

1ST QUARTER 2010

THE FEDERAL EMPLOYEE

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

We Did It!



NFFE wins election to represent Albuquerque USFS HRM Employees; Organizing off to a strong start in 2010. See pages 7-9



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William R. Dougan

Signed by President Obama on December 9, 2009, Executive Order (EO) 13522 “Creating Labor-Management Forums to Improve Delivery of Government Services” has set the stage for a new era in labor relations in the federal government. Following eight years of strained relations with the previous administration, we now have an excellent opportunity to make significant and much-needed improvements.

We did not get everything we wanted in this order, such as a mandate to bargain on permissive subjects, also known as “(b)1” topics. Though the EO does not mandate bargaining on these subjects, it also doesn’t stop an agency from doing so, if it elects to. Additionally, the EO calls for pilot projects to be established across the federal government for bargaining on such topics.

Another favorable portion of the EO requires pre-decisional involvement at all levels on any subject that has the potential to impact the bargaining unit, regardless of whether that subject is bargainable or not. This affords us the opportunity to learn of any changes management is considering before decisions are made, and allows us to present any issues, concerns or alternatives concerning the proposed change. To put it succinctly, manage-

ment is now required to discuss topics that were previously “off the table.”

With this expansion of the union’s right to information, and new avenues of communication with management, comes responsibility. It is important that we take advantage of our improved ability to weigh in on proposed changes affecting those we represent. We have a duty to our members, and indeed all federal workers, to ensure that we raise their concerns early on in the process. This will afford management and the union an opportunity to resolve those issues and concerns prior to implementing changes, inevitably resulting in better policy.

We also have a responsibility to engage management in meaningful dialogue and deal with them in a professional and respectful manner, no different than our expectations of how they are to treat us. We cannot let our differences with management over the daily business of representation cloud our ability to work together on the critical and important issues these labor forums will tackle. With an open mind and a willingness to work together to resolve problems, we can make a difference.

We cannot afford to sit on the sidelines and let this opportunity pass us by. Let’s roll up our sleeves and get to work.

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

FROM THE DESK OF THE SECRETARY-TREASURER

As anyone in the labor movement will tell you, organizing is the lifeblood of the union. Organizing increases union membership, which leads to greater resources to service our Locals. The more members we have, the more good we can do for the federal worker. It's that simple.

That's why we are asking every NFFE Local to participate in our union-wide organizing campaign. Our union has incredible potential for growth, and we are hoping that every Local will rise to the challenge and make a commitment to build their membership.

In the spring of last year, we conducted a survey of all NFFE Locals, and asked for your advice on all things related to organizing. With that information, a team of NFFE leaders from across the country formulated a new Organizing Strategic Plan, which is now in the process of being implemented by NFFE National Organizing Director Cassie Kerner, the National Organizing Steering Commit-

tee, the NFFE Councils, and NFFE Locals everywhere. The plan is a good one, and we know it will help grow the NFFE membership. But we need every Local to participate in order to get the most out of it. If your Local has not engaged in the new organizing plan yet, now is the time to get on board.

We have created a system that will help your Local get the resources it needs to put a successful organizing campaign in place, and to start realizing growth. There are numerous Locals that are already an organizing success, but every Local has room for improvement.

So make a commitment to grow your Local. That means putting an organizing committee together, setting an organizing goal for the year and carrying out a plan to achieve it. Visit the NFFE website or call the NFFE National Office for more information on the organizing program. Let's do our part to help this union grow and prosper.



William D. Fenaughty

FROM THE DESK OF THE GENERAL COUNSEL

Since joining the NFFE team as general counsel in late November 2009, time has flown. But I have enjoyed my time getting to know NFFE members, representatives and staff, and have been amazed at how dedicated everyone is to the cause of representing federal employees.

One area of responsibility as General Counsel is to make sure that the union meets its responsibilities with regard to reporting to the Department of Labor. All labor organizations, including NFFE Locals, must file LM reports with the Department of Labor 90 days after the close of the fiscal year, which for NFFE Locals is generally April 1. If Locals have questions, they should get in contact with their IAM auditor to ensure that the LM form is filled out and filed correctly. If you do not know who your IAM auditor is, contact the NFFE National office.

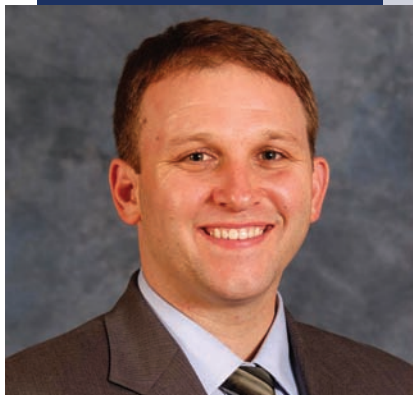
You can find information on the reporting process on the Department of Labor website at <http://www.dol.gov/olms/regs/compliance/rrlo/reqreq.htm>.

Another area of responsibility is leading NFFE National's efforts to protect the rights of the employees it represents. In this area, we are pursuing many FLSA claims to ensure that employees are paid and classified correctly with regard to overtime. I am also working closely with NFFE's business representatives and others to make sure that we negotiate excellent contracts and that NFFE enforces the terms of those contracts where agencies are in violation.

All of these tasks have kept me busy from the outset. I look forward to working with all of you in the defense of your legal rights in the workplace.



Stefan Sutich



Randy Erwin

With the second session of the 111th Congress well underway, NFFE is gearing up for another strong showing at the IAM Legislative Conference this May, and another successful year pushing legislative priorities for the federal workforce.

If your Local has not made plans to attend the IAM Legislative Conference yet,

I encourage you to do so immediately. Last year, NFFE-IAM members from across the country came to Washington, D.C. to make their voice heard on Capitol Hill. In doing so, they laid the groundwork for the passage of several important pieces of legislation that are significantly improving the lives of federal employees and retirees. But we have much more to accomplish this year,

LEGISLATIVE

Defense Making Progress on the Phasing Out of NSPS

In October of 2009, Congress passed legislation to repeal the highly controversial National Security Personnel System (NSPS). This capped a six-year battle for NFFE, the IAM, and other federal employee unions to defeat the anti-worker personnel plan.

Now, just a few months after the repeal of NSPS, the Pentagon says they are making real progress on transitioning workers into existing personnel systems, primarily the GS system. In February, the NSPS Transition Office announced that they expect the majority of NSPS employees to be transferred out of the soon-to-be-abolished personnel system by September 30, 2010, a full 15 months before the deadline given to DoD by Congress to complete the transition.

“We are pleased to see DoD on schedule to make real progress in the transition out of NSPS,” said NFFE National President William R. Dougan. “The Department could have dragged its feet on this transition, but I think this timeline shows they do not intend to do that.”

Although progress is being made, there is a possibility that DoD could hit some bumps along the road in administering the NSPS transition. Not all workers under NSPS will fit neatly into their previous step and grade under the General Schedule (GS). Some workers have had a change in duties, while others have seen significant pay increases under the NSPS system, and now make more than the top step of their appropriate GS grade. DoD plans on moving the least complicated groups of employees back into GS first, but it is the difficult cases that might keep the Department from meeting its timeline for transition.

Of the more than 200,000 Defense workers who moved under NSPS, only about 1,000 of those workers were bargaining unit employees. The large majority were managers and other unrepresented Defense workers. NFFE has less than 100 bargaining unit members under NSPS.

NFFE will continue to monitor the NSPS transition to make certain it continues as mandated by Congress. All NSPS employees are to be transitioned out of the failed system by the end of calendar year 2011.

and it will take the continued dedication of NFFE-IAM members to achieve our goals.

Some of our top priorities for this year include: An adequate pay adjustment for federal employees in FY11, legislation to bring down the cost of FEHBP drug prices, legislation to establish four weeks of paid parental leave, legislation to repeal the unfair

Government Pension Offset (GPO) and Windfall Elimination Provision (WEP) of social security, legislation to make domestic partners of federal employees eligible for benefits, legislation to increase the use of telework, legislation to expand the scope of bargaining for VA health care providers, legislation to ensure retirement fairness for federal law enforcement officers and fire

fighters, and legislation to improve conditions for part-time seasonal employees.

This is just a sample of the many issues we hope to make real progress on this year. By the end of 2010, we hope to see several of these critical pieces of legislation signed into law. Come to Washington in May, and help to make it happen!



White House Calls for Pay Parity, but Just 1.4% Adjustment in FY11

On February 1, 2010, President Obama submitted his budget for fiscal year 2011 to Congress. Included in the budget proposal was a 1.4 % proposed pay adjustment for military and civilian federal employees. While a modest adjustment, this figure is consistent with the relatively small increase in the cost of labor experienced in the private sector the previous year, the figure on which the federal pay adjustment is largely based.

While NFFE would have preferred to see a budget proposal that would do more to close the 26% average pay gap between federal employees and their higher paid counterparts in the private sector, the union was pleased to see the principle of civilian-military pay parity upheld in the White House budget request. Military and civilian federal employees have been given equal pay adjustments almost every year over the last two decades, but in fiscal year 2010 civilians received an adjustment 1.4% below that of the military.

“We are pleased that the Administration honored their commitment to uphold the principal of civilian-military pay parity in this year’s budget proposal,” said NFFE National President William R. Dougan. “Military and civilian employees often work side by side and contribute to the same mission of protecting our country. It is appropriate for both to get the same percentage across-the-board pay adjustment.”

The President’s budget proposal represents just the first step in the budget process, which will likely take most of 2010 or longer to be completed. Congress will take up the budget in the coming months, in which time NFFE will ask lawmakers for a more substantive adjustment for both military and civilian federal employees. For many federal workers, a 1.4% increase will not be enough to cover the sizeable increases to health care premiums experienced this year. Like last year, many federal employees would experience a decrease in take home pay even with a 1.4% adjustment.

“It is still too early to predict what the final pay adjustment will be for federal employees this year,” said NFFE Legislative Director Randy Erwin. “But we are going to do all we can to make sure federal workers do not have to suffer a year-to-year decrease in take home pay, and that is what a 1.4% adjustment would amount to for many federal workers.”

Newly Formed 'Federal Workers Alliance' to

In January, NFFE and twenty-one other unions, collectively representing more than 300,000 federal workers, announced the formation of the Federal Workers Alliance (FWA). The newly formed coalition is dedicated to fighting for the interests of workers throughout the federal government. NFFE National President William R. Dougan is currently serving as the chair of the new labor alliance.

"Plain and simple, when federal unions are able to speak with a united voice, we all benefit from our collective voice being stronger and more authoritative," said Dougan.

One of the major functions of the FWA will be to keep federal sector unions on the same page when dealing with Congress and the Administration. The Office of Personnel Management (OPM) has indicated that a major overhaul to the civil service is being planned. The FWA will be an extremely useful venue for federal labor leaders to develop unified ideas for personnel system reform and to work collaboratively on a myriad of other federal worker issues.

"The coordination of the unions will allow us to stay on message," said Dougan. "If we fail to coordinate, we have the potential to send mixed, or even conflicting, messages to Congress and the Administration. We should have the proper venue to coordinate our position whenever it is possible to do so, and that venue is the Federal Workers Alliance."



Strengthen Federal Sector Union Advocacy

The FWA can boast having impressive political clout as well. Among the unions that have pledged their support to the FWA, at least eight have political action committees among the top 20 contributors to candidates in 2007-2008 election cycle.

“The FWA will allow our collective message to be much stronger,” said Dougan. “We now have the ability to line up several of labor’s biggest unions in advocacy of key federal sector priorities. When we are able to do that, it is an impressive showing of strength. This alliance will be an enormous asset to the federal workforce.”

The twenty-two current members of the FWA are: the American Federation of State, County, and Municipal Employees (AFSCME); the American Federation of Teachers (AFT); the Association of Civilian Technicians (ACT); the Federal Education Association/National Education Association (FEA/NEA); the Federation of Indian Service Employees (FISE); the International Association of Fire Fighters (IAFF); the International Association of Machinists and Aerospace Workers (IAM); the International Brotherhood of Electrical Workers (IBEW); the International Brotherhood of Teamsters (IBT); the International Federation of Professional and Technical Engineers (IFPTE); the International Organization of Masters, Mates and Pilots (IOMM&P); the Laborers’ International Union of North America (LIUNA); Marine Engineers’ Beneficial Association (MEBA); the Metal Trades Department, AFL-CIO; the National Air Traffic Controllers Association (NATCA); the National Association of Government Employees (NAGE/SEIU); the National Federation of Federal Employees (NFFE); Professional Aviation Safety Specialists (PASS); the Seafarers International Union; the Sheet Metal Workers International Association; the SPORT Air Traffic Controllers Organization (SATCO); and the United Power Trades Organization (UPTO).

Congress Considering Legislation to Grant Federal Police Officers “Law Enforcement Officer” Status

Under current law, the federal government grants enhanced salary and retirement benefits to federal police officers with “law enforcement officer” (LEO) status. However, since federal officers in nearly two dozen agencies are not formally classified as law enforcement officers, thousands of federal employees are unjustly excluded from receiving equal pay and retirement benefits.

Legislation currently being considered in the House of Representatives would fix this inequity. The Law Enforcement Officers Equity Act (H.R. 673) would amend the term “law enforcement officer” so that all federal officers involved in law enforcement activities become eligible for the same pay and retirement benefits.

While this legislation has been proposed for several years, Congress never came close to passing a bill to address the issue in previous legislative sessions. But things might be different this session. In November of 2009, Fort Hood federal police officers Mark Todd and Kimberly Munley stopped alleged shooter Maj. Nidal Malik Hasan, who was on a shooting rampage at the Defense base.

These officers justifiably became national heroes overnight, and put real faces behind the LEO classification problem. Less than two months after the Fort Hood incident, the officers were seated next to First Lady Michelle Obama during the President’s State of the Union address and were honored in Washington for their brave service.

With the publicity that has surrounded the Fort Hood shooting, members of Congress have begun to realize the seriousness and the urgency of resolving the federal LEO issue. NFFE, a strong supporter of H.R. 673, has asked for hearings on the matter and is leaning hard on members of Congress for action on this legislation this year.

“This is the right time to rally around this issue,” said NFFE Legislative Director Randy Erwin. “This is the best opportunity we have seen to get federal law enforcement officers the pay and benefits they deserve.”

NFFE Organizing Off to



National and Local NFFE-IAM representatives spent the final week before the election teaching Albuquerque Service Center HRM employees the benefits of having a union.

NFFE realized significant organizing success in 2009. With the development and implementation of the new Organizing Strategic Plan, Locals have increased their membership building efforts, signing up nearly 20 percent more new members overall than in the previous year.

We are off to a great start in 2010 as well. If the momentum of the past few months continues, this looks to be another stellar organizing year for NFFE.

NFFE enjoyed a major victory early this year with the organization of the U.S. Forest Service's Albuquerque Service Center (ASC) Human Resources Management (HRM) employees in Albuquerque, NM. Nearly 65% of the eligible employees turned out to vote, and elected NFFE as their exclusive representative.

The campaign to bring union representation to the Forest Service's HRM employees was a lengthy and hard-fought one. The process began in the Spring of 2008, when NFFE started collecting signatures from employees who were interested in acquiring union

representation. The union faced numerous hurdles over the next several months, but was eventually able to finalize a bargaining unit of approximately 385 employees.

NFFE Business Representative Gary Johanson, National Organizing Director Cassie Kerner, National Vice President Jozef Drowdowski, and IAM Organizer Terri Friend worked in collaboration with many individuals in Albuquerque to organize the previously unrepresented group. NFFE Local 2197's President Billie Weaver and other officers, Forest Service Council Vice President Randy Gonzalez, and a number of interested HRM employees all played integral roles in the campaign.

a Strong Start in 2010

“[This] victory could not have happened without the hard work and cooperation of many of our union brothers and sisters,” said Kerner. “I am so grateful to everyone who lent a hand on this campaign. Thanks to everyone’s perseverance, the employees of HRM now have a much-needed voice in their workplace.”

HRM employees are now covered by the Master Agreement negotiated by NFFE’s Forest Service Council, which is used by all of NFFE’s Forest Service Locals. The officers and stewards of Local 2197, which also represents Forest Service employees at the facility, as well as Business Representative Johanson and representatives from NFFE’s Forest Service Council, have been working with the new unit to get the necessary infrastructure in place and begin providing service to the newly represented employees.

Just one day after the election, dozens of HRM employees turned in their 1187s and became members of NFFE Local 2197. Once the unit’s immediate representational needs have been addressed, the focus will shift toward building up the membership.

There is still a great deal of work to accomplish in Albuquerque, but the election results were a major triumph for HRM employees and for NFFE.

NFFE is making great strides with internal organizing as well. The Organizing Strategic Plan, published last fall, continues to be embraced by NFFE Locals. In order to get on board, Locals need to complete and submit Local tier forms. These forms provide Locals with guideposts for tracking and increasing their organizing activities. They also provide

the NFFE National Office with an overview of each Local’s recruitment experience and needs, and a means for evaluating how to best assist individual Locals.

Every NFFE Local is expected to review and submit the appropriate tier form(s). Each Local begins as a Tier 1 organizing Local, and the requirements for each subsequent level build on the prior levels. The requirements and directions are clearly spelled out on the NFFE website. The instructions and forms can be accessed by visiting www.nffe.org, logging

in, and clicking on “Organizing Central” on the right side of the screen.

A number of Locals have completed and submitted tier forms during the past few months, and we anticipate that many more will do so this spring. The National Office is ready and willing to help grow and strengthen our Locals. However, priority will be given to those Locals which have demonstrated a willingness to follow the Organizing Strategic Plan, including

continued

Albuquerque HRM employees will now be covered by the Forest Service Council’s Master Agreement, one of the best contracts in the federal workforce. (Pictured: Diana Duncan and Antonia Parra)



Photo by Lori Padilla



NFFE National and Local Leaders held a celebration following news of the union's organizing victory. (Pictured left to right: Cassie Kerner, Billie Weaver, Gary Johanson, Beverly Daugherty, Randy Gonzalez, Józef Drozdowski, Lillian Altman, Patrick McManus)

NFFE Organizing 2010 continued

the tier system. If you have not already done so, please make sure that your Local sends in its tier forms as soon as possible. If you have questions about the forms, or have problems accessing them, please contact Organizing Director Kerner via email at ckerner@nffe.org or phone at (703) 303-2047.

Many Locals are also making good use of NFFE's new member kits. Scores of kits have been requested and shipped so far this year for recruitment at existing units. Literature about NFFE and our benefits, as well as a variety of trinkets—including lapel pins, lanyards, stickers and letter openers—are being utilized to increase NFFE visibility at Locals and build membership.

The type and number of NFFE items available will soon be expanding as well. The National Organizing Steering Committee is researching and developing a list of vendor recommendations for NFFE apparel and other items. This will enable Locals to order a wider variety of more customizable NFFE merchandise, and with greater quantity flexibility. This information will be available soon, so watch for email messages and check the NFFE website for updates.

Thanks to each and every one of you who have made recruitment a priority in recent months. All of your hard work and dedication is paying off, and we are providing federal employees with a stronger voice than ever before. Both internally and with the establishment of new units, we are

bringing representation to the men and women who work for America every day. Thanks for doing your part to grow and strengthen our great union, and we look forward to continuing to work alongside you to make our 2010 organizing efforts our most successful yet.



HRM employees will now become part of NFFE Local 2197, which represents various other professionals at the Albuquerque Service Center. (Pictured left to right: Billie Weaver, Joyce Moss, Lorencita (Lori) Padilla)

President Obama Appoints NFFE President Dougan to National Council on Federal Labor-Management Relations



In late February, President Obama appointed NFFE National President William R. Dougan as a member of the National Council on Federal Labor-Management Relations. The Council, established by a December 2009 Executive Order, is tasked with advising the President on ways to improve labor-management relations in the federal workforce.

Composed of representatives from labor, management, and the Administration, the Council will be co-chaired by Office of Personnel Management Director John Berry, and the Deputy Director for Management of the Office of Management and Budget Jeffrey Zeints. Along with other employee representatives appointed to the Council, President Dougan will ensure that federal workers have a strong voice at the table.

“I am honored to be given this opportunity to serve the federal workforce,” said Dougan upon receiving his appointment. “I look forward to working alongside my fellow labor and management representatives in developing common sense solutions that will benefit both the federal workplace and the nation.”

In the coming years, the Council will make recommendations to the Administration on how to build non-adversarial forums for employees, their unions, and managers to discuss government operations and improve the productivity and effectiveness of the federal government. After an era of deteriorating labor-management relations under the previous

administration, NFFE is ready to do its part to build a better workplace for federal employees.

“We are pleased to see that President Obama is serious about listening to the ideas and concerns of the federal employees that serve our nation every day,” Dougan said.

Get your NFFE Microsite Today!

Microsites will allow Locals and Councils to communicate more effectively, attract new members, broaden their visibility, and ultimately provide a higher quality of service to the membership. With an emphasis on user-friendliness, NFFE microsites were designed so that even the least web-savvy among us can quickly and easily get the union message out. **To find out how you can get a NFFE microsite at your Local, log in to the members only section of www.nffe.org and click “Get a Microsite for Your Local Today,” or call Communications Director, Cory Bythrow at (202) 216-4458.**



Stop the Gridlock: Join Us for Lobby Week

Next month, NFFE-IAM members from across the nation will pack into the Hyatt Regency Capitol Hill in Washington, D.C. for four days of networking, speeches, and legislative activism.

The conference will kick off on Monday, May 10 at 1:30 p.m. with opening remarks by Headquarters GVP Rich Michalski, who will serve as permanent chairperson. IAM President Tom Buffenbarger will deliver the keynote address. During this week, NFFE-IAM members from all over the country will come together to create a collective voice for federal workers.

“Lobbying our elected officials is a key component to securing favorable legisla-

tion,” said NFFE National President William R. Dougan. “I encourage everyone who is able to take advantage of the political access offered by attending Lobby Week, and make your voice heard.”

Lobbying elected officials is crucial in our efforts to improve the lives of federal workers across the country. It was the lobbying efforts of NFFE-IAM members and legislative staff that made 2009 one of the best years ever for federal employees. Recent legislative victories such as the repeal of the National Security Personnel System and the passage of a sick leave benefit for FERS employees show the power we have when we join together and speak out. Creating this collective voice is

crucial to pushing federal employee issues forward.

Lobby Week 2010 will take place May 10-13 in Washington D.C. at the Hyatt Regency Hotel on Capitol Hill. Delegate registration will be on Monday, May 10 from 9:00 a.m. until 12:30 p.m. and again on Tuesday, May 11 from 8:00 a.m. until 9:00 a.m.

For more information on the 2010 IAMMAW Legislative Conference, visit our website, www.nffe.org, and click ‘Lobby Week 2010.’

This is a great opportunity that your Local should not miss.

NFFE-IAM members listen to a speech from House Majority Leader Steny Hoyer (D-MD) at Lobby Week 2009.



NFFE Recognizes Locals' Organizing Success with Free Trips to Washington, DC for Lobby Week

NFFE is excited to announce that five Locals are being rewarded for their efforts and commitment to building their membership. These Locals, nominated by their respective business representatives and approved by NFFE's National Organizing Committee, will each receive a free trip to Washington, D.C. for one member to attend the 2010 IAM Legislative Conference, also known as Lobby Week.

The idea of recognizing Locals who have made a priority of growing their membership was discussed enthusiastically by the National Organizing Steering Committee at last May's organizing strategic planning session. Rather than developing a contest based on future organizing efforts, each business representative was asked to choose two nominees from his or her region that have already been making significant progress in recent years. The National Organizing Committee then reviewed the nominated Locals, and voted on a winner from each group.

The president of each Local will select one member in good standing to travel to Washington, D.C. this May for the Legislative Conference. The NFFE National Office will cover airfare (or mileage), five nights' hotel stay, and per diem for each of these members.

"We are extremely happy to be able to provide these trips to some of our hard-working Locals," said NFFE National Organizing Director Cassie Kerner. "The officers and

members at these locations have really stepped up and shown a commitment to organizing, and they deserve to be recognized for their efforts. I'd like to thank everyone for putting their time and effort into growing our membership this year and making our union even stronger."

Lobby Week will be held this year from May 10 – 13 in Washington, D.C. For more information, please visit www.nffe.org and click on the 'Lobby Week' icon on the right hand side of the page.

To learn more about NFFE's ongoing organizing efforts, and how to get your Local involved, please visit the NFFE website and click on 'Organizing Central,' also on the right hand side of the screen.

THE WINNERS ARE:

Local 1: San Francisco, CA, Department of Veterans Affairs

Local 387: Northport, NY, Department of Veterans Affairs

Local 1855: Bristol, TN, Forest Service, Job Corps

Local 1998: Nationwide, Department of State, Passport Service

Local 2189: Texarkana, TX, Department of Defense

Local 1164 Hosts Rep. Niki Tsongas for Swearing in of New Officers

It was a busy day for NFFE members at the U.S. Army Corps of Engineers' (USACE) Concord Park Facility in Concord, MA this February, as representatives from Congress and labor took part in the swearing in of new Local officers.

Joined by Congresswoman Niki Tsongas (D-MA), NFFE National President William R. Dougan, Massachusetts AFL-CIO State Federation President Robert Haynes, USACE Deputy District Engineer Lieutenant Colonel Steven M. Howell, and NFFE Legislative Director Randy Erwin, dozens of Local 1164 members packed into the site cafeteria to participate in the union ceremony.

The event kicked off with the installation of Bud Taylor as Vice President, Kate Schweitzer as Secretary-Treasurer, and Bob Casoli as the new Chief Steward/Sentinel. With National President Dougan administering the oath, the officers accepted their new representational duties to the applause of their brothers and sisters.

Following the swearing-in, President Dougan addressed the crowd on the im-

portance of being an active union member, stressing the crucial role that officers play in the fight for better pay, benefits and working conditions. He praised the solid working relationship between the union and management at the facility, and how this relationship has furthered the mission of the New England District. Dougan also thanked Rep. Tsongas for her leadership in bringing about the demise of the National Security Personnel System (NSPS).

In her speech soon after, Congresswoman Tsongas explained how unions are the foundation of the American middle class, expressing her unflagging support for the labor movement. Also touching upon federal employee issues, she spoke about her service on the House Armed Services Committee, and how she was one of the first legislators on Capitol Hill to take a stand against NSPS.

After the ceremony was over, Local members brought their visitors on a tour of the facility, which houses 75 percent of the approximately 500 USACE workers in the New England District. Workers at the Concord facility perform a wide range of duties, such as environmental restoration and stewardship, flood damage reduction, navigation improvements and maintenance, and disaster assistance, to name a few.

Special thanks to the members of NFFE Local 1164 for holding such a successful event.

Congresswoman Niki Tsongas (D – MA) congratulates Kate Schweitzer on her swearing in as Secretary-Treasurer of NFFE Local 1164



(Pictured left to right) William C. (Bud) Taylor, Randy Erwin, William R. Dougan, Representative Niki Tsongas (D – MA), Lieutenant Colonel Steven M. Howell, Kathleen A. (Kate) Schweitzer, Robert T. Casoli, Robert J. (Bob) Haynes, President, Massachusetts State Federation of the AFL-CIO

Enter Now for the 2010 IAM Newsletter and Website Competition!

The IAM is now accepting entries for its 2010 Newsletter and Website Competition, a contest that rewards excellence in both print and digital labor journalism. The annual competition is a great opportunity for local communicators to be recognized for their essential work in keeping their members informed.

In recent years NFFE has had a strong presence in the contest, being rewarded for our communications efforts at both

the Local and national level. Last year, NFFE Local 1998 took home three awards in the newsletter category for its publication, *One Voice, Union Strong*, winning third place for General Excellence and two honorable mentions for Best Layout & Design and Best Feature. The National Office added four more awards to that total, winning a pair of first place awards in the website category, and a second and third place award for our quarterly newsletter, the *Federal Employee*.

This year, we look forward to setting the bar even higher by topping last year's record of seven awards.

"I challenge every NFFE Local to enter at least one submission into this year's competition," said NFFE Communications Director Cory Bythrow. "Our Local officers and communicators have worked harder than ever this year to improve their communications, and they deserve to be recognized for it."

The contest is open to all Locals and Districts in good standing that have regularly issued publications distributed to their members and/or regularly updated websites. Newsletters published between April 2009 and April 2010, and websites operating continuously during the judging period this spring, are eligible for entry. Entries will be critiqued by an independent panel of judges who will declare both Local and District winners in the following categories: General Excellence, Best Layout & Design, and Best Feature for publications, and General Excellence and Best Layout & Design for websites.

All entries must be submitted to the IAM Communications Department by midnight Friday, May 14, 2010. Submission forms and entry details can be accessed by clicking '2010 IAM Newsletter and Website Competition' under the Resources tab at www.nffe.org. For more information, contact the IAM Communications Department at (301) 967-4520.



Connect with Us on Facebook!

NFFE National is proud to announce the arrival of our new Facebook fan page. Facebook is a free social networking website that anyone over the age of 13 with a valid email address can become a part of. The site is easy to use and helps people connect with both individuals and organizations all around the world. With over 350 million active users, Facebook is a great way for NFFE to engage both current and future members in the labor movement.

One helpful benefit of NFFE's Facebook page is the ease it provides in connecting with NFFE National. NFFE's page will serve a number of important needs, keeping members up to date with the latest NFFE news, legislative updates, events, photos, organizing activities, trainings, and much more. Once you become a "fan," all of these updates will be posted directly to your personal Facebook page. Participants will also be able to donate to causes such as the Richard N. Brown Memorial Scholarship fund and access links to important information from our brothers and sisters in the IAM.



To become a fan, go to www.facebook.com or click the 'Join Us on Facebook' button on the right hand side of NFFE's website, www.nffe.org. Once you log in or create your Facebook account, you will be able to search for NFFE's page in the search box at the top of your personal page. If you enter "NFFE," you will see several other NFFE Local fan pages in addition to the national page. Feel free to become a fan of any of these also. The National fan page title appears as follows: "National Federation of Federal Employees (NFFE)." Click the title in order to enter the page. Once you're there, simply click the 'Become a Fan' button on the upper right hand side, and you're done!

NFFE is dedicated to keeping you informed, and Facebook gives us yet another opportunity to stay connected.

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