

THE FEDERAL EMPLOYEE

2ND QUARTER 2010

FOR MEMBERS OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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

Union Power



**NFFE members flex their muscle on Capitol Hill;
Advance key federal workforce priorities during
Legislative Conference. See pages 7-8**



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William R. Dougan

FROM THE DESK OF THE PRESIDENT

Over the last few months I've had the opportunity to go on the road and visit some of our Locals. It is hard not to be impressed with the professionalism, dedication and devotion shown by the officers and members of these Locals in providing assistance to the employees they represent. The strength of our union lies with the membership of our Locals; the products and services they provide the American public though the agencies and departments for which they work impact the lives of everyone in this great nation.

In early March, I made a trip to Texarkana, TX to visit Local 2189 at the Red River Army Depot. This Local has done a phenomenal job of recruiting members over the last few years; in doing so, they have become the largest Local in NFFE. The Depot's work of rebuilding and refitting military vehicles shipped from the wars in Iraq and Afghanistan is crucial to protecting the men and women in uniform serving overseas and accomplishing the mission. I am proud of the work the members of Local 2189 perform day in and day out.

Later that month, I was privileged to be invited to Montgomery, AL to participate in presenting the National Forests in the Alabama Partnership Council with the 2009 National Partnership Council Award and the 2009 National Safety and Occupational Health Award from the Forest Service. Members of Local 1850 serve on this Council as well as on the Forest Safety Committee. The day before the award ceremony, Local 1850 hosted a Civil Rights Tour. We toured the church where a young Dr. Martin Luther King preached as well as the house where he and his family lived and where the Southern Christian Leadership Conference was born. Our journey to Selma, AL later that day took us to a meeting with Dr. Frederick Douglass Reese, who organized and led the Selma teachers voting

rights march from Selma to Montgomery in January of 1965. The ties and shared history between the labor movement and civil rights movement became evident as Dr. Reese showed us photos of labor leaders marching side by side with Dr. King, Dr. Reese and Ralph Abernathy. As our group walked across the Edmond Pettus Bridge, it was not hard to imagine the mixture of fear and resolve the marchers had as they were met by law enforcement officers waiting for them on the other side of the river. I will treasure the emotions and memories of that day spent with my brothers from the Local for the rest of my life.

In late May, I was able to spend a week visiting some of our Locals in Southern California with NFFE National Business Representative Jan Thompson. In Los Angeles, Santa Ana and San Diego we met with members of Local 1450, who work for the Department of Housing and Urban Development (HUD). They were one of six Locals recognized by NFFE during Legislative Conference week for their efforts in building their membership. In San Diego, I was able to meet with two Locals, the first being NFFE Local 919, which represents many civilian workers at Camp Pendleton, a Marine base located north of the city. We met with their Executive Board and worked with them to plan a future recruiting drive to build membership. The second facility was Local 2096, representing Department of Navy employees at Naval Facilities (NAVFAC), who are busy reinvigorating their Local and working with management and other federal unions to implement an effective forum for discussing and resolving issues in the workplace.

No matter where they work or who they work for, our members continually dedicate themselves to getting the job done and the mission accomplished. You truly work for America every day.

William R. Dougan

FROM THE DESK OF THE SECRETARY-TREASURER

Nearly every day at the NFFE National Office, we receive phone calls from members and non-members alike asking a simple question: "What are our dues dollars used for?" From my days at the Watervliet Arsenal, I know that this is a question that you encounter nearly every day. The answer, generally speaking, is representation and organizing.

Representing NFFE members is where the bulk of our dues dollars are going. Whether it is sending Business Representatives to Locals across the country, maintaining a skilled and diligent national staff, or lobbying for favorable legislation on Capitol Hill, great representation does not come cheap. In total, these activities account for the majority of our expenditures, and rightfully so. Our commitment to investing in service is why NFFE-IAM members get the representation in the labor community.

The remainder of our treasury is dedicated to investing in the future strength, vitality, and prosperity of our union: organizing. As I noted in my last column, organizing is the lifeblood of our union,

without which NFFE would cease to exist. For this reason, we have nearly doubled our organizing appropriations in the past three years. This allows us to produce more recruitment materials, communicate more effectively with non-members, allocate staff to evaluate both internal and external growth opportunities, and hold more major organizing drives per year than in the previous two years combined.

In order to deliver these resources efficiently, NFFE has taken new steps to ensure that your dues dollars are spent diligently. One example is electronic fund transfer (EFT), a program which allows us to wire your dues rebates straight from NFFE National to your Local treasuries. I would personally like to thank the majority of Locals who have embraced this new technology. For those Locals that have not, this is a great opportunity to save time and money for your Local, and your union as a whole. It only takes a one-page form to register for EFT, so please get your form back to the NFFE National Office. As always, please contact myself or Finance Director Omar Arnold with any financial questions you may have.



William D. Fenaughty

FROM THE DESK OF THE GENERAL COUNSEL

I am happy to report that the change in administrations is having a positive impact on the Federal Labor Relations Authority (FLRA) and Merit Systems Protection Board (MSPB). The FLRA, under the leadership of Carol Waller Pope, its Chairman, and Julie Akins Clark, the General Counsel, appears to be making strides in bringing the FLRA back from the severe neglect it suffered from during the Bush years. They are making great efforts to reach out to agencies and unions, and have placed a real emphasis on training that had been lacking in recent years. They are also working diligently to try to reduce the backlog of cases.

The new Deputy General Counsel, Dennis Walsh, has pointed out in a couple of presentations that National Labor Relations Board (NLRB) agents on average have 6-8 cases, while FLRA agents have an average of more than 40 at any one time. This lack of staffing at the FLRA is one of the biggest challenges the agency faces. NFFE and other federal sector

unions plan on making a major push in the next appropriations cycle to ensure that the FLRA can hire more agents. This would definitely increase the effectiveness of the Authority. I should also point out the Washington Region of the FLRA hired Barbara Kraft as the Regional Director. She should be a strong advocate for protecting employees' rights in her new capacity. Unfortunately, changing any institution takes time, but it is finally going in the right direction.

It will come as no surprise that the MSPB, chaired by my predecessor Susan Grundmann, is also undergoing efforts to make the agency more user-friendly. The MSPB has taken the unprecedented step of reaching out to various stakeholders for input on how to make the agency more effective. This effort included a meeting with federal unions to get our views. I have little doubt that the MSPB will make the process of appealing adverse actions more employee-friendly.



Stefan Sutich



Randy Erwin

FROM THE DESK OF THE LEGISLATIVE DIRECTOR

In Washington, we are getting into the dog days of summer. It's getting hot out, and the political tension is high on Capitol Hill. We are wrapping up what has been perhaps the most partisan session of Congress we have ever seen. The health care reform legislation that passed a couple of months back was a knock-down, drag-out battle that crowded out the rest of the agenda on Capitol Hill. At present, lawmakers are getting geared up for reelection fights back home and few are reaching across the aisle to move legislation.

Even in this unfavorable political climate,

we are making progress on some of NFFE's top legislative priorities. In the last couple of months we have enacted into law changes that gave part-time Registered Nurses (RN) at the Department of Veterans Affairs (VA) the same basic rights as full time RNs, secured additional pay for part-time RNs working overtime and weekend shifts, eliminated the pay cap for Certified Registered Nurse Anesthetists, reduced the VA's ability to make nurses work mandatory overtime except in real emergency situations, and increased educational assistance for many employees at the VA.

LEGISLATIVE

With Federal Workers' Pay Under

In recent months, federal pay has come under attack. The annual federal pay adjustment, an issue that in most years has been a rather low profile decision made by Congress, has suddenly become a hot button election year issue. As a result, every half-baked scheme to cut the deficit on the backs of the federal workforce is being dusted off and introduced in the form of legislation. While most proposals are nothing more than political grandstanding, the wanton bashing of hard-working civil service employees that accompanies these proposals has been nothing short of disturbing.

In Washington, NFFE and other unions are working hard on Capitol Hill to make sure that lawmakers do not take a hatchet to the budgets of federal agencies that keep our military prepared, care for our nation's veterans, respond to wildfires, and provide numerous other invaluable services to the American people. Under many proposals made in recent months, some federal agencies simply would not be able to complete their critical missions. We're also fighting to make sure that broad cuts to federal salaries are not put in place that would make the recruitment and retention of a qualified and talented federal workforce all but impossible.

The underlying need to reduce the federal deficit is legitimate. Due in large part to a floundering economy, and the reduced level of tax revenue that stems from it, the federal budget deficit has greatly expanded. While something must be done to reduce the budget deficit, some lawmakers' best ideas for accomplishing that consist of making it impossible for federal agencies to fill vacancies and arbitrarily reducing the pay of certain federal employees who are already paid far less than those doing the same work in the private sector. These solutions will not reduce the federal deficit; they will simply force agencies to redirect more money to contractors and spend substantially more to fill vacancies. In our view, these shortsighted proposals will hurt federal agencies and could make the federal budget deficit worse, not better.

Many of the attacks on federal pay stem from a study from an anti-government think tank that asserts federal employees are overpaid because federal employees, on average, have higher salaries than private sector employees. The major problem is that the study does not match up the jobs that federal employees perform with the same jobs in the private sector. The federal government simply does not have low-paying retail and service sector jobs like the private sector, so comparing salary averages across sectors is the epitome of comparing apples and oranges. However, when you compare the *same jobs* in the federal government and the private sector, federal employees make significantly less than private sector workers on average. The Bureau of Labor Statistics (BLS) indicates that as a national average, federal employees make

On other issues, despite making important progress, there are still some hurdles to reaching enactment. We have put the temporary abuse problem in the federal government on the map and are looking forward to the possibility of Congressional hearings in the coming months. We are also expecting a hearing that will highlight problems being experienced by federal law enforcement officers. In addition, a bill to allow federal employees to contribute the value of unused annual leave to their TSP accounts has cleared the House Government Reform Committee and stands a good chance of

being enacted. These are just a few of the legislative issues that benefit federal employees that have moved forward in the past few months.

Many of our other efforts have been aimed at beating back legislation harmful to the federal workforce. We've stopped attempts to freeze federal pay in both the Houses and Senate. We've been successful in resisting legislation designed to significantly and arbitrarily cut the number of civilian employees in government. We will continue to oppose these efforts that are damaging

to government's ability to provide service to the American people.

I want to thank all of the NFFE Locals that sent delegates to the IAM Legislative Conference in May. We had another very good showing, and we were able to get a lot of our issues discussed and moving on Capitol Hill. I send my sincere thanks to everyone who helped make this year's Legislative Conference a huge success.

Attack, Unions Hold the Line

22.13 percent less than private sector workers doing the same jobs. This "pay gap" has been calculated the same way for decades, and is a highly scientific measure of the difference in pay across sectors. Federal workers are not overpaid; on the contrary, they are significantly underpaid.

Despite this fact, some lawmakers are unwilling to accept that reducing federal pay is not the best way to address the budget deficit. Instead of making some of the tough decisions necessary to really address the budget shortfall, they want to misrepresent the reality of what federal employees are being paid.

As we move into summer, NFFE and our partners will continue to hold the line to make sure misconceptions like these are not used to cut your pay. The White House proposed a 1.4 percent pay adjustment for both civilian federal employees and military personnel in FY11. We will fight to make sure this proposal is not reduced and that civilian-military pay parity is maintained.

Obama Issues Memo Extending New Benefits to Domestic Partners of Federal Employees

In early June, President Barack Obama issued a memo detailing new regulations directing agency leaders to extend certain employee benefits to the domestic partners of gay and lesbian federal employees. The memo was issued following the conclusion of a year-long investigation by OPM regarding which benefits could be broadened to include federal employees' domestic partners without the need for legislative action.

Calling for immediate implementation of the report's recommendations, President Obama praised the findings.

"For far too long, many of our Government's hard-working, dedicated LGBT employees have been denied equal access to the basic rights and benefits their colleagues enjoy," said Obama. "This kind of systemic inequality undermines the health, well-being, and security not just of our Federal workforce, but also of their families and communities."

In addition to extending new benefits, the memo also mandated the inclusion of domestic partners of government workers and their children in all future employee benefits provided by agencies.

"In the future, all agencies that provide new benefits to the spouses of federal employees and their children should, to the extent permitted by law, provide them to the same-sex domestic partners of their employees and those same-sex domestic partners' children."

The new benefits include child-care services and subsidies; more flexibility to use family leave to attend to the needs of domestic partners and their children; relocation benefits; giving domestic partners the same status as "family members" when federal appointments are made; and access to credit union and other memberships when those are provided to federal workers.

Legislation Positively Impacting VA Employees Signed Into Law; New Bill to Address VA Compensation Problems Introduced

On May 5, 2010, President Obama signed into law the Caregivers and Veterans Omnibus Health Services Act of 2010. NFFE lobbied Congress hard for a number of critical provisions that were ultimately included in the final version of the bill.

Perhaps the biggest victory in this bill was a provision that gave part time Registered Nurses (RN) the same basic rights afforded to full time RNs once they have completed a two-year probationary period. Previously, part time RNs were treated like second class citizens in the VA, even if they converted from full time status. Now, full time RNs that convert to part time will retain their permanent status. The new law also ensures that part time nurses who work overtime and weekend shifts will have access to premium pay rates on the same basis as full time nurses.

Another provision would significantly limit the use of mandatory overtime for RNs. Under the new law, nurses cannot be required to work more than a standard workweek except under emergency circumstances clearly spelled out in the law. The law also explicitly prohibits discrimination or retaliation against nurses who refuse to work overtime that is assigned to them in violation of the law. Another provision will positively impact Certified Registered Nurse Anesthetists (CRNAs). CRNAs will now receive locality pay that could raise their pay above the cap for nurse executives. This will lead to higher pay for CRNAs at the VA.

Finally, the legislation included provisions that would increase educational assistance at the VA. It would restore use of the Education Debt Reduction Program (EDRP) for retention of current employees as well as recruitment of new employees, increase maximum EDRP payment amounts, and allow for higher payments for clinicians working in rural areas and other areas with health professional shortages. The legislation also establishes a pilot program on financial incentives for VA physicians at community hospitals in health professional shortage areas, extends the Health Professionals Education Assistance Scholarship Program through the end of 2014, and expands eligibility for educational assistance to all VHA employees appointed under Title 38 (both hybrids and pure Title 38).

While this bill has just been completed and signed into law, another bill that could significantly impact VA workers has just been introduced.

For years, NFFE has been pushing legislation that would effectively put issues relating to professional conduct and competence, compensation, and peer review on the bargaining table. Specifically, it would repeal Sec. 7422 of Title 38. Although we continue to push for that legislation, lawmakers have introduced a shorter bill that would just put issues relating to compensation (excluding basic pay rates) on the bargaining table, and NFFE is backing this bill as well.

This would allow Title 38 VA nurses to grieve issues relating to compensation. In recent years, many of the legitimate grievances Title 38 VA employees have had regarding compensation have been sidestepped by the VA. The agency has been able to assert 7422 which would effectively eliminate the grievance, regardless of the merits of the case, and the employee had no further recourse. This legislation would make it impossible for the VA to avoid grievances regarding compensation.

NFFE is pushing this shorter bill (HR 5543/S 3486) hard on the Hill, and is angling to have this legislation passed into law this year.

Bill to Boost TSP Moves in House

In April, the House Oversight and Government Reform Committee passed the Federal Employees and Uniformed Services Retirement Equity Act of 2010 (H.R. 4865), a bill that would allow civilian and military federal employees to invest the cash value of accrued annual leave in their Thrift Savings Plan (TSP) retirement accounts.

"This is a great piece of legislation for federal workers," said NFFE National President William R. Dougan. "It would offer a much needed boon to federal employees' retirement accounts, which took such a big hit in recent years."

Introduced by Federal Workforce, Postal Service, and the District of Columbia Subcom-

NSPS Transition Ahead of Schedule; Majority to be in Existing Pay Systems by End of FY10

In April, the National Security Personnel System (NSPS) Transition Office announced that plans to move the 226,000 covered employees into existing pay systems are well ahead of schedule. According to NSPS transition leader John H. James, the majority of workers are expected to be transitioned by September 30th, 2010, a full year ahead of the guidelines laid out in the 2010 National Defense Authorization Act.

"We're ahead of schedule and maintaining a tight timeframe," said James in the announcement. "An estimated 75 percent of NSPS employees will be transitioned this fiscal year."

As of this writing, several thousand employees have been transitioned out of NSPS and into existing pay systems. Over the next several months, once jobs are classified under the GS and other pay systems, the number is set to increase exponentially as automation will allow for transitions from much larger NSPS organizations.

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

Contributions

Committee Chairman Stephen Lynch (D-MA), the bipartisan legislation would impact federal employees enrolled in both the Federal Employees Retirement System and Civil Service Retirement System.

This bill would not allow federal employees to convert unused sick leave to TSP contributions. Contributions made to the TSP by converting unused annual leave would not be subject to matching contributions by federal agencies.

"We want to thank Representative Lynch and the Committee for coming together across party lines to advance this important piece of legislation for federal employees," said Dougan. "Their leadership on this legislation will be crucial as the bill moves through Congress."



NFFE delegates gather at Bobby Van's Steakhouse in downtown Washington, D.C., after a successful week of lobbying their elected officials.

Lobby Week 2010 a Success

"Lobbyists come by my office every day on Capitol Hill, most representing business and some representing unions. When business comes in, they come in support of policies that will fatten their own wallets. When unions come in, they fight for policies that make other people's lives better. That is the difference between business and labor. That is why you are here today."

These were the words of Rep. Alan Grayson (D-FL) speaking at this year's IAM Legislative Conference, also known as Lobby Week. Just one of many speeches to take place over the course of the week, this brief anecdote summed up the spirit of the conference in every respect.

Held each May at the Hyatt Regency Capitol Hill in downtown Washington D.C., Lobby Week is an opportunity for hundreds of NFFE-IAM members from across the country to come together and do their part to set the tone in Congress. Members from Alaska, California, Mis-

souri, Idaho, Kentucky and everywhere in between came out to support their fellow federal employees. By week's end, there was no doubt that the federal employee message was heard nationwide.

Advocating for legislative action on key federal workforce policies such as paid parental leave, retirement savings, workplace flexibilities, and temporary hiring reform in the Forest Service, delegates had a very busy week ahead of them from the outset. Most of the attendees were veterans of Legislative Conference, and some of NFFE's most experience legislative advocates.

The NFFE Forest Service Council, for example, sent a delegation of 18 representatives to Washington this year who, over the course of just four days, visited over 130 congressional offices and administration officials. Pushing for reform of the agencies' use of temporary hiring authority, members of the Council explained that employees' rights to fair pay and benefits

are often being denied in National Forests across this country.

"Many staffers were shocked to learn that thousands of federal employees had worked for many years, sometimes for decades, in a series of temporary appointments with no benefits," said Mark Davis, Chairman of the Forest Service Council Legislative Committee. "These employees deserve permanent seasonal jobs for permanent seasonal work. By the end of the week, key staff and officials expressed an interest in working with us on the issue."

There were, however, a few new faces in the crowd. One of them was Tammie Alfonso of NFFE Local 1450, representing the Santa Ana Field Office of the Department of Housing and Urban Development (HUD). Attending Lobby Week for the first time, Alfonso was anxious to make the most of her time in the District.

Having never lobbied a day in her life, she nonetheless visited seven congressional

Steward Tammie Alfonso of Local 1450 met with Rep. Judy Chu (D-CA) at the IAM Legislative Reception

offices, position papers in hand, and advocated for paid parental leave for federal employees, workplace flexibilities, and improved labor-relations at HUD.

“This was my first time in Washington, D.C. as a union steward,” said Alfonso. “I was struck by the feeling of solidarity between members. I believe our union realizes that things must change in Washington in order for federal employees to grow and prosper as one community. All week long, we made sure Congress heard from us about it.”

Experiences like these go to show that regardless of how much experience you have in lobbying, your voice still counts. There is no denying the difference that can be made by coming to Washington and speaking to your elected officials face-to-face. In fact, this is one of the only ways to truly have your issues heard among all of the other interests pouring over Capitol Hill every day.

“I would like to sincerely thank everyone who made it to Washington for this year’s legislative conference,” said NFFE National President William R. Dougan. “The work that you do makes a difference for federal employees everywhere, and we are proud to have you representing this union.”

Congressman Grayson was right when he said that labor is different from everyone else. NFFE-IAM representatives left their friends and families for a week to lobby for the benefit of others. Sacrifices like these are what Lobby Week, and indeed the union movement, are all about.

For more information on Legislative Conference, or to view pictures from the week’s events, visit our website, www.nffe.org.

Local 1429 President Jerry Mellott, representing employees at the Letterkenney Army Depot in South Central Pennsylvania, discussed the facility’s issues with Sen. Robert Casey (D-PA).



Late National President Richard N. Brown Honored at IAM Workers' Memorial Park

On May 6th, 2010 at 11:30 a.m., the bell tolled at the IAM Workers' Memorial Park to recognize the NFFE-IAM members who lost their lives due to occupational injuries/illnesses in the past year, as well as to honor fallen leaders. This year, a total of 22 names were inscribed on bricks and added to the hundreds that surround the lighthouse memorial at the William W. Winpisinger Education & Technology Center.

One of the 22 members recognized at the ceremony was our beloved NFFE National President Richard N. Brown, who passed away late last June. A brick was laid at the memorial recognizing his service not only at the National level, but as a member and president of Local 2109, at the Watervliet Arsenal.

"Rick was a strong advocate for federal employees at every turn in his career" said NFFE National President William R. Dougan. "We are proud that he is being recognized for all of his efforts at this memorial."

Union Leaders, Staff, Members and Friends,

As we approach the year anniversary of Rick's death, we wanted to take this opportunity to thank you for the flowers, cards and continued well wishes to our family during the passing of Rick.

Our brother Rick poured his life into NFFE, making it his priority until his last breath. The high regards you felt about him, we hope hold true today. We believe the positive changes that we have seen on your website reflect Rick's guidance to uphold the pride of NFFE he worked so hard to restore.

As a family, we gathered our courage to pack up all Rick's belonging from Arlington and start sorting through Rick's affairs. A difficult task picking up items and remembering a funny story or years of memories, wishing things could be different.

Our father, Jack, passed away in December, after a two year battle with lung cancer. The news of Rick's passing was a lot for him to bear, but now Rick is truly with his best friend.

Kim has made strides in organizing a motorcycle run to raise money for the NFFE scholarship fund in his memory. The motorcycle run will be lead by Rick's Harley, which has the NFFE emblem attached, driven by Kim. Further details will follow sometime over the summer.

Again, from the Brown family, thank you for your continued support and not letting Rick's work fail him. You are a union of pride and it shows in all that you do for federal employees.

Thank you and God Bless you all,

Kim and Colleen Carl, Hailey Deyo, Doug/Rebecca Brown, Emily, Robert and Abigail Brown

Every day, fourteen workers lose their lives on the job. Many more suffer due to unnecessary exposure to hazardous materials. This memorial is a reflection of NFFE and IAM's mission of continuing to improve the rights and safety of all employees in their workplace. If you would like to have a memorial brick inscribed for a late member of your Local, please go to www.winpisinger.iamaw.org to learn more.

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 program's no-interest loans and disaster grants, as well as with an annual merit-based scholarship program. NFFE's long, successful history with FEEA began in 1986 with FEEA's founding. For nearly 25 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, please visit www.feea.org.





Dear Union Brothers and Sisters,

On behalf of the McGregor family, I would like to express our most heartfelt thanks and gratitude for your love and support in Rick's passing and throughout the last year. In late December we also suffered the loss of Jack, Rick's Dad, after a nearly two year illness and you were there with us through that time as well.

As you know, the Brown family proudly holds a long history within the labor movement and that Rick's Father and Grandfather provided him with tremendous inspiration. Just as your graciousness toward our families has provided us with strength and courage, we are confident and take comfort in knowing that Rick's time with you will long continue to serve as inspiration to move forward within the movement, and during the difficult times. For those who knew him best, you know just how immensely proud and flattered he would be to see you look to his memory for strength to garner one of his fervent stares, become red-faced, passionately pound a fist on the table or make use of another intentionally intimidating gesture or mannerism in order to make yourselves heard, known, and reckoned with.

And Rick would be overwhelmingly humbled by the generosity and support you have, and continue to show us, his family. He would want for me to thank you on his behalf...and I struggle to find an adequate way, or to find words. Perhaps even he would have had difficulty finding them in this case. He loved you all very much... you were family to him, and through his stories and the times we have shared over the years, you became part of the Brown and McGregor households. You have given us your prayers and phone calls, your friendship and strength. In all these things, your solidarity became demonstration of beauty and grace.

On behalf of myself and my parents Mac and Gloria McGregor; we would like to offer our sincere gratitude, and our faith in the continued success and strength of your solidarity and movement.

Cate McGregor

IAMAW LL 108
CONC

RICHARD N. BROWN
IAM/NFFE, NAT'L PRES.
JUNE 30, 2009

LONNIE LEAD
LL 41 2/24

ED WHEELER
LL 2063 10/5/1980

PROUDLY CONSTRUCTED
BY BUDDY GIBSON



One Year Later, Organizing Strategic Plan Seeing Huge Gains

One year after sitting down to formulate NFFE's Organizing Strategic Plan, the National Organizing Steering Committee met in Washington, D.C. to evaluate the plan's progress and discuss the union's future membership building efforts.

While there is always room for improvement, progress throughout the last year has been extremely encouraging. First and foremost, the Organizing Strategic Plan was drafted, approved by the National Executive Council, and implemented. The plan was mailed and emailed to all NFFE Locals, and is also available in the members only section on our website, www.nffe.org. The plan has been well received across the board, and many Locals have begun putting it into action.

We have made significant strides in a number of specific arenas as well. New NFFE membership cards were designed, along with a more efficient system for getting them into members' hands. In addition, NFFE's new member kits were updated, and are now being utilized by Locals at an unprecedented rate. Last but not least, we are now doing business with a new clothing vendor, allowing members to purchase a far greater variety of items than ever before to show their union pride. (For more information, see page 15.)

Still in the works is a new recruitment kit, which Locals will be able to hand out to prospective members. The recruitment kit will be similar to the new member kits in format, but will contain different trinkets, and information that focuses more on telling non-members who we are and why they should become dues-paying NFFE-IAM members. These kits will be available later this summer. To receive a supply of recruitment kits, please contact Organizing Director Cassie Kerner via phone at 703-303-2047 or email at ckerner@nffe.org.

The numbers show that our efforts are paying off. NFFE signed up nearly 20 percent more members during the 2009 calendar year than in the previous year, and the pace thus far in 2010 far surpasses even our 2009 numbers.

It is clear from these figures that many Locals have been working hard to increase their membership.

Six Locals that have put a great deal of effort into recruiting during the past two



Members of Local 1998 received an award for their tireless efforts to organize U.S. Passport Service employees throughout the country.

years were recently rewarded for their hard work. These Locals, which were nominated by their business representatives and voted on by the National Organizing Committee, received a free trip to Lobby Week for one of their dues-paying members. The winners were also presented with an award during NFFE's annual Lobby Week reception, which they took home to share with their Locals.

The Locals selected for this year's free trips to Washington, D.C. were 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; and Local 2189: Texarkana, TX, Department of Defense. Local 387 was unable to send a representative during the designated week, so the runner-up, Local 1450, which represents Housing and Urban Development employees in California and the southwest, received the fifth trip and sixth award.

In addition to the many organizing activities that have been and continue taking place, the National Organizing Steering Committee chose three NFFE Locals to assist with major recruiting drives in 2010. These Locals--178, 1124, and 2189--were chosen based on their participation in the Organizing Strategic Plan, their interest in recruitment, and their potential for growth.

NFFE Local 2189, which represents Department of Defense employees at Red River Army Depot in Texarkana, TX, is in the process of holding a month-long recruiting drive, with assistance from a number of members of the NFFE staff.

Early in the drive, the Local sponsored a booth at the depot's Employee Appreciation Day on June 5th. Along with National Organizing Director Kerner, Local officers and members were on hand to talk to prospective members. To increase the Local's visibility and draw traffic to the booth, the Local also sold tickets and raffled off a variety of items that were donated by local businesses. In addition to

talking to many RRAD employees, the Local raised several hundred dollars, which was given to three local charities.

More information on that drive, and the results, will be available soon.

NFFE Local 178, which represents Department of Defense employees at Aberdeen Proving Ground in Northeast Maryland, is preparing for a summer organizing drive. The Local currently represents almost 1,500 professional and non-professional employees, and hopes to add significantly more dues-paying members by the end of the summer. Its plan is centered on effective and sustained communications with non-members in addition to promoting Local accomplishments.

The organizing drive at Local 1124, representing Army Corps of Engineers employees in the New Orleans, LA area, is scheduled for mid-October. The details of this drive are still being worked out, but as with the other two, NFFE staff will be on hand to help with the drive.

If your Local would like assistance in planning a recruiting drive or receiving organizing materials, the NFFE National Office is ready to help. Please make sure that your Local has completed and submitted the applicable tier forms, and get in touch with Organizing Director Kerner to discuss your membership-building plans. The tier forms are available in the Organizing Central section on our website, and can be submitted any time.

Thanks to all of you who have been working so hard to build your Locals and protect the rights of your brothers and sisters. Keep up the good work! With your continued effort and dedication, 2010 promises to be a huge organizing success.



Representatives of Local 2189 and National Organizing Director Cassie Kerner sponsored a booth at the Red River Army Depot's employee appreciation day.

NFFE Local 2199 on the Front Lines of Defending Florida, Mississippi Coast from Spill

For this edition of the Local Spotlight, we check in with NFFE Local 2199, representing National Park Service employees at the Gulf Islands National Seashore. Established in 1971, the national seashore stretches across 150 miles of the Florida and Mississippi coast, and includes many diverse features such as beaches, marshes, nature trails, islands, and historical forts.

Organized by NFFE in September of 2008, the 69 bargaining unit employees work in a variety of positions, and include electricians, law enforcement officers, museum employees and interpreters, as well as many others. For nearly 40 years, employees' mission has been to preserve and protect the natural and cultural historical treasures of the pristine coastline – a mission they have carried out with great success.

With the tragic explosion of the Deepwater Horizon oil rig in the Gulf of Mexico, however, park employees are facing one of the greatest threats of their short history. With current estimates suggesting that upwards of 1.7 million gallons of oil are leaking into the ocean every day, it is a foregone conclusion that the massive plumes of crude are on a collision course with the seashore.

In fact, park employees are already finding the now-infamous “tar balls,” pictured here, that have been popping up on beaches all around the Gulf Coast. With reports now suggesting that the crude has reached the so-called “loop current” along the Florida coastline, the prospects of a near-miss are becoming less and less likely.

“Hurricanes aside, this is likely to be the greatest ecological disaster the seashore has ever seen,” said Local 2199 President Larry Edwards. “We have been coordinating our efforts with state, federal and BP cleanup crews to ensure that our shores are clean and safe. It’s been an all-hands-on-deck effort.”

In the coming months, and likely years, long after the news reports of the spill fade into memory, the members of NFFE Local 2199 will be there protecting the Gulf Islands National Seashore from the aftermath of this leak.

Congratulations to Kari Paustian on Winning an IAMAW Scholarship Award!

The International Association of Machinists and Aerospace Workers (IAMAW) recently announced the 2010 IAMAW Scholarship winners. Of the 566 applications received by the IAMAW nationwide, 19 winners were announced. One of those 19 selected is Kari Paustian, daughter of NFFE Local 251 member Mary Beth Nelson and her husband Steve Paustian. Kari has chosen to attend Whitman College, located in Walla Walla, WA, this fall.

The scholarships are awarded to eligible members each year on the basis of academic achievement and various activities of service to the school and the community. All NFFE-IAM members and their families, attending or about to attend college, are eligible to apply. For more information, visit www.nffe.org, and click “IAMAW Scholarships” under the Resources tab.



Scholarship winner Kari Paustian, pictured here with parents Mary Beth Nelson and Steve Paustian, accepts her award from Local 251 President Ken Dinsmore.

On the Road with Steve Flory

NFFE National Business Representative Steve Flory, representing employees at dozen of Local is the Northwest United States, has spent a lifetime serving his union.

Flory was born and raised in Wichita, KS. After graduating from high school he set off for Lewiston, ID, where he attended Lewis-Clark State College. Working in a gas-station/garage between classes to pay his way through school, Flory graduated with a major in business and a minor in psychology.

In 1974, Flory moved to Northern Idaho permanently and began work as a firefighter on the Clarkia Ranger District, St. Joe National Forest. After working for two years on a hotshot crew, he worked as a Civil Engineering Technician performing road construction and inspection in the St. Joe River Drainage for the Forest Service. He worked out of the historic Avery Ranger Station, pictured below, where he was first introduced to the union.

During this time, he joined NFFE Local 1295, where he would later serve as chief steward, secretary-treasurer, vice president

and president. To this day, Flory maintains his Local membership.

On September 30, 1980 he accepted the position of NFFE National Business Representative, a job he has dutifully performed for nearly 30 years. Flory's primary geographical area of service includes, but is not limited to: Alaska, Washington, Idaho, Montana, Wyoming, and South Korea. He has worked in many locations as an organizer, trainer, representative, lobbyist, and negotiator. He is currently on the negotiating teams for the USDA Forest Service Master Agreement, the HHS Indian Health Service Master Agreement, and the DOI Aviation Management Directorate.

As NFFE's senior National Business Representative, Flory has experienced many adventures in his work travels from Puerto Rico to South Korea, Virginia to California, Alaska to Florida, and everywhere in between. His vision of home, he says, "can either be Idaho or in a union hotel working with NFFE members and officers." He views his job as an opportunity to educate, organize, communicate, mediate, and advocate for all federal employees.



NFFE has transitioned organizationally a number of times since Steve came aboard, and through the years he has held numerous positions in the union, both appointed and elected. For a brief period, Flory served as acting National Secretary-Treasurer and National President. Flory's service to the union movement also includes being Vice President of Communication Workers of America Local 2384 for the former bargaining unit of NFFE Business Representatives.

There are few people in the federal sector who can boast as much representational experience as Steve Flory. Our union is proud to have him as a member of the team.



Hundreds of NFFE Items Available at New Online Store!

In the strategic planning session NFFE conducted last year, one message that the NFFE National Office heard loud and clear was that the union needed to offer the membership more NFFE clothing and other items in order to increase visibility of the union. We are now proud to introduce NFFE's new online store, which provides a wide selection of custom-made NFFE promotional items for members. Members can access the online store at www.gdarter.com/nffe, or simply go to the NFFE website and click the button on the main page titled "NFFE Store."

The new online store has literally hundreds of different items for members to choose from including shirts, hoodies, jackets, bags, hats, mugs, athletic wear, and other items. All of these items are 100% American-made, and the vast majority of items offered are union made.

Members of the National Organizing Committee have seen samples of every product offered and they have certified that these items are of the highest quality in the industry. Particularly impressive is the embroidery on the NFFE items, which is accurate to the smallest detail. All items in the online store are reasonably priced, and come in a wide variety of colors and sizes.

One particular benefit of this online store is that there are no minimum orders. NFFE-IAM members can order just one of a given item or they can order hundreds. Even when ordering just one item, prices are very reasonable. If you are making a large order, be sure to call the vendor to arrange for a group discount.

Another benefit is that every item that is ordered can be customized with your Local number. To add your Local number under the NFFE symbol on a shirt or other item is just \$1 extra.

You asked for more NFFE items, and now you have access to them. Please go to the NFFE store today and get yourself a few items that you can wear proudly around your workplace. Let's show everyone that we are proud to be NFFE-IAM members!

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