assistance Fund (FEEA). Over the last several years FEEA has seen a marked increase in federal workers request-

ing emergency aid. For every dollar FEEA receives in donations, four dollars have gone out the door to help thousands of federal employees.

All the while, conservatives in Congress and right-wing think tanks continue to perpetuate myths that federal workers are overpaid. Unfortunately, many in America believe this as well. If we are to deliver the relief federal employees need, we need to change the mindset in Congress and the public. We do this by talking to our friends, family, and neighbors about our work and staying involved in political affairs year round.

Learn how to do your part at the NFFE Legislative Action Center at www.nffe.org/takeaction.

After Election Night Success, NFFE Prepares Bolder Agenda for 2013 and Beyond

There is no doubt about it, the November elections were outstanding for federal employees. Barack Obama, a friend of federal workers, was elected to a second term, and did so in convincing fashion. In the Senate, Democrats expanded their majority to 10 seats over the GOP. And in the House, Democrats picked up a few seats, though Republicans still control the lower chamber with a significant majority.

These election results have a significant impact on the legislative agenda of our union going forward. President Obama has shown a willingness to support federal workers, and has worked with NFFE and other federal employee unions to address the issues that impact federal workers and their families the most. For example, Obama extended health insurance for temporary seasonal wildland firefighters, a key NFFE policy priority. He also repealed the controversial National Security Personnel System (NSPS) at the Department of Defense (DoD), which was designed to eliminate collective bargaining for 700,000 Defense workers, another top legislative priority for the union.

On the other hand, defeated Republican presidential nominee Mitt Romney and his running mate Paul Ryan showed nothing but hostility toward federal employees in the run-up to election night. In their campaign, they called for significant reductions in federal pay and benefits; proposed increasing the amount you pay toward your pension by six times; supported cutting 200,000 federal jobs; and advocated for the outright elimination of several federal programs.

With Barack Obama in office, our union will have a president we can work with to sensibly improve government while improving conditions for federal employees. With Romney and Ryan, we likely would have had nothing but antagonism.

The expanded majority in the Senate is almost as meaningful as the White House election. If control of the Senate had changed hands, federal employees would be faced with a Congress controlled entirely by the GOP. That would have given Republicans almost full authority to pass legislation negatively impacting federal employees – like cuts to federal workers’ pay, benefits, and jobs. With Democrats in control of the Senate, the most egregious attacks on federal workers likely will not see the light of day.

continued



So what does this all mean for NFFE's legislative priorities? It means that while we need to continue to protect federal employees from harmful cuts to pay, benefits, and federal jobs, we can also start pursuing an agenda of truly positive change for federal employees.

Here are just a few examples of legislation that will have a significantly better chance of being enacted in the new Congress:

The Federal Employees Paid Parental Leave Act would promote the value of

parenthood and family by providing four weeks of paid leave to federal employees who adopt, foster, or have a child.

The Domestic Partnership Benefits and Obligations Act would make same sex domestic partners of federal employees eligible for spousal benefits.

Collective Bargaining for VA Employees would increase the scope of bargaining for health care providers at the Department of Veterans Affairs.

The momentum in Washington has changed. While we must remain diligent to make sure federal employees are not the victims of further targeted cuts to pay and retirement security, a window may be opening for federal workers to pursue an agenda that will do more than maintain the status quo – an agenda that will truly improve the lives of federal workers.

Provision Slashing 36,000 Defense Jobs Becomes Law

The Department of Defense (DoD) is now required to reduce the number of civilian and contractor employees by 5% under the 2013 National Defense Authorization Act (NDAA), approved by a House-Senate conference committee in December and signed by the President early this year. In total, the reduction is expected to eliminate as many as 36,000 civilian defense jobs over the next five years.

The workforce reduction provision was originally excluded from the House version of the bill, but was snuck into the Senate version by Sen. John McCain (R-AZ) during markup. Though federal-worker-friendly members of Congress tried to strip the harmful provision from the House-Senate compromise version of the bill, their efforts were in vain. The personnel reduction was included in the final report, which was easily approved by both chambers of Congress, and sent to the President's desk for his signature.

"The only thing worse than the logic behind this provision is process by which it was written into the bill," said NFFE National President William R. Dougan. "The bill does little to specify where the cuts will occur, how balanced they will be, or even how they will be conducted. Too few specifics have been offered and too many questions have gone unanswered. When we're talking about something as serious as jobs, we need a robust and informed debate before we make the big decisions – not after."

Although the bill contained several contentious components – like the 5% personnel reduction – the bill was unlikely to draw a veto from the White House once it left Congress. With the year coming to a close and the overall importance of the NDAA to funding our national security, the pressure on lawmakers and the White House to pass it was immense. This type of last minute trickery was the final nail in

the coffin for a long line of efforts to cut the Defense workforce.

"This provision is an outrage," said NFFE Legislative Direction Randy Erwin. "Our country is still struggling to come out of this down economy and now they want to slash 36,000 Defense jobs. Sweeping cuts like these make no business sense, yet they have a profound impact on our members and the communities they hurt. We will carry on this fight as long as it takes. Cuts like this don't happen overnight. These cuts may have passed, but we're doing everything we can to repeal them in the new 113th Congress. This thoughtless policy must not stand."

DoD workers are strongly encouraged to contact their lawmakers and urge them to repeal this harmful and unnecessary workforce reduction. You can reach your lawmakers by dialing the U.S. Capitol Switchboard at (202) 224-3121.



Members Chart Course for Next Four Years at 49th NFFE National Convention

Every four years NFFE-IAM members from across the country are privileged to join together and conduct the business of our union. The 49th NFFE Convention, held in Portland, OR this past October was one of the best yet, as faces old and new put their collective stamp on our union's history.

Day one started with a bang – packed with speeches from labor leaders both inside and outside of NFFE, the message of the day was clear: when employees work together, and unions work together, working families win.

In addition to addresses by National President Dougan and National Secretary-Treasurer Fenaughty, day one also featured speeches from notable leaders such as Congresswoman Suzanne Bonamici (D-OR), IAMAW International President R. Thomas Buffenbarger, AFL-CIO Metal Trades Dept. President Ron Ault, and National Association of Government Employees National President David Holway. The speeches covered a wide array of topics, but the theme persisted that

workers and unions are always stronger when they work together – especially in the face of adversity.

“Today we face one of the most hostile political, media, and budgetary environments ever known,” said Dougan. “Dozens of politicians seek to build their careers up by tearing the federal employee down, pundits propagate lies that we are overpaid and underworked, and painful budget cuts are set to fall squarely on the backs of federal employees.”

Continuing:

“As we forge through this storm and take our lumps where we must, we must not forget the struggles of our forefathers and mothers. Where once they had nothing, through hard work, dedication, and a fierce belief in the virtue of collective action, they created something bigger than themselves. If we are to defend the basic privileges they had fought so hard for, we must channel their resolve and maintain the spirit that tomorrow will always be a better day if we work to make it so.”

In a fiery speech of his own, Metal Trades Dept. President Ault spoke passionately about the close working relationship between NFFE and other unions over the past several years. As partners on many federal boards, working groups, and labor alliances, NFFE and Metal Trades have focused our collective efforts on representing the interests of federal workers during this difficult period.

“In these hard times, you need to focus on what is real and what is important,” said Ault. “I don’t have the resources to do it alone. NFFE doesn’t have the resources to do it alone. It is only through unity and a shared vision that we can be successful.”

IAMAW International President Buffenbarger echoed this sentiment in his keynote address. He urged delegates to speak up to the anti-union, anti-federal employee pundits and members of Congress spreading lies about the work we do and the modest compensation we receive.

“Federal employees need not be ashamed of what they do,” said Buffenbarger. “Be

proud of what you do. You give us a secure, civilized society for everyone's benefit. You are the people who make America work!"

Rep. Bonamici, a freshman Congresswoman from Portland, OR, also called for an end to the ceaseless targeting of federal workers by certain members of Congress. Pointing to the two-year federal pay freeze and substantial cuts to retirement benefits, Bonamici told the delegates that enough was enough.

"Federal employees have already sacrificed cuts in their pay and benefits, and I'm not going to ask them to bail us out anymore for a financial crisis that they did not create," said Bonamici.

Throughout the entire first day of the convention, the only force to rival the passion of the speakers was the roar of the delegates in attendance. Representing members from across the country, brothers and sisters from all walks of life came together in solidarity to do the work of their union. There is no doubt that day one of the convention was a smashing success. But there were still three more days to go.

After a rousing day of speeches by luminaries in government and labor, day two impressed in equal measure with appearances by Office of Personnel Management Director John Berry, Federal Labor Relations Authority Chair Carol Waller Pope, and Merit Systems Protection Board Chair Susan Tsui Grundmann. The agenda also featured a roundtable discussion by FLRA General Counsel Julie Clark, FLRA Regional Director Jean Perata, and FLRA Regional Director Peter Sutton.

Kicking off the day was OPM Director Berry, who delivered a touching speech on the value that federal employees have, and always will, bring to their nation. Invoking the spirit of recently deceased American hero and federal employee Neil Armstrong, Berry made the case for an energetic and forward-thinking government breaking barriers for the betterment of all.

"He launched a Golden Age for our species, which has seen the decoding of the human genome, the invention of the internet, the near eradication of small-



NFFE Local 1332 President Marticia Banks-Booker met with OPM Director John Berry following his address to Convention delegates.

pox and polio, and food production for a world population that has nearly doubled since his small step," said Berry. "Yet Armstrong never forgot – and never failed to emphasize – that each of these accomplishments were anchored by men and women who stepped forward from families and farms, cities and towns, and took the solemn oath to protect and defend our Constitution and our precious liberties."

While lauding the many achievements of the federal workforce, he also touched upon the challenges they face, particularly from pundits in the media.

"Tune into the news or talk radio, and you might not hear about it, but every day federal workers get up in the morning, and go to work to make Americans' lives better," said Berry. "You make sure other countries trade fairly with us. You make sure our water's clean, our food is safe, and our borders are protected. And when duty calls, you put your lives on the line – some of you not only run toward wildfires, you parachute into them."

Following Director Berry was FLRA Chair Carol Waller Pope, who heralded the substantial progress the Authority has made in the past several years. Since her appointment in 2009, more cases are being adjudicated, wait times have decreased, and more staff are available for assistance. Most importantly, Pope lauded the restoration of case law examples for union officials to consult on the Authority's website, www.flra.gov.

Returning to address her union brothers and sisters for the first time since her appointment as MSPB Chair, former NFFE General Counsel Susan Tsui Grundmann was welcomed to hearty applause in a highly emotional moment for everyone. She was followed by a training from Bob Elliott of Employer Support of the Guard and Reserve (ESGR), on the Uniformed Services Employment and Reemployment Rights Act. Earlier this year NFFE signed a statement of support for the organization, whose mission is to ensure soldiers have a job when they return home from a tour of duty. You can learn more about ESGR at www.esgr.mil.

Rounding out the day was a roundtable discussion, which also served as training for delegates on the intricacies of FLRA procedure. These trainings are now available to members in the 'Stewards Toolkit' and 'Officers Toolkit', located within the NFFE Toolbox at www.nffe.org.

Like day one, day two saw a number of distinguished guests address the body on issues of grave concern to all federal employees; it highlighted the critical importance of training. With the end of day two began the real work of the Convention.

Packed with new business, awards, and two different "big announcements," days three and four of NFFE's 49th National Convention were just as action-packed as the preceding two.

Day three started with a major announcement, as members affirmed NFFE's endorsement of Barack Obama for President of the United States. In a speech before an electrified audience, President Dougan made the case for re-electing the man who opened more doors to federal employees and their issues than anyone in Washington.

"For nearly four years, President Obama has consistently demonstrated a deep respect and admiration for the work federal employees perform every day for the benefit of their fellow Americans," said Dougan. "Through his words and more importantly, his actions, Obama has been a proactive leader on key federal worker issues. Though we have not always seen eye-to-eye with the President, we know he has the best interest of federal employees at heart."

With signs waving and excitement in the air, it was clear that NFFE leaders in attendance were ready to do their part to protect their jobs and their livelihoods this election. Just two months after the Convention came to a close, the President was re-elected thanks largely to the efforts of dedicated unionists like those at the Convention.

Following the rousing endorsement, 18 NFFE locals from across the country were awarded for their recruiting success over the past four years. Three locals received awards for 'Ongoing Excellence in Recruiting.' As written in the 2012 Organizing and Recruiting Strategic Plan,

these locals had at least 100 members and a membership density of 50% or greater. Any locals with at least 35 members and a membership density of 80% or greater also qualified, but no locals fell into that category. The Sustained Excellence in Recruiting winners were:

Local 1: San Francisco VA Hospital, San Francisco, CA

Local 387: Northport VA Hospital, Northport, NY

Local 1697: Western Civilian Conservation Corps Centers

To determine the remaining award winners, locals were ranked and placed in the appropriate Platinum, Gold, Silver, Bronze and Copper categories, as written in the plan. While the criteria was written to cover a single year, totals were multiplied to determine their four year equivalents. Each local that fell into the Platinum or Gold category that was not already receiving an "Ongoing Excellence in Recruiting" award, were recognized here. The Platinum locals had a density of 50% or greater, and recruited at least 400

Members of NFFE's Civilian Conservation Corps locals won several awards for their recruitment efforts, including the prestigious "Ongoing Excellence in Recruitment Award."





NFFE's Election Committee did a fantastic job of ensuring a free, fair, and efficient election of our union's new leadership. pictured left to right Pete Randazzo, Maxine Davis, and David Chevalier.

members during the previous four years. The Gold locals had a density of 35% or greater, and recruited at least 200 members during the previous four years.

The Platinum and Gold winners were Locals: 2, 12, 95, 276, 1450, 1453, 1804, 1840, 1855, 1904, 2058, 2081, 2109, 2192, and 2189. A big congratulations again goes out to all of our winners!

Days three and four also saw the election of our union's new National Executive Council (NEC). From a field of eighteen candidates total – two for National President and National Secretary-Treasurer, 16 for National Vice President – nine dedicated unionists were elected to guide our union through the next four years.

Running unopposed, the delegates by acclamation elected National President William R. Dougan and National-Secretary Treasurer William D. Fenaughty to serve their first full terms in office. Both Dou-

gan and Fenaughty assumed office following the untimely passing of long-time NFFE National President Richard N. Brown in June of 2009.

For the office of National Vice President, the following candidates were elected: Robert Arnold, U.S. Passport Service; Mark Davis, U.S. Forest Service; Patricia La Sala, Department of Veteran's Affairs; Elizabeth McDargh, Department of Housing and Urban Development; John R. Obst, U.S. Forest Service; Timothy Ostrowski, Department of the Army; Eric Plimmer, U.S. Forest Service.

Another congratulations goes out to our new NEC. Learn more about the new NEC on page 11.

The majority of days three and four were spent amending the NFFE National Bylaws, a document which governs the union's internal business. The amended bylaws will be available once they com-

plete the IAMAW's approval process.

With elections complete and the bylaws amended, as its last piece of business NFFE officially adopted resolutions of support for the Young Federal Leaders (YFL) initiative and a new national committee on minority issues. More details on the members and role of the yet-unnamed committee on minority issues will be released as soon they are available. You can learn more about the young leader program by visiting the YFL webpage, www.nffe.org/YFL.

When all was said and done, the Convention was a great success. Members came and went, business was done, and good times were had. What remains now is the legacy of what we accomplished, and will accomplish. Four years from now, in 2016, we will once again come together, look inward, and map out the next four. We did the business of our union, and we did it well. Thanks to all who joined in Portland.

A Letter from Your Newly-Elected National Vice Presidents

Sisters and Brothers,

On October 3rd, your delegates to the 49th National Convention unanimously reaffirmed the leadership of President Dougan and Secretary-Treasurer Fenaughty. Your delegates then also had the difficult task of selecting seven at-large national vice presidents (NVP) from a slate of 16 highly competent and dedicated NFFE-IAM members to complete the team that will be your National Executive Council (NEC) for the coming four years. Now we move forward on that basis.

At NFFE's 45th National Convention in 2000, the delegates made a purposeful change to the way we elect our vice presidents. We moved from electing nine regional vice presidents to an "at large" NFFE-wide election, mirroring the election process for the president and secretary-treasurer. This more pure form of democracy reduced territorial motives of the past and brought us the stability and credibility to re-grow our union.

You didn't elect us to represent a particular local or council. You didn't elect us to function as business representatives. The two major functions of the NEC which affect every NFFE-IAM member are approving an annual budget and strategic planning to ensure our continued success. The primary role of the NEC is to do everything we can to maintain internal stability and get you access to the best resources we can through sound business practices.

The NEC is a team. A good team member brings their individual experience, strength, and wisdom to the team. And, they don't check their passion at the door! We figure that's why you've placed us in this role, and set the task before us. That said, we do clearly need to hear from you on issues since the NEC does not contain individuals from every NFFE entity. We rely on the locals and councils to alert us to what they need. You are always welcome and encouraged to contact any NEC member. Contact information for NVP's can be found at www.nffe.org by clicking "Nat'l Executive Board" under the 'About NFFE' tab.

As a union member you already understand that the strength we have is a *collective* strength. Unity is essential to that collective. Imagine how those who are working to eliminate your rights must chuckle anytime we expend our precious energy and focus on disunity. We can't afford that. We have to keep our eye on the prize.

Be assured that we, in our role as your national vice presidents, are elected at-large and therefore serve *all members*. That is the foundational principle we'll use to guide us as we endeavor for the collective good.

ALL FOR ONE and ONE FOR ALL,

Signed: Rob Arnold, Mark Davis, Patricia La Sala, Liz McDargh, John Obst, Tim Ostrowski, and Eric Plimmer



It Pays to be a NFFE-IAM Member with These Exclusive Benefits

One of the primary issues raised by potential NFFE-IAM members is the cost of dues. In the current economic climate, this concern is even more prevalent. Fortunately, it's easy to explain why bargaining unit employees can't afford NOT to join!

Union members have access to a wide variety 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. Plus, for those individuals who itemize on their income tax forms, union dues are a deductible work expense.

One great resource available to NFFE-IAM members are the discounts offered through Union Plus. Union Plus was created by the AFL-CIO in order to offer reduced prices on products and services for working families. They offer an impressive number and variety of benefits to union members, and there is no additional cost to take advantage of them.

Visit the Union Plus website, www.unionplus.org, to see what they have to offer. They provide discounts on auto insurance, car rentals, cell phone service, vehicle maintenance, home heating oil, movie tickets, pet insurance, and much, much more. They offer a Union Plus credit card, with special union member rates and benefits, as well as mortgage assistance for union members, and scholarships for union members and their children. The amount of money they can save savvy union members is truly limitless.

Union Plus brochures are included in every new member kit sent out by the NFFE National Office. Locals can also request pamphlets and other promotional materials directly from Union Plus by calling 1-800-472-2005 or emailing leaders@unionprivilege.org. The Union Plus website also includes an Organizing Toolkit, with links to a sample list of benefits, downloadable flyers, articles and web banners that can be shared with bargaining units, and tips for making the most of the program.

NFFE also offers members a number of supplemental insurance options. Through NFFE's partnership with Professional Benefit Administrators (PBA), NFFE-IAM members can save hundreds of dollars a year on dental, vision, auto, life, and disability insurance. More information about these and other benefits of NFFE-IAM membership is available on the NFFE website at www.nffe.org/benefits.

With some notice, arrangements can often be made for a representative from PBA to visit NFFE locals and talk to members about the benefits they offer. This is a great service for NFFE-IAM members, and a powerful incentive for recruiting new members.

If a potential member is concerned about the cost of union dues, remember: It doesn't cost to be a union member—it pays! For more information on the discounts offered by Union Plus or PBA, or advice on how to utilize them at your local, contact your National Organizing Coordinator today.



**Insurance
Policy**



YFL Holds Breakthrough First Training

For the last year, NFFE's Young Federal Leaders (YFL) have worked tirelessly to create our union's young worker initiative piece by piece. And now with the strategic plan complete, its mentorship network established, and the national committee growing by the day, YFL moves out into the field to begin building local chapters throughout the country.

YFL's local chapters are grouped by geographic region, which closely resemble the territories currently serviced by NFFE's national business representatives. Each region contains multiple local chapters and is led by one or more national committee member(s). By grouping YFL's local chapters by region, our young members from small or remote locals will now belong to a larger group of their peers, with whom they will have the opportunity to network and strategize.

The process of recruiting, educating, mentoring, and engaging young people within a local chapter is one that takes time and commitment. Robin Dela Cruz, a young member at NFFE Local 1690 in Monterey, California, as well as a national committee member presiding over the Western region, took on this challenge with tenacity and enthusiasm.

The Naval Postgraduate School, an institution of higher learning for Navy service men and women, houses a NFFE local with one of the highest concentration of young federal employees on the west coast. NFFE Local 1690 President Peter Randazzo knew that YFL had a place at his local and began working with Dela Cruz to get the word out by hosting a young worker meet-and-greet this December.

With over thirty young federal employees in attendance, Randazzo worked closely with Dela Cruz and NFFE Special Assistant to the President/YFL Coordinator Amy Burns to host a presentation on union history, NFFE structure, and YFL's opportunities for education, mentorship, and leadership. Attendees, both members and non-members alike, also engaged in an open discussion about the labor movement and the importance of young worker participation.



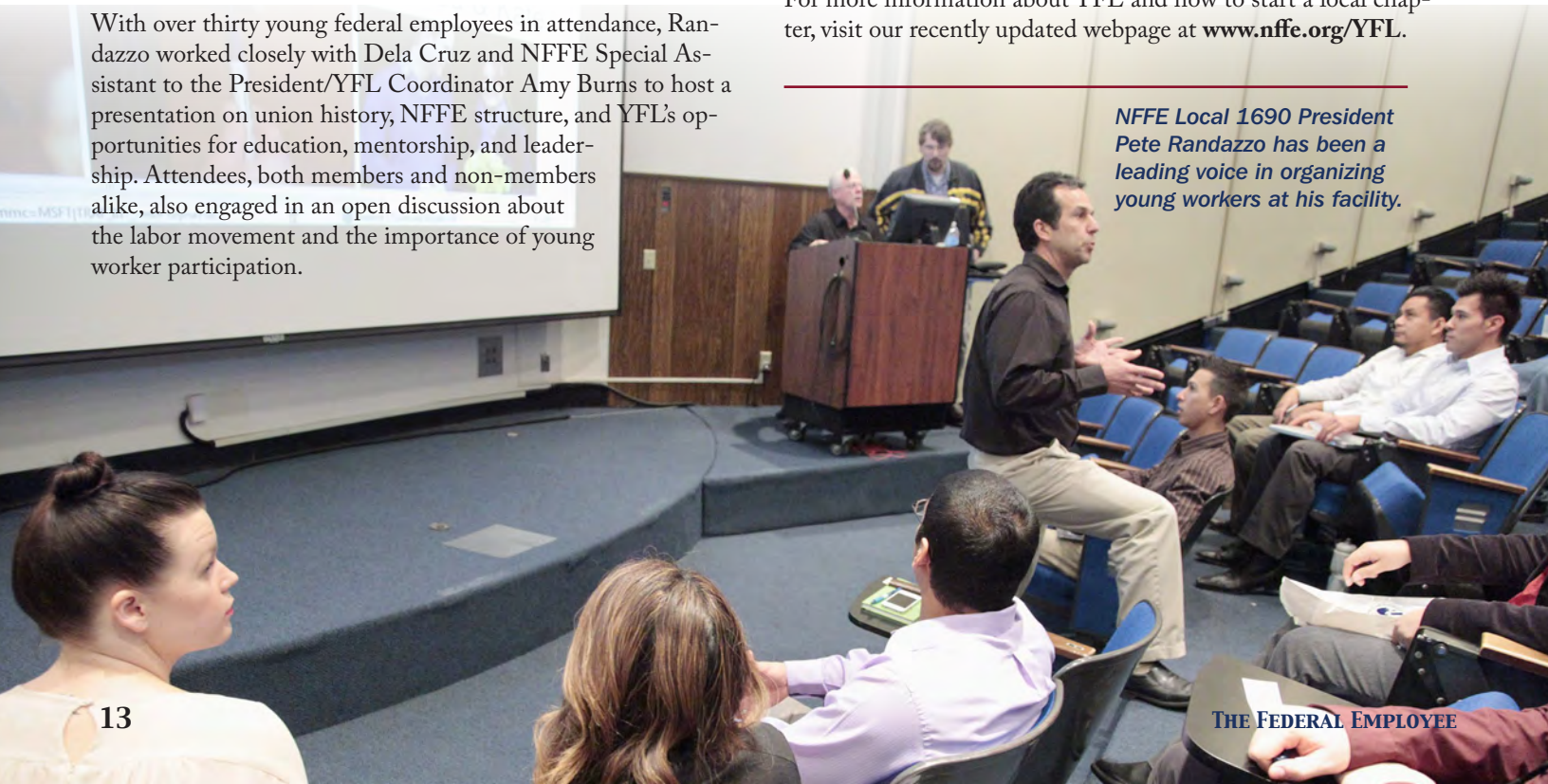
NFFE Special Assistant to the President Amy Burns introduced the initiative to dozens of young feds.

"It was a tremendous honor to have the opportunity to host this training," said Burns. "Local 1690 is full of passionate and smart young people who are eager to get involved and make a difference both in their workplaces and community. It was a pleasure to talk with them about how they can accomplish their goals and make an impact working within the union structure."

YFL is committed to continue offering these types of educational opportunities for our young participants, but we need all of our members' help to keep the momentum the initiative has gained going strong. Please continue to share your union knowledge and experience with the next generation of workers. Together we will ensure our union remains a leading voice in the labor community.

For more information about YFL and how to start a local chapter, visit our recently updated webpage at www.nffe.org/YFL.

NFFE Local 1690 President Pete Randazzo has been a leading voice in organizing young workers at his facility.





Momentum: Local 2049 Revitalized with New Leadership and Engaged Membership

Just a few short years ago, NFFE Local 2049, representing employees at White Sands Missile Range near Alamogordo, New Mexico, was on the brink of extinction. After a long period of poor leadership, the local had become dormant, and the membership had decreased sharply. But today, thanks to the hard work and commitment of dedicated members, the local is thriving.

Established during the 1940s, White Sands is a rocket range covering almost 3,200 square miles in southern New Mexico. It is the largest military installation in the United States. NFFE represents approximately 850 bargaining unit members there, who perform duties ranging from missile technicians to generator mechanics.

The local now has a full slate of officers and is led by President Jim Campbell. Campbell has been involved since the local's revitalization in 2010, learning the ropes before taking over as president earlier this year.

According to Campbell, there are a few key components that have led to the local's recent success.

First, the importance of knowledge cannot be overemphasized. It is important that local officers know as much as they can about the local, their contract, officer roles and responsibilities, NFFE as a whole, and how we all fit into the larger labor movement. Campbell admittedly knew very little about running a local when he took on the role of president, but through training at the IAM's Winpisinger Center and utilizing all of the information available on the NFFE website and through the NFFE staff, he has become a strong leader for his members. He encourages his officers and members to gain as much knowledge as possible and share that information with others.

"We gather knowledge from everywhere we can: the NFFE website, our national representatives, and even trial and error. This gave us power to win cases and respect from management, and to bring in new members," said Campbell.

Campbell sees the other key component of Local 2049's recent success as respect. He believes in treating everyone he encounters with respect, and finds that the behavior is usually reciprocated. "Respect is earned by respect," he says.

"As president of NFFE Local 2049 and the leader of the local, the main responsibility I have is to listen to my officers and members. What are they looking for in their local and what are their assets? Most members will get involved if given the opportunity. We are a family here, and I want everyone to feel appreciated and like they are part of the family," said Campbell.

The hard work of Campbell and the rest of Local 2049's elected officers and stewards is undeniably paying off. They have increased their membership almost 75% since 2010. The local recruited over 50 new members in 2012, surpassing their goal for the year with more than a month to spare. Local 2049 also earned NFFE's bronze, then silver, then gold recruitment awards during three consecutive months this summer.

"I am so proud of Jim and the rest of the team at Local 2049," said Western National Organizing Coordinator Cassie Kerner Bond. "In a relatively short period of time, they have overcome some major hurdles and completely changed the situation at White Sands. Their hard work and commitment to providing quality representation to the employees there is inspiring. This local has a very bright future, and I can't wait to see what they continue to accomplish."

Congratulations to our 2012 Richard N. Brown Memorial Scholarship Winners



NFFE is proud to announce the two recipients of the 2012 Richard N. Brown Scholarship: Sheryl Woods and Elise Loggers. Both were awarded with \$2,000 scholarships for the coming academic year.

NFFE Local 1450 member Sheryl Woods comes from a long line of dedicated federal employees. She is currently an IT computer security specialist for the Department of Housing and Urban Development in Phoenix, Arizona. Woods is pursuing an associate's degree in resort management and tourism at Scottsdale Community College with the aspiration of obtaining a bachelor's degree.

Demonstrating her selfless stewardship, Woods volunteers as a tour guide at a local historic landmark called Tovrea Castle. Aside from work and school commitments, she volunteers with veterans at Fountain Hills America Legion Post 58. Woods is extremely humbled by the opportunity given to her by the Richard N. Brown Scholarship, stating:

"As the recipient of the Richard N. Brown Scholarship, it is with sincere appreciation and gratitude I extend a heartfelt thank you to NFFE. It is a great honor to receive this generous contribution from those who are so considerate to donate."

Our second winner is Elise Loggers, daughter of NFFE Local 1156 member and U.S. Forest Service employee Chris Loggers. Loggers is currently a freshman at the University of Washington, where she is studying natural resource management. Elise enjoys playing her drums and outdoor sports such as biking. She is also involved in many leadership positions, serving as an officer of the student body, volunteering with the school's Habitat for Humanity chapter, and serving as co-captain of the soccer team. When asked how she felt about being a recipient of the Richard N. Brown Scholarship, Loggers said the following:

"I haven't left behind Brown's ideas of service to others, of paying it forward. The scholarship is helping me pay for a great education, and I'm honored to be associated with it."

In 2009, NFFE teamed up with the Federal Employee Education and Assistance Fund (FEEA) to dedicate a scholarship in the name of late NFFE National President Richard N. Brown. Brown dedicated his life to improving the well-being of federal employees and their families. The scholarship is dedicated to those that wish to honor Rick's legacy of selfless stewardship of federal workers and their families. To learn more about this and other scholarships, visit www.nffe.org/scholarships.

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