

1ST QUARTER 2013

THE FEDERAL EMPLOYEE

FOR MEMBERS OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES
Affiliated with the International Association of Machinists and Aerospace Workers, AFL-CIO

Happy New Year?

Elected officials ring in the New Year with unprecedented attacks on federal pay, benefits, and jobs. *See pages 7-9*



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FROM THE DESK OF THE PRESIDENT



William R. Dougan

As Congress continues its relentless attacks on federal employees, we are beginning to see the consequences. With pay frozen for a third year, higher new employee contributions to the retirement system, the rising cost of health care premiums, and the painful impact of furloughs, millions of federal workers and their families are feeling the squeeze. Congress' inability to find shared sacrifice in dealing with the debt is now coming into sharp relief in communities all throughout the nation.

For many Senators and Representatives making \$175,000 a year, it apparently is not hard for them to continue to throw federal employees under the bus. But for the average federal employee making between \$25,000 and \$75,000 a year, the effects are very real. Employees living paycheck to paycheck are left with smaller checks or none at all, making it impossible to pay all of their bills, put food on the table, or put aside for their child's future. The dream of a modest but comfortable future has become a nightmare for many middle class federal workers.

More and more employees find themselves turning to the Federal Employee Education and Assistance Fund (FEEA) for assistance during their time of need. As one of the founding members of FEEA, NFFE has proudly

contributed to their mission of assisting federal workers during hard times since 1986. I proudly serve on FEEA's Board of Directors as vice-chair. The emergency assistance reports the board receives at our meetings reflect growing numbers of employees who are having difficulty making ends meet. They come to FEEA for no-interest loans to stave off foreclosure, keep the lights and heat on, and buy food for their families.

The extraordinary times we find ourselves in threaten to exhaust FEEA's resources and ability to lend a helping hand to those in need. Though many of us are keeping our heads above water, many others are barely holding on. FEEA truly personifies the slogan "feds helping feds," and we must all commit to doing the same. It is more important now than ever for each of us to continue to support FEEA's ability to offer financial assistance to those in need.

Please consider making a contribution through the Combined Federal Campaign (FEEA #11185), or their website, www.feca.org. It is an unquestionably noble cause to offer a hand to a fellow working man or woman in their time of need, and I am proud that FEEA has been there for federal employees. Please help us continue to do so much good for so many.

A handwritten signature in black ink that reads "William R. Dougan". The signature is fluid and cursive, written on a light-colored background.

FROM THE DESK OF THE SECRETARY-TREASURER

NFFE Locals need to be aware of the importance of having up-to-date, approved Local bylaws, being chartered, and getting properly bonded. Many of our Locals have approved bylaws, are chartered and are properly bonded, but there are still some that are not. This article will focus on the importance of accomplishing all three.

Local bylaws are the governing documents which cover such topics as Local elections (including nominations and election of officers), meetings, and Local lodge offices, their duties, and responsibilities. Local lodge bylaws also speak to the election of Local delegates to the NFFE national convention and even how stewards are selected at the Local level.

In order to assist you in preparing your bylaws, my office will send sample bylaws to all Locals in need of assistance. You can also find sample bylaws in the “Officers Toolkit” on our website, www.nffe.org. We can also send you examples of other Locals’ approved bylaws which you can use as a guide when preparing your own. Each Local must have their bylaws approved by the membership at a Local lodge meeting before sending them to the national secretary-treasurer for approval. Ultimately, all Local lodge bylaws must be approved by IAM, but my office must review them first to ensure compliance with the NFFE national bylaws.

With the assistance of the national business representatives and organizing coordinators, my office has also been working with many of our Locals to get them chartered and bonded in accordance with the NFFE FD-1 bylaws and IAM constitution. Each Local should have a minimum of 35 dues-paying members, in order to be chartered and subsequently bonded. We recognize that some of our smaller Locals do not meet this threshold, so we are working on strategies that allow us to comply with this mandate so all Locals may be be chartered and bonded. Each Local has to apply for a charter individually. You can do this by contacting my office at (202) 216-4435.

Once your Local is chartered it is automatically bonded for \$25,000.00 by the IAM at no cost to the Local. The importance of each Local being properly bonded cannot be emphasized enough. This is your Local’s insurance policy for misappropriation of funds, unauthorized expenditure of Local funds, and theft. Do the right thing – get bonded and give your members the protection they deserve.

In closing, both Finance Director Omar Arnold and I would like to thank you for your continued support and leadership during these trying times for all federal workers. Please contact us with any financial questions.



William D. Fenaughty

FROM THE DESK OF THE GENERAL COUNSEL

One of NFFE’s greatest challenges as a Union is to represent a wide array of employees across many agencies. One way in which we attempt to do this is to issue guidance from the national level to support our Councils and Locals in addressing fast-moving, complex matters.

I am happy to report that numerous NFFE Locals have been proactive in bargaining with their respective agencies to address the impending furloughs that are being caused by the Budget Control Act of 2011, otherwise known as sequestration.

Perhaps the most pressing issue for employees is how the furloughs will impact

the various compressed and flexible schedules in place at many facilities. Locals are also looking to ensure that employees are treated in a fair and equitable manner, and that they are given the information they need as furloughs are implemented.

Local representatives should go to the OPM website to see how they have been advising agencies. I would also encourage Locals to do information requests to ensure that when the agency issues furloughs letters, the letters have complied with the CBA and/or any MOU that was negotiated.

If you have any questions about bargaining over furloughs, do not hesitate to ask.



Stefan Sutich



Randy Erwin

FROM THE DESK OF THE LEGISLATIVE DIRECTOR

Every year, the attacks on federal employees from members of Congress seem to intensify. As lawmakers fail to reach any meaningful compromise to address our long-term fiscal situation, federal workers are forced to make additional sacrifices time after time to pay for stop-gap measures adopted by Congress. It appears that many are more than willing to throw federal workers under the bus every time the politicians in Washington can't summon the courage to do their job.

Brothers and sisters, this has to stop. That is why it is essential that every NFFE Local establish a legislative committee that can coordinate the legislative business of the lodge and hold our elected officials accountable.

Here are the four key functions of a Local legislative committee:

1. Educate the membership about key legislation impacting federal employees, the federal agency at which members work, and the Local facility. This might include:
 - Talking about legislative issues at Local meetings
 - Discussing legislative issues in Local newsletters and websites
 - Distributing information on legislative issues at the worksite
2. Mobilize the Local membership to make their voices heard on the issues. This might include:

LEGISLATIVE

President Obama to Request One Percent Pay Boost in FY 2014 Budget

On a February conference call with the White House, NFFE was informed that President Obama intends to include a one percent federal pay increase in his fiscal year 2014 budget request.

The request comes on the heels of a spirited battle between the President and Congress over the 2013 federal pay adjustment. The President, arguing for a 0.5% increase, hit a brick wall of opposition as both the House and Senate voted to freeze federal pay for a third consecutive year. Obama later capitulated and approved the 2013 pay freeze.

“After all that federal workers have sacrificed the past three years, they have earned a raise. I repeat, they have earned a raise,” said NFFE National President William R. Dougan in a statement following the announced increase. “Federal employees have spent over two years falling behind because of the pay freeze. This adjustment would be a critical lifeline for federal employees across the nation who are struggling in this economy just like everyone else. Now it is up to Congress

to support this increase and deliver our dedicated federal employees the adjustment they have earned.”

House Republicans have proven a major thorn in the side of federal employee advocates on the pay issue. After several tries in the 112th Congress, the most recent attempt to extend the pay freeze was H.R. 273, introduced by Rep. Ron DeSantis (R-FL). The bill was initially scheduled for a vote in late January, but was summarily removed from the legislative calendar due to an influx of calls from angry federal employees. The reprieve was short-lived, however, with the House passing the measure just short of two weeks later.

“It is appalling how eager this Congress is to throw federal employees under the bus,” said NFFE Legislative Director Randy Erwin. “Federal employees deserve better than three years of frozen pay. We must make it clear to members of Congress that they cannot continue to disrespect the federal workforce with cuts to pay and benefits.”

- Writing letters on behalf of the Local to members of Congress
- Encouraging members to make phone calls, sign petitions, and participate in electronic letter writing campaigns

3. Take the lead on building and maintaining strong relationships with members of Congress (House and Senate) in districts/states where Local bargaining unit members live. This might include:

- Attending the 2013 IAM Legislative Conference and meeting with Congressional offices in Washington, D.C.
- Visiting the district offices of

members of Congress

- Attending town halls and other events where our Local Union members have access to members of Congress and their staff
- Inviting members of Congress and their staff to visit the facility where our members work

4. Make sure members of Congress (House and Senate) from the area are held accountable for their votes, the bills they sponsor, and the public comments they make about federal employees and Unions. This might include:

- Letters, phone calls, and visits to members of Congress

thanking them for their support when they vote with us, sponsor a favorable piece of legislation, or make public comments supporting us

- Professionally and calmly expressing dissatisfaction when members of Congress vote against us, sponsor anti-federal worker bills, or speak poorly about the federal workforce

Again, it has never been so important to hold our lawmakers accountable. Please make sure that your Local has a functioning legislative committee. If you need more information on how to do this, please contact me at rerwin@nffe.org or 202-216-4451.

One-Year Pay Freeze Extension Official as Lawmakers Abandon Federal Employees

It's official: federal pay will now be frozen for the remainder of 2013.

In March, the Senate passed a stop-gap funding measure known as a "continuing resolution" to fund the government through the remainder of the fiscal year. Following in the footsteps of the House version of the bill, the Senate measure also included a one-year extension of the much-maligned federal pay freeze.

The action is surprising given past efforts by Senate leaders to strip incoming House legislation of anti-federal worker policies. This time, however, was different, as no real resistance ever materialized from federal employee supporters in the upper chamber of Congress.

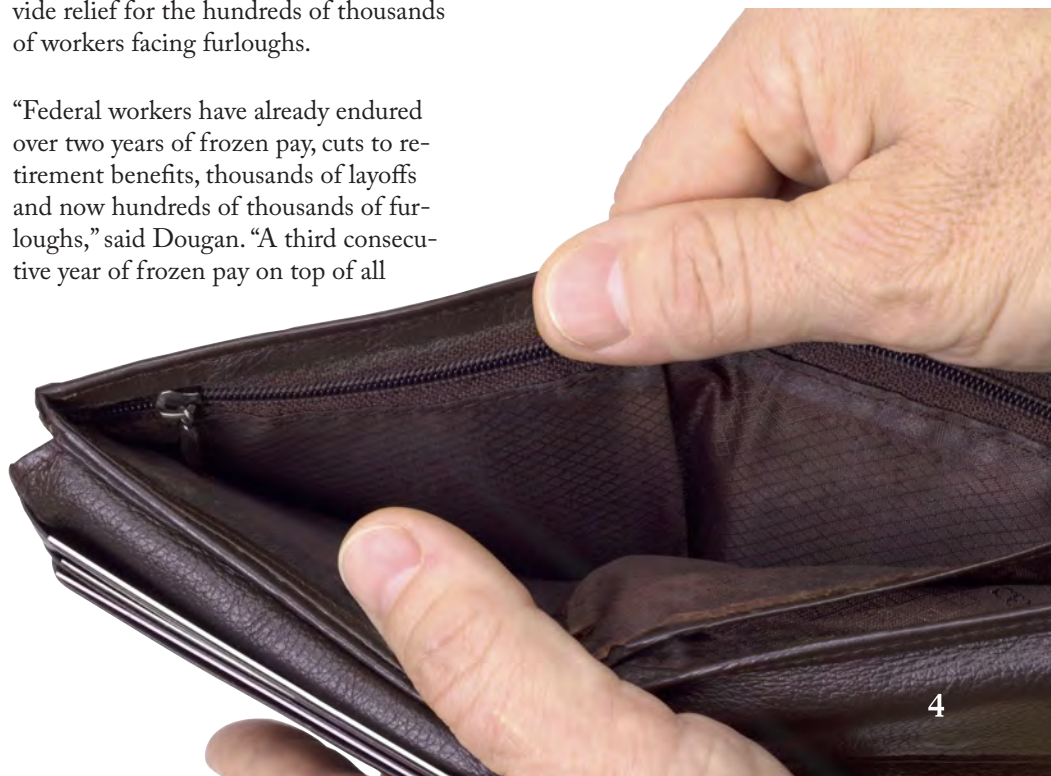
"The Senate took the easy way out with this continuing resolution, plain and simple," said NFFE National President William R. Dougan. "Instead of standing up for our dedicated federal employees, the Senate just rolled over. This pay freeze extension is absolutely unacceptable."

Worse yet, the Senate's bill keeps sequestration largely in place, meaning furloughs are officially the law of the land. Though some provisions grant additional flexibilities to a handful of federal agencies for shifting their sequestration reductions, virtually nothing was done to provide relief for the hundreds of thousands of workers facing furloughs.

"Federal workers have already endured over two years of frozen pay, cuts to retirement benefits, thousands of layoffs and now hundreds of thousands of furloughs," said Dougan. "A third consecutive year of frozen pay on top of all

that they have already sacrificed is simply adding insult to injury. Where does it stop?"

President Obama officially signed the pay freeze extension into law on March 26th.



Union Official Time Under Attack in Congress, Media

In this contentious political climate, there is certainly one thing that can be agreed upon: we need to find ways to create a more efficient government. Official time, the ability for Union members to handle issues between labor and management on duty time, gives federal workers incentive to resolve professional disputes in order to create a more collaborative and effective workplace.

In 1978, Congress passed the Civil Service Reform Act, which granted federal employees the right to bargain with agencies over official time amongst other things. Official time allowed Union members to conduct certain types of representational duties while receiving normal duty pay. The law requires proper discretion on the part of the agency, and specifically demands that the implementation of official time is “reasonable, necessary and in the public interest.”

Despite what many Union-busters say, official time is not used for organizing or recruiting. Federal employees do not get paid to host recruiting drives.

Instead, federal employees use this time to better their workplaces. Official time includes any material representational issue between labor and management. For example, when there is a dispute over a promotion by management or if there is an instance of adverse action against an employee, official time can be used to address these concerns.

But why is this currently relevant here in Washington? A bill has been introduced in the House (H.R. 107) which proposes the elimination of official time. Also, Senator Lamar Alexander (R-TN) recently made a few egregious comments implying that federal workers have used their official time to handle internal Union business. In other words, members of the 113th Congress in both the House and Senate seem intent to repeal it for good.

What would this mean for your Local? It means everything Local officials currently do for members on official time will have to be done after hours, making representation incredibly costly and difficult.

We want our federal agencies to perform well. Healthy communication, workplace cohesion and efforts toward greater efficiency are simply preconditions of good governance. If we allow federal employees to improve their workplaces through productive discussion, Americans get more bang for their buck. The implementation of official time guarantees them this discussion when necessary.



Legislative Conference 2013 is Right Around the Corner!

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. The reason to join 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!

To register, click the “Legislative Conference 2013” button on the homepage of our website, www.nffe.org.

NFFE Members Head to Capitol Hill to Fight for Jobs

What does the Union do when the jobs of NFFE-IAM members are being threatened? We go to Capitol Hill and we fight for them, that's what.

That's precisely what delegations from four different NFFE Locals have done in the early part of 2013.

On the week of January 7th, Cebron O'Bier, President of NFFE Local 2189, Red River Army Depot, made his way to Washington, D.C. to fight for his members' jobs. Like many other Defense installations, Red River has been experiencing severe cutbacks and hundreds of term employees have been slated for layoffs. O'Bier was also joined by NFFE Army Council Secretary-Treasurer Zelda Cozart.

O'Bier and the rest of NFFE Local 2189 have been pursuing every possible avenue to save jobs at Red River. Maintaining the workload at the Depot is essential for both secure employment for NFFE-IAM members working at the facility and the health of the local economy. Red River Army Depot employs over 6,000 people, making it the biggest employer – and indeed the economic heart – of the “Four State” area (the area surrounding Texarkana, TX).

O'Bier and NFFE Legislative Director Randy Erwin met with 13 different House and Senate offices during their week on Capitol Hill this January.

On the week of February 4th, representatives from NFFE Locals 1697, 1840, and 1855 - the three NFFE Locals representing Civilian Conservation Corps. (CCC) Centers – made the trip to Washington, D.C.

The Civilian Conservation Corps. has been experiencing the threat of layoffs and furloughs ever since it was announced that the Job Corps program could not account for tens of millions in unauthorized spending that occurred in Program Years 2011 and 2012.

Although the CCC employees and their students had nothing to do with the improper spending – which Job Corps is blaming on inadequate staff and poor accounting measures – it is the employees and the students who are being forced to suffer as a result of the mistake. Job Corps made the rash decision to freeze enrollment of new students for at least a few months, a decision that will cost thousands of disadvantaged youth the opportunity to participate in the program, and will certainly have an adverse impact



Cozart and O'Bier took their jobs-first message to elected officials on both sides of the aisle.

on employees who work at the CCC facilities.

During their week on Capitol Hill, Shawn Patterson, Lance Hamann, and Hugh Russell met with more than 20 different Congressional offices and urged each of them to abandon the idea of freezing enrollment at the CCCs.

When it comes to saving jobs, the most effective message is one delivered face-to-face. Members of Congress often won't bat an eye when cutting jobs as a line-item on a budget, but it is a whole different experience having to explain it to a constituent face-to-face. That's the value of having a Union. No one else will go to Washington to fight for your job but your Union and its membership. If you're interested in getting legislatively involved in your Local, contact NFFE Legislative Director Randy Erwin at rerwin@nffe.org to find out how.



Happy New Year?

Politicians Ring in 2013 with Unprecedented Attacks on Federal Workforce

It is no secret that elected officials in Washington have consistently targeted federal workers for cuts in recent years. A three-year pay freeze, increase in employee pension contributions, and tight agency budgets are proof enough of that statement.

Yet somehow our politicians have managed to take things to a whole new level in the first months of 2013, setting the workforce on course to the most challenging year in our Union's history. Furloughs, layoffs, hiring freezes, pay freeze extensions, retirement cuts, and attempts to eliminate official time are just a few of the harmful measures that have been proposed since the new Congress came to Washington this January.

In these brutally serious times, federal workers must prepare to take serious action to bring an end to the reckless decision-making in Washington. We, as federal employees and citizens of this country, have the constitutional right to hold our elected leaders accountable for their actions. If we do not stand up to make a change in our government, no one will. If we are to win, we must know intimately the challenges we face.

Here are the measures currently under consideration by our elected leaders, and what we can do to stop them.

Sequestration and Furloughs:

You've likely heard a lot about sequestration lately, and the resulting furloughs of hundreds of thousands of federal employees. Many of you have likely already received furlough notices. Ranging from 4 to 14 days, these mandatory, unpaid furloughs will impact employees at scores of federal agencies in big cities and small town across the U.S.

But how did it come to this? Wasn't sequestration supposed to be another game of political chicken where Congress delivers a last-minute solution to save the day? That is what many thought just a few short months ago, but now the seriousness of the sequester has come into shocking relief.

The more than \$85 billion in automatic cuts will devastate federal services to the American people, leading to fewer law enforcement officers on our streets, fewer air traffic controllers keeping our skies

safe, and the list goes on. Federal workers and their families will take upwards of a 13% pay cut through the end of the fiscal year in September. More than this, lighter paychecks will drag down local economies that rely on hard-working, middle class federal employees to fill their restaurants and pay their rent.

Though furlough notices have already gone out, there is still time for Congress to pass and the President to sign legislation replacing the sequester with smarter cuts to federal spending. Whereas the

sequester is a broad, one-size-fits-all cost-cutter, another measure could be crafted to attack real waste, fraud, and abuse in the system, such as tax breaks for corporations making record profits.

Continuing Resolution:

Congress recently passed, and the president signed, a continuing resolution (CR), which is a stop-gap funding measure used when elected officials cannot agree on a formal budget. The government has been operating exclusively on a string of more than a dozen CR's over the past four years. Though the government managed to avoid a catastrophic shutdown with its passage, the measure extends the deeply unpopular federal pay freeze for a third full year.

A third year of frozen pay means that federal workers have already sacrificed nearly \$100 billion in deficit reduction from pay cuts alone. This is an important figure because even the most anti-federal employee personalities in America can't deny that federal workers have sacrificed. What is lacking from our argument is not weight – the numbers speak for themselves – but scope. See what we mean in the final section.

Fiscal Year 2014 Budget:

Despite passing a continuing resolution to fund the government through the remainder of fiscal year 2013, Congress and the President are already turning their heads toward fiscal year 2014's budget.

Unlike a continuing resolution, a budget follows the normal appropriations process set out by law. When a budget is passed through Congress and signed by the President, it serves as a spending blueprint for the true budgeting vehicles, which are 12 separate appropriations bills that provide the funding for everything from federal agencies to grant programs. It is a good sign that Washington seems intent on observing the normal budget process because this gives the opportunity for greater input from Americans on what our nation's spending priorities are. In fact, one of the main reasons federal agencies have seen tighter budgets in recent years is due to tight budget restrictions inherent in the continual rolling-over of continuing resolutions.

Though the return to a normal process is promising, this does not mean that anti-federal worker members of Congress have given up. As a matter of fact, House Budget Committee Chairman Paul Ryan (R-WI) recently revealed a budget that

went full bore after federal pay, retirement, and jobs. The budget is light on specifics as to how it would cut federal pay and retirement; however, it sites faulty reports stating that federal employees earn 16% more than their private sector counterparts. Federal workers would face a huge hit to pay and benefits under this budget plan were it passed into law. The plan does include some specifics regarding federal jobs, however. It calls for a 10% reduction in the federal workforce over the next two years through attrition. In total, this would constitute a loss of 200,000 federal jobs. The measure passed in the House in late March.

Overall, Ryan argues these changes to federal workforce policy will result in \$181 billion in savings over the next decade. This \$181 billion would be in addition to the \$103 billion federal workers have already sacrificed through a more than two-year pay freeze and increase in retirement contributions. If this budget is passed into law, federal workers will have sacrificed a dizzying total of one quarter trillion – yes, trillion with a “T” – dollars to reduce the national debt.

The White House has not released a formal budget yet, but the President has indicated that he will request a one percent pay increase for federal employees in



2014. After two years of frozen pay and a third one underway, one percent will barely make a dent in the loss millions of federal workers have seen in recent years. Though something is better than nothing, something is just not good enough. Federal workers are already underpaid, they have already sacrificed, and they deserve better. The way to get this message across is to let everyone know just how valuable your work is. Without that education, many Americans will continue to believe federal employees are underworked and overpaid.

Elimination of Union Official Time:

One of the less known but most potent attacks we have seen on federal employees is H.R. 107, the Federal Employee Accountability Act. This measure, proposed by Rep. Phil Gingrey (R-GA), is designed to strip federal Union representatives of the official time they use to protect your rights in the workplace.

NFFE and other employee groups use official time to represent employees in discrimination and merit principle pro-

ceedings, conflict resolution, and implementation of workplace policies. By law, federal Unions are obligated to represent not just members, but also bargaining unit employees regardless of their status as dues-payers or not. Without the resources available to effectively represent all employees, official time becomes a critical element in performing representational duties.

Targeting official time would severely restrict, and eventually eliminate, employees' collective bargaining rights in the federal sector as we currently understand them. This would lead not only to a loss of rights for federal workers, but also greater inefficiency in the delivery of government services to the taxpayer.

What Can I Do to Make a Difference?

There is no question that the fight we face will be a challenging one, but that is no reason to lose faith in the justness of our cause. With perseverance we can make a difference. How, you might ask? Every last one of us must make their voice heard.

We have seen what happens when only a few voices speak up. As unionists we know we are always stronger together. We need to leverage our collective strength to organize a widespread, sustained messaging campaign targeting Congress and the media with stories of how furloughs will impact us, our families, and our community. We need the American people to understand this is a real problem that will affect real people – not just another inside-the-beltway boondoggle.

We at the NFFE National Office will continue doing everything we can to protect your livelihood, but the truth is we can only do so much to spread the word to the media and Capitol Hill about the immense sacrifices you've made. Yes, we can reach millions of American through newspapers, websites, television, and radio, but we can't reach them at a personal level. We cannot look them in the eye and tell them how much furloughs hurt. This is where you come in. Every single member must be an evangelist for change. Without your advocacy we will continue to see what we've been seeing these tough last three years. Let's make this change. Let's start today.



NFFE Members Take Action with New Committees on Minority and Veterans' Issues

NFFE-IAM members around the country are coming together to work on pressing issues impacting their fellow federal employees. The NFFE National Office is excited to announce the creation of two new committees, the Minority Committee and the Veterans Committee.

The Minority Committee was created during the 49th NFFE National Convention in Portland, Oregon last year. Delegates from all over the United States voted to create the committee to shine a light on issues faced by minorities in the federal sector. The committee was added to the Union's bylaws, solidifying NFFE's commitment to equal opportunity, fair treatment, and social justice. The mission of the committee is to involve a diverse group of Union members to distribute information and create resources for federal employees. The committee also strives to recruit and retain minority workers, embrace their needs and concerns, and encourage their participation in the leadership of NFFE.

Since receiving the approved bylaws from the IAM International Headquarters, the NFFE National Office has solicited members to become involved with the committee. In just a matter of days dozens of applicants have already shown interest in active membership.

"We have seen a tremendous interest in members willing to participate," said NFFE National President William R. Dougan. "I'm excited to see what this committee will create and how it will benefit not only our members, but federal employees everywhere."

If you are interested in joining the committee, contact NFFE Assistant to the President Jai Atkins by email at jatkins@nffe.org.



In your message, please include your name, Local Union number, agency of employment, email address (home and work), and phone number so we may contact you with further information.

NFFE's Military Veterans Committee has also hit the ground running. The work of this committee is ongoing and the group has already held its initial meeting. Spearheaded by duly-elected Chair and NFFE Local 125 member David Chevalier, the committee has already proven a strong advocate for veterans at NFFE Locals everywhere. The committee's mission is to educate veterans on employment and re-employment rights, publicize key benefits, and improve networking capabilities between veterans. These opportunities will allow veterans to transition back into the workforce with greater support and ease.

The committee hopes to influence not only the federal sector, but the private sector as well, by addressing issues regarding housing for homeless veterans, advocating for our wounded veterans, and making those returning home and back into the civilian workforce feel much more welcomed. As veterans return from Iraq and Afghanistan, it is more important than ever to create opportunities and bring awareness to issues veterans face. Bringing veterans into the fold is a key piece in creating a stronger nation. NFFE is committed to helping in any way possible.

If you would like to get involved or learn more about the NFFE Military Veterans Committee, contact David Chevalier at davidchevalier@fs.fed.us.

NFFE is proud to offer all of these opportunities to get involved. Being a Union member is not about sitting on the sidelines and waiting for change. These committees afford an opportunity to make a difference. Now is the time for action. Become an engaged member of your Union today!



Learn How to Become a Better Unionist at the William W. Winpisinger Center

Access to education is a key component in building a strong union. NFFE-IAM members have access to an array of classes and opportunities at the IAMAW's William W. Winpisinger Education & Technology Center. The Center has trained over 60,000 members since it opened its doors in 1981. There is a range of classes for new and long-time members. Located in Placid Harbor, MD, members can come and learn with other unionists from around the country. These classes give employees the skills necessary to become good leaders at their Locals.

Attending these classes help one become a stronger unionist, leaving you with invaluable knowledge that will last for a lifetime. The more you know, the more you can contribute to your membership and bargaining unit as a whole. Students learn that a Union is more than just a fee for service organization. A Union is part of a larger movement to bring economic and social justice to all.

The Center teaches over 70 programs and even offers associate's and bachelor's degree programs where members can earn their degree in labor studies in conjunction with the National Labor College. Some of the classes taught at the school qualify for college credit through this program. The environment is comfortable and designed to make learning easy and fun.

For our newest members, the Federal Employees Basic Program is a week-long class that covers the essentials of Union advocacy and labor relations. The classes teach legislative advocacy, grievance procedures, arbitrations, workers' compensation, and ULP charges. The instructors take many approaches toward teaching, using discussion, role playing, and presentations from NFFE national officers and staff to facilitate learning. The basic program is held five times each year and can accommodate up to 30 students per class. Do not wait to sign up, as these classes fill up fast.

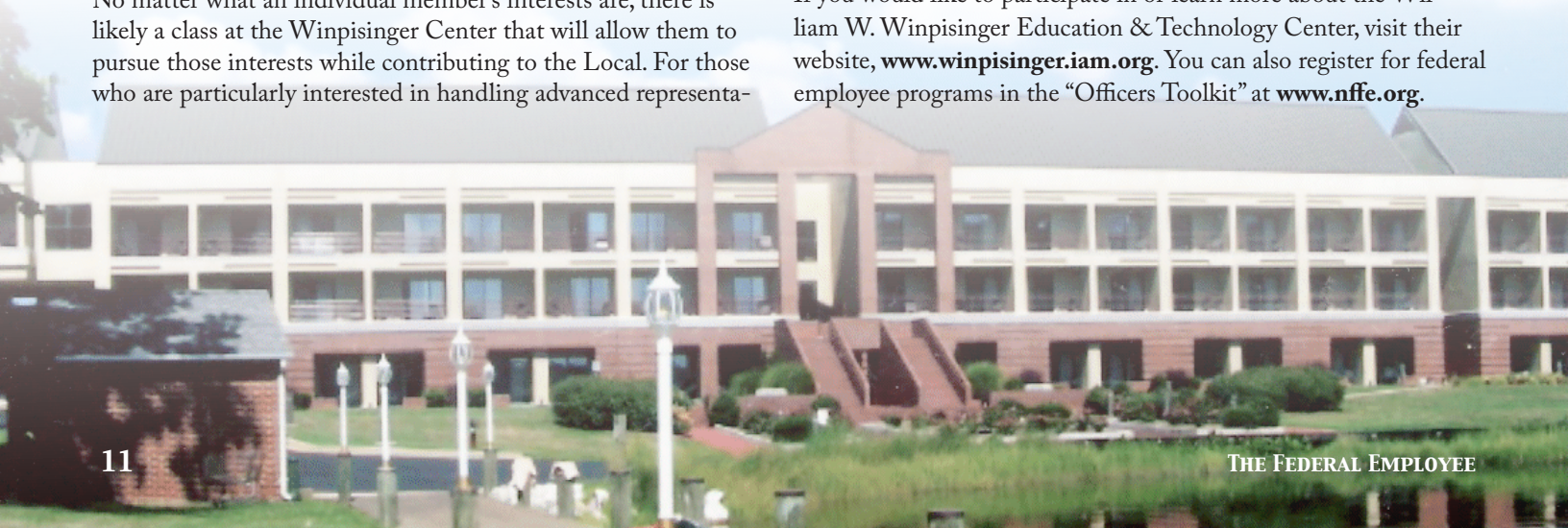
No matter what an individual member's interests are, there is likely a class at the Winpisinger Center that will allow them to pursue those interests while contributing to the Local. For those who are particularly interested in handling advanced representa-



tional issues, there are two classes devoted to the arbitration procedure. For those interested in overseeing the Local's finances, there is a financial officers' class. For those interested in communications, there are communications, web development, and newsletter design classes. There are also classes on topics such as human and women's rights as well. Whatever a member's interests, there is likely an opportunity to receive education and apply that knowledge at the Local. Plus, members who feel engaged in their Local are more inclined to remain as members and to recruit their friends.

"The number of attendees is obviously a small percentage of our total membership, and therefore it is the duty of these select members to learn the material and return to the Local to train others," said long-time Winpisinger Center instructor Henry Bagwell.

If you would like to participate in or learn more about the William W. Winpisinger Education & Technology Center, visit their website, www.winpisinger.iam.org. You can also register for federal employee programs in the "Officers Toolkit" at www.nffe.org.



'Young Federal Leaders' Local Chapters Take Root throughout the Country

NFFE-IAM members of all ages, at Locals both large and small, are working enthusiastically to fulfill our Union's commitment to recruit, engage, and empower a new generation of unionists. With your unwavering support, the Young Federal Leaders (YFL) initiative has been successful in creating a sound infrastructure and a myriad of tools to cultivate our Union's young worker community.

But the work of investing in our young members and preparing for our Union's future is far from done. The most important step in ensuring the YFL initiative makes good on its promise to provide education, mentorship, and leadership opportunities to our young members is starting a chapter within your Local or region.

YFL cannot operate from within the NFFE National Office – its success and growth depends on every Local leader and member rolling up their sleeves and working to develop a young worker program for their home Local. YFL Local chapters present a great opportunity for unionists of all ages to get to know one another, share information and knowledge, and connect in a fun, social way.

It's important to remember that no two YFL chapters have to be alike – starting a Local chapter puts you in the driver's seat to create interesting and engaging ways to meet the needs of your young members. By simply creating a chapter, you open your

Local's doors to a whole new group of members. In providing an outlet for young talent, your Local is saying, 'there's a place for you within the Union, and we're excited to work together to build something meaningful.'

At Red River Army Depot in Texarkana, TX the members of NFFE Local 2189 have developed a system for recognizing outstanding young talent. Each month, the executive board selects a young member who has demonstrated leadership skills and a commitment to acquiring greater Union knowledge. The young person is awarded a certificate, featured in the Local's newsletter, attends lunch with the Union president, and has the opportunity to shadow the Local's chief steward.

Local President Cebron O'Bier remarks on the importance of the program:

"Our Local is lucky to have so many young, smart, hard-working members. We feel it is important to engage them early in their careers and show them that our Local is the perfect place to put their talents to work."

Starting a YFL chapter like Local 2189's is an easy and rewarding way to engage young members by providing them with leadership opportunities. For guidance on how to get the ball rolling at your Local, visit the YFL webpage at www.nffe.org/YFL.



Five Locals Recognized for 2012 Recruitment Success; Even More Opportunities Coming for Future Recognition

This May, NFFE is once again recognizing a handful of Locals for their exceptional success in increasing their membership during 2012. Two Locals are being awarded for the total number of new members signed up, and three for increasing their membership density.

The 2012 winners are:

Local 1, San Francisco VA Medical Center, San Francisco, CA, for signing up 51 new members

Local 224, Indian Health Service, Crow Agency Service Unit, Crow Agency, MT, for increasing membership density by 6.35%

Local 1690, U.S. Naval Postgraduate School, Monterey, CA, for increasing membership density by 5.65%

Local 2004, Rio Grande National Forest, Monte Vista, CO, for increasing membership density by 7.47%

Local 2049, White Sands Missile Range, NM, for signing up 50 new members

Locals 1 and 2049 signed up the most new members of all of NFFE's Locals during 2012, based on the number of completed 1187 forms submitted to the NFFE National Office. Locals 224, 1690, and 2004 showed the greatest increases in membership density, as calculated by bargaining unit lists submitted to the NFFE National Office, and remittance report data from December of 2011 and 2012. As per NFFE's organizing and recruiting strategic plan, no Local could win a trip two years in a row, so any Locals that won last year were ineligible to receive this year's awards.

A representative from each of the winning Locals will be traveling to Washington, D.C. this spring. They will participate in the IAMAW's annual Legislative Conference, to be held May 13-16, and will be presented with an award during NFFE's annual delegate reception. The NFFE National Office will cover airfare, hotel, and per diem for one member from each of the winning Locals.

"I couldn't be more proud of this year's winners," said National Organizing Coordinator Cassie Kerner Bond. "Each of these Locals really stepped up their recruitment efforts last year, and it paid off. I'm thrilled that we are able to recognize their achievements through these trips."

"This year's list of winners also shows how much progress we continue to make across the board in membership growth. Lo-

cals big and small, from a variety of different agencies and every part of the country, are seeing recruiting success. That's fantastic, and we need to continue and build upon that trend."

While we are only able to offer trips to a very limited number of Locals, there are still many opportunities for recognition of Local





membership building success. Every month, the three Locals that submit the most new 1187s to the NFFE National Office are recognized in an email that goes out to all of our Locals. Winners also receive a certificate from NFFE's national president and secretary-treasurer.

We also love to share stories of Locals' recruitment success. If your Local is trying something new and exciting to build your membership, tell us about it. You may be featured in a story on our website or newsletter, or appear on our Facebook page. Please share your recruitment stories with your National Organizing Coordinator (NOC).

NFFE's updated national strategic plan for membership growth, which will be released later this spring, contains even more opportunities for Locals to receive assistance and recognition for their recruitment success. It places a renewed emphasis on engaging everyone in the Local in membership building, and rewarding all Locals for their progress. Be on the lookout for that document in the coming months.

If your Local could use some guidance on ways to increase your membership and implement NFFE's strategic plan at the Local level, please don't forget that your NOC is a great resource. Make sure that your Local is in touch with your NOC, so you have the latest information on the tools and supplies available to help with your recruitment efforts. They are an important point of contact for the tools and supplies you will need. If your Local does not yet have a strategic plan, they can also help you develop a strategic action plan for increasing your Local's membership.

Locals east of the Mississippi River, plus Texas, Utah and Idaho, should contact Brittany Cardinal at bcardinal@nffe.org or 202-216-4425. Locals west of the Mississippi River can contact Cassie Kerner Bond at cbond@nffe.org or 703-303-2047.

Congratulations again to this year's winners, and thanks to all of our members for helping to make 2012 a great year for NFFE. We look forward to even greater success in 2013, and working with all of you to continue growing our great Union.



Help Your Fellow Federal Workers by Contributing to FEEA (CFC #11185)!

The Federal Employee Education & Assistance Fund (FEEA) - or "FEE-uh" as it's commonly referred to - is the only non-profit organization devoted solely to helping civilian federal and postal employees. FEEA helps federal employees every day through its emergency assistance programs, no-interest loans, disaster grants, and its annual merit-based scholarship program.

NFFE's long, successful history with FEEA began in 1986 with FEEA's founding. For over 26 years, NFFE has continued to work side-by-side with FEEA to create programs that help federal employees and their families. If you would like to learn more about how FEEA can help you and your fellow feds, or to donate, please visit www.feea.org.

Show Your Union Pride with NFFE Visibility Materials!

Successful Locals are visible Locals. While this may seem obvious, the importance of this tenet cannot be overlooked. In order to recruit new members, Locals need to broadcast their presence and activities. How can a prospective member join a Local if they don't know it exists?

There are several ways you can increase the visibility of your NFFE Local. One of the easiest and most cost-effective ways is to encourage everyone to wear a NFFE-IAM lanyard. These are provided at no cost to the Local, and are a part of every new member kit. Their bright red color makes them easily visible to everyone you come in contact with. NFFE pens and other trinkets are also included in the kits; using these items in the workplace is another way to get people thinking about NFFE.

You should also encourage members, particularly officers and stewards, to wear NFFE apparel. Organizing a day or week per month for members to wear their NFFE gear is a wonderful way to demonstrate solidarity and show your Union pride. A variety of American-made, Union-made items are available through the NFFE online store. Just click the "NFFE Store" button on the right-hand side of the homepage, www.nffe.org to get started. Most items can be customized with your Local number. NFFE's logos are also available for download from the NFFE website, if you prefer to work with a Local vendor.

Another way to increase Local visibility is to ensure that your Local has bulletin boards in all of your locations, and that they are regularly updated. Bulletin boards should always include a list of Local officers and their contact information, in addition to the location of the Union office. Continually updating your boards with current articles and posters from the NFFE website will also help ensure that potential members continue to pay attention to them.

It is also important to make information available to prospective members in as many forums as possible. Setting up a Local website or Facebook page is a valuable way to reach out to prospective members. These are useful tools for demonstrating what the Local is working on, and reminding people about the benefits of Union membership. Regularly adding to these sources will give members and potential members a constant stream of current information about the Union. They can be pointed to the NFFE National website, Facebook, and Twitter pages as well, and should be encouraged to sign up for NFFE's weekly news briefs.

Hopefully this short list will give you some ideas to get started, but the possibilities for increasing Local visibility and reaching out to prospective members are endless. Your Local is already working hard every day to provide quality representation to your members. Make sure they know who you are and what you are doing, so they don't have any excuse NOT to join!



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