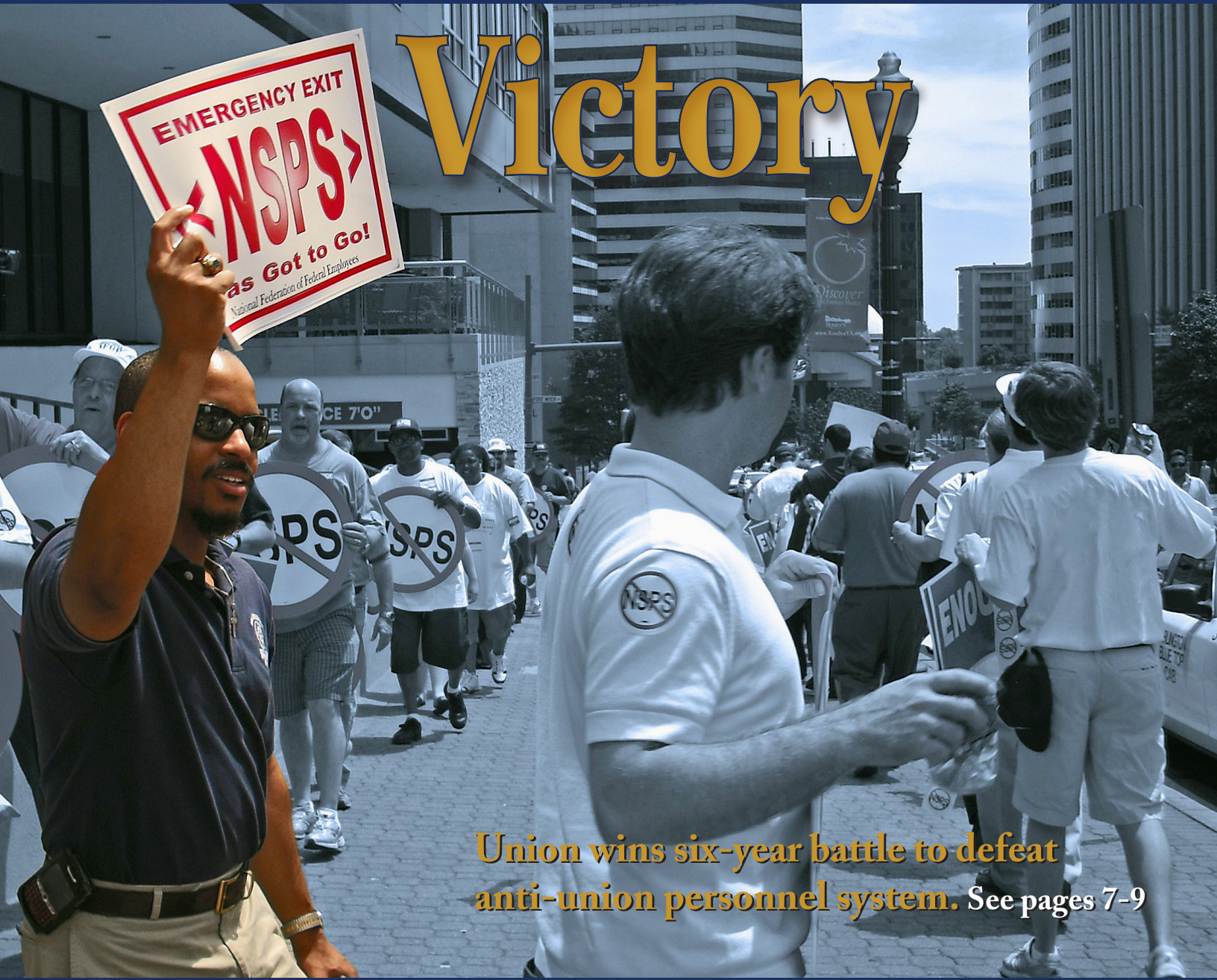


THE FEDERAL EMPLOYEE

FOR MEMBERS OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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



Union wins six-year battle to defeat anti-union personnel system. See pages 7-9



Inside this Issue

FERS Employees Win Sick Leave Benefit 3

Administration Establishes
Labor-Management Partnerships. 5

New Organizing Plan Seeing Early Gains. . . . 11

FROM THE DESK OF THE PRESIDENT



William R. Dougan

The year 2009 has been one of incredible highs and unforeseen, devastating lows for NFFE. The passing of our good friend and leader Rick Brown was a tremendous loss to not only our union, but to the labor movement as a whole. His spirit continues to be missed. He would be proud of all that NFFE has accomplished in the last year - victories we regard as a testament to the strength and vigor he brought to this union.

Without question, the most significant victory for federal employees in 2009 was the repeal of the National Security Personnel System (NSPS). After more than six years of concerted lobbying and legal effort on the part of NFFE and our brothers and sisters in labor, we saw the demise of this anti-labor personnel system with the signing of the 2010 Defense Authorization Bill. In addition we earned a series of legislative victories improving federal retirement benefits, securing equality in the workplace, and ensuring that cash-strapped federal agencies get the funding they deserve. I would like to thank Legislative Director Randy Erwin for his hard work and dedication toward attaining these goals.

Also of great importance, after months of working with the White House, the Office of Personnel Management, the Office of Management and Budget, and other federal unions, I am happy to report that President Obama has signed an Executive Order establishing labor-management partnerships in the federal government.

I believe this new policy will become a catalyst for agencies and unions to work together in a new spirit of cooperation to address the important issues we have before us.

For these issues and others, the ability of federal unions to come together as a coalition to fight injustice serves as a real-life example of organized labor's strength when working toward a common goal. To that end, we are currently working with some of our union allies at forming a new coalition, the Federal Workers Alliance. This new group will allow us to continue to work collaboratively with other unions on issues affecting federal employees government-wide, and help us deliver yet more essential reforms for our members.

There have been significant changes made at the National Office this year as well. Most recently, with Susan Grundmann's appointment and confirmation as chairman of the Merit Systems Protection Board, the general counsel vacancy has since been filled by Stefan Sutich. His extensive experience working for two federal unions and with a private law firm focusing on labor issues makes him well-suited to continue providing quality legal advice and representation to our Locals, Councils and National Office.

We've weathered the lows and celebrated the highs of this past year. As we enter 2010, I am excited about the challenges and opportunities that await NFFE as the new year unfolds. There has been no better time to be a union member.

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

This past year has been one of incredible growth and prosperity for our union. NFFE had set an ambitious agenda from the outset, and delivered on it in spades. We have grown in both members and Locals. We have placed a renewed focus on organizing and communications. We also fostered new relationships on Capitol Hill and in the White House.

There have been many reasons for NFFE's recent successes: strong Local and National leadership, a new Organizing Strategic Plan, greater communication on all levels, and a very influential array of legislative victories. What underlies all of these successes however, and indeed every service that we are able to deliver to our members, is dues.

Dues are the lifeblood of our union, without which we could not deliver the quality of services that have made our union one of the fastest growing in the federal sector. This year's annual increase will be crucial in helping us continue this trend of positive growth and change. Amounting to less than \$32.00 per year, the per capita tax increase is a small price to pay for the many benefits it will finance, allowing us not only to sustain, but improve, our representation at all levels.

With your help, I am looking forward to making this year even better than the last! Should you have any questions about this year's dues structure, or any other financial inquiries, please contact me at the National Office.



William D. Fenaughty

FROM THE DESK OF THE LEGISLATIVE DIRECTOR

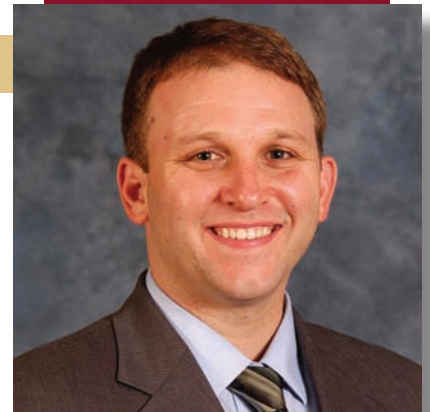
At the NFFE National Office, we have been saying for a while that the federal workforce was on the cusp of some major legislative victories. In the last few months, many of those victories finally came to fruition.

NSPS repealed; FERS sick leave benefit established; locality pay for Alaska, Hawaii, and the U.S. territories authorized; two-year budget cycle for VA beginning in 2011; and FERS annuity buy-back for those returning to the federal sector. All of these changes are signed into law and are at various stages of being rolled out as we enter the final days of 2009.

Even though the last few months have been a very good run for the federal workforce overall, we did experience one notable disappointment. Federal employees will be getting an average pay adjustment of 2 percent in fiscal year 2010. We

leaned hard on Congress to uphold the principle of civilian-military pay parity, but in the end Congress would not budge on the 2 percent average change. The 2 percent will be split, with 1.5 percent going to base GS pay and 0.5 percent going to locality pay. Next year, we will do everything possible to make certain the tradition of civilian-military pay parity is upheld.

I want to thank all of the NFFE members who did their part to help secure our legislative accomplishments this year. We need our members throughout the country fortifying our message for us to effectively get things done in Washington. Thank you to everyone who contacted lawmakers about these issues and spoke out about our cause at the worksite. Without your efforts, none of these changes could have been attained.



Randy Erwin

FERS Employees to Receive Retirement Credit for Unused Sick Leave

On October 28th, President Obama signed one of the most significant pieces of legislation for federal employees in years, the 2010 National Defense Authorization Act. While a full repeal of the National Security Personnel System (NSPS) dominated headlines, one largely underreported aspect of the bill – and arguably one of the most important for federal workers throughout the civil service – was a provision extending credit for accrued sick leave to federal employees enrolled in the Federal Employee Retirement System (FERS).

Under the new law, FERS employees will receive a boost to their retirement annuity based on the amount of sick leave they have saved over the course of their federal careers. Like their counterparts in the Civil Service Retirement System, covered employees will have their accrued leave factored in their annuity calculation upon retirement.

Here's how it works: When an employee's retirement annuity is calculated, their accrued sick leave will be credited toward his/her years and months of service. For example, before the benefit was signed into law, if a federal employee worked for the federal government for 30 years, earning a high three of \$70,000 and garnering six months of sick leave, his/her retirement annuity would be $1.0\% \times 30 \times 70,000$, or \$21,000 per year.

With this new benefit included, the same employee would have their annuity calculated $1.0\% \times 30.5$ (30 years of service plus six months sick leave) $\times 70,000$ or \$21,350 for the year. That's an extra \$29.17 on his/her check every month upon retirement.

However there is a catch, but only in the short term. Though the sick leave benefit will go into effect immediately, it will not do so in its fullest capacity. There will be a four-year phase in period during which retiring FERS employees will receive only half credit for their unused sick leave. Federal employees can expect to retire with the full benefit on or after January 1, 2014.

"We are very pleased that FERS employees will finally be given credit for their unused sick time," said NFFE Legislative Director Randy Erwin. "Establishing this good government benefit has been a top priority for NFFE. Now our retirees are going to have a little more money in their pockets because they were dutiful in their service and rarely used sick time. They earned that benefit, and now they will get something for it."

Legislation Adopted to Put VA on a Two-year

On October 22nd, President Obama signed a bill into law that would put veterans' health care programs on a two-year budget cycle. The measure, H.R. 1016, will authorize appropriations for the Department of Veterans Affairs (VA) medi-

cal care programs one year in advance of the start of each fiscal year. The authority would start in fiscal year 2011 for three VA medical care accounts: medical services, medical support and compliance, and medical facilities.

The VA has received its appropriation from Congress by the start of the fiscal year just twice in the last 14 years. Because of this chronic delay in funding, VA medical centers have had to delay the hiring of nurses and other health care

Federal Workers in Alaska, Hawaii, and U.S. Territories to Get Pension Increase and Locality Pay

Nearly 20 years after the passage of the Federal Employees Pay Comparability Act, legislation which established the federal locality pay structure but excluded those stationed in Alaska, Hawaii, and the U.S. territories, federal workers from these areas will soon be getting justly compensated for their service.

In a Defense Bill that included major victories such as the repeal of the National Security Personnel System and the establishment of a sick leave retirement benefit for FERS employees, the expansion of locality pay to non-foreign areas seemed like a footnote. However, to those federal employees stationed outside of the contiguous 48 states, this change will make a lifetime's worth of difference.

Under the new law, the biggest change will be a dramatic increase in the value of employees' retirement annuities. Currently, workers located outside of the mainland United States receive a cost-of-living allowance that ranges from 13% to 25% depending on the location. While this is a great benefit, the tradeoff for these workers is they don't get any locality pay whatsoever. In addition, an employee's "high three," which is a critical figure used to calculate one's retirement annuity, is calculated using only a worker's base pay and locality pay. The cost-of-living allowance is ignored entirely in the annuity calculation. By moving into the locality pay system, an employee's high three will be increased significantly, the result being a much larger retirement annuity payment for the employee.

In time, this change in law will also represent a significant boost in pay for impacted federal employees. These employees will soon receive locality pay in lieu of a yearly cost-of-living allowance. Since pay data must be collected to make a determination on pay gaps, it is not currently possible to say what the locality pay

adjustments will be for all the impacted areas. However, the pay adjustments are likely to range between the highest and lowest pay adjustments given to current locality pay areas. The minimum locality pay adjustment that these areas will receive is the adjustment given to the 'Rest of U.S.' locality, currently at 13.86%, while the highest pay adjustment could go up to or even exceed the San Francisco locality, which currently receives a 34.35% pay adjustment above the base GS pay levels.

"For workers located in Alaska, Hawaii, and the U.S. territories, this is a really big deal," said NFFE National President Dougan, who was himself stationed in Alaska for a number of years. "For a couple decades now, federal employees from these regions have been forced into leaving the workforce without the retirement annuity they had worked for and earned. Now that they are going to get locality pay, and therefore bigger retirement annuities, these federal workers are going to be much better off."

The shift into the locality pay system will take place incrementally from calendar years 2010 to 2012.

Budget Cycle

providers, postpone the purchase and repair of medical equipment, and put off the construction and repair of medical facilities. All of these setbacks adversely impact the delivery of care to our nation's veterans. Many of these problems could be mitigated or even eliminated by the

switch to an advanced appropriation. "The current system for funding the VA has not been working," said NFFE Legislative Director Randy Erwin. "Something as simple as hiring nurses has been difficult because the VA doesn't know how much money they will have to hire

them until well into the fiscal year, and at that point the VA has trouble spending the money efficiently. The agency has been in a permanent state of feast or famine. This legislation will allow the VA far more time to plan for how to allocate its precious few resources."

White House Issues Executive Order Restoring Labor-Management Partnerships

On December 9th, President Barack Obama signed an executive order (EO) establishing labor-management forums, an action that will improve the delivery of government services by tapping into the knowledge and expertise that exists within the federal workforce.

By establishing an environment where federal workers have an opportunity to be heard, the best ideas on how to make government run better can be brought forward and considered by federal agencies. A top priority for NFFE and other federal employee unions, the signing of the EO could mark the end of an extended period of poor labor relations at many federal agencies.

A similar labor-management partnership existed under the Clinton Administration, but President George W. Bush abolished the partnerships as one of his first acts in office, a move that soured labor-management rapport from the very start of his administration.

“We are very pleased to see the Obama Administration take meaningful strides to engage the federal workforce,” said NFFE National President Dougan. “Federal employees care deeply about the service they provide to the American people, but for almost a decade they have lacked an avenue to contribute ways to make the agencies they work for more efficient and effective. Going forward, federal workers will have the ability to contribute their ideas, and the American people will benefit because of it.”

Though the EO represents a clear step in the right direction, federal employee unions did not get everything they desired in the order. Federal unions have been lobbying the Administration hard for mandatory bargaining rights on all permissive subjects. While the EO does not prevent agencies from bargaining permissive subjects if they choose to do so, as written, the order gives agencies the ability to opt out of bargaining permissive subjects with employee unions. The Administration has committed to testing mandatory bargaining on permissive subjects at some federal agencies through a pilot program, the details of which are not spelled out in the EO.

“Mandatory bargaining on permissive subjects would have been the homerun ball for us, but we didn’t get that,” said Dougan. “Nonetheless, we are still in a much better place today than we have been for the last nine years. We consider this executive order a good starting point as we move into a much anticipated era of labor-management cooperation in the federal government. We look forward to rolling up our sleeves and working together to tackle the many important issues before us.”



Susan Grundmann Confirmed as New Chairman of Merit Systems Protection Board



Former NFFE General Counsel Susan Grundmann meets with Committee Chairman Sen. Daniel Akaka (D-HI) following her confirmation hearing.

“With the passage of the Civil Service Reform Act of 1978, Congress established the MSPB to serve as a guardian of merit principles across the federal workforce. If confirmed, the nominees will be charged with providing a fair and efficient forum for employees, retirees, candidates for federal employment, and agency management alike when reviewing personnel decisions and agency policy.”

These were comments made by Senator George V. Voinovich (R-OH) in his opening statements on October 20, 2009, at the confirmation hearing for the vacant chairman and vice chairman positions of the Merit Systems Protection Board (MSPB).

Soon after, on November 5th, Senate Homeland Security and Governmen-

tal Affairs Committee Chairman Daniel Akaka (D-HI) announced the unanimous confirmation of former NFFE General Counsel Susan Tsui Grundmann as the next chairman of the MSPB (Anne M. Wagner was confirmed as vice chairman). The decision marked the culmination of a three-month period that began on July 31, 2009, with Grundmann’s nomination by President Barack Obama. Throughout this protracted process of interviews, questionnaires, and background checks, she continued to perform her duties as NFFE’s General Counsel - a daunting task that she maintained with dutiful excellence.

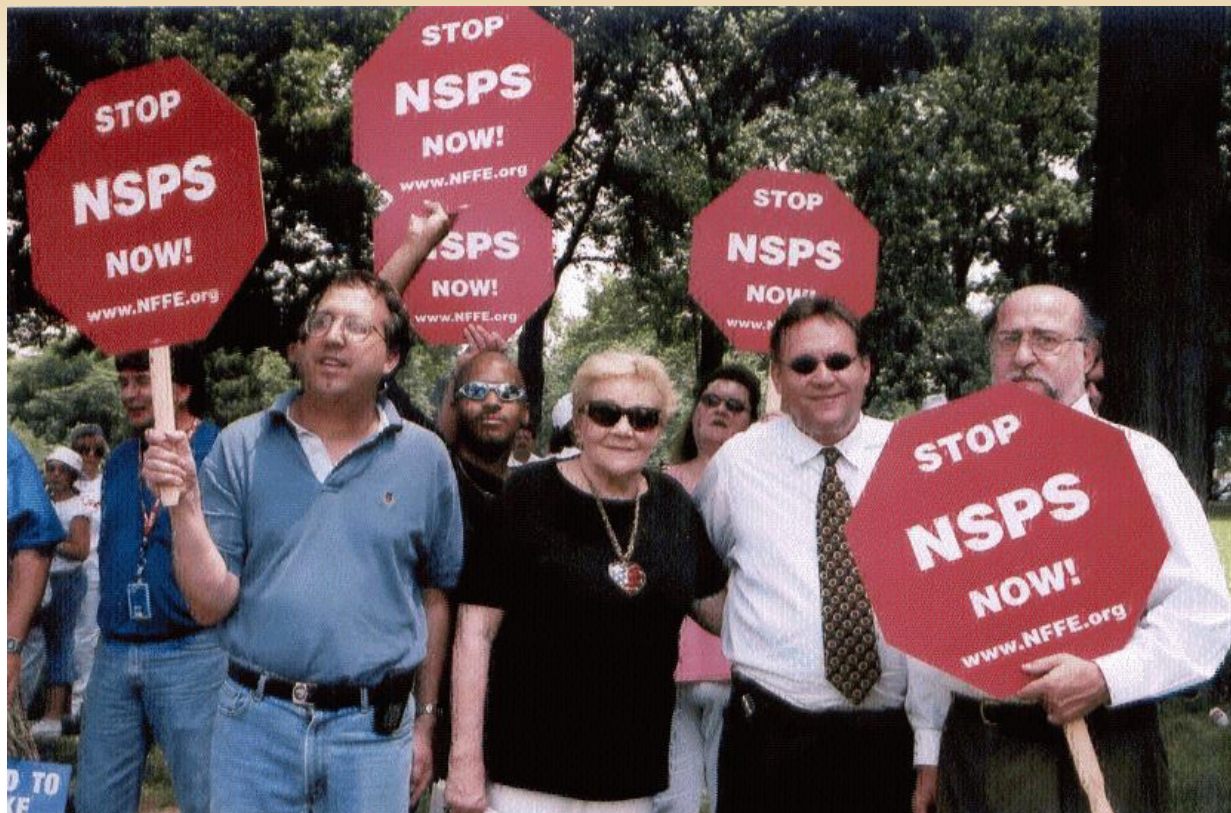
“Over the course of her six years with NFFE, Susan has been a beloved and well respected member of our staff – one who will not be easily replaced,” said NFFE National President Dougan. “All of NFFE wishes her the best of luck in her new position.”

In addition to carrying out the mission of the MSPB, as Chairman she stands ready to bring the Board firmly into the 21st century, embracing the latest workplace technologies in a sustained effort to improve efficiency. To this end, she has called for a study of how these advances have impacted the generations of individuals employed at the agency, and how to best take advantage of the findings.

With a term that runs until March 1, 2016, Chairman Grundmann has ample time to continue her positive influence on the federal workforce.



Victory! Six-Year Battle Ends



NFFE members protest the National Security Personnel System at a 2005 rally in Upper Senate Park on Capitol Hill.

When President Obama signed the 2010 National Defense Authorization Act in late October, it solidified the most significant legislative victory for the federal workforce in the last decade – the full repeal of the National Security Personnel System (NSPS).

NSPS represented more than just the significantly negative impact it would have had on Department of Defense (DoD) workers. Eliminating collective bargaining rights at DoD was a critical step in a greater effort to eliminate unions throughout the federal government. Regardless of what federal agency you work for, if the union-led effort to resist NSPS had failed, a similar plan featuring the elimination of bargaining rights, reduced appeal rights, and a compensation-stifling

pay system, was coming to your department.

For many years, conservative think tanks had been formulating a blueprint for dismantling the federal government. The plan required the elimination of federal employee unions who had the ear of Congress. If the unions could be removed from the picture, there would be no organized opposition to the mass contracting-out of federal government work. For the jobs that remained in government, management would have the workers under their thumb, with employees having no mechanism to ensure fair workplace rules or to appeal unjust adverse actions.

The major limitation of the plan to dismantle the federal government was that

it required radical action from Congress to get the ball rolling. Federal employees had been bargaining collectively for decades with much success for all the stakeholders involved. Those that would like to see federal employee unions eliminated had no plausible way to sell their ideas to Congress or the American people.

That all changed on September 11, 2001. Following the tragedy, Congress was eager to do something to help federal agencies communicate better and work cooperatively on matters of national security. Within 15 months, the Department of Homeland Security (DHS) was established. In the hustle to create the new department, Bush Administration officials claimed that collective bargaining and appeal rights would have to be eliminated

nsps with Full Repeal of NSPS



United Defense Workers Coalition leaders attend a rally opposing NSPS in Washington, D.C. Pictured above are (left to right) IFPTE President Greg Junemann, IAMAW Government Employees Department Director Frank Carelli, AFGE President John Gage, NAGE President David Holway, AFL-CIO Metal Trades Department President Ron Ault, and Former NFFE National President Richard N. Brown.

so that DHS managers would have the “flexibility” they needed to run the agency. Although the Administration made flimsy arguments for denying these critical rights to DHS workers, Congress conceded, allowing DHS to create a personnel system that would bypass employee unions.

The Bush Administration did not stop there. With a precedent established in DHS, the Administration pushed to replicate their accomplishment. Within months, the Pentagon was pushing for the abolishment of union rights at DoD. This effort, led by then-Secretary of Defense Donald Rumsfeld, stood to impact 750,000 civilian Defense workers. In November of 2003, Congress authorized the establishment of NSPS. Together with the 225,000 employees of DHS, nearly half the civilian federal workforce would stand to lose their workplace rights.

For federal employee unions, the fight for collective bargaining at DoD was a fight for our very existence. This extraordinary threat called for an extraordinary response. In order to face this assault on our members’ rights, NFFE and the IAMAW came together with 34 other national unions to establish the United DoD Workers Coalition (UDWC).

The newly formed UDWC was first utilized to work with the Pentagon to jointly create the new personnel system through a 30-day “meet-and-confer” process mandated by Congress. However, the Coalition shifted its focus to legal and legislative resistance of NSPS when it became clear that DoD had no intention of incorporating union input into NSPS.

The Pentagon issued final NSPS regulations on November 1, 2005. Despite all the input from the unions, the Pentagon’s

original NSPS proposal was virtually unchanged. A week later, 10 federal employee unions jointly filed suit in the D.C. District Court. After winning a clear decision at the district court level, the Pentagon appealed the decision to the U.S. Court of Appeals, where the decision was overturned.

The unions’ focus then shifted to Congress. Having lost in the U.S. Court of Appeals, the door was open for the Administration to implement NSPS, unless lawmakers stepped in to scale back the Pentagon’s authority. In January of 2008, after months of intense lobbying from the unions, Congress passed legislation to significantly reduce the scope of NSPS. Language included in the Fiscal Year 2008 Defense Authorization Bill restored collective bargaining rights and

continued

adverse action appeal rights for Defense workers. The language also removed blue collar workers from the system entirely and scaled back the NSPS pay-for-performance plan.

With the scope of NSPS substantially narrowed, that left one final legislative goal for the unions – full repeal. Defense unions continued to wear out shoe leather in the halls of Congress, making certain that every injustice created by NSPS was brought to light. The unions exposed the personnel system as discriminatory to older Defense workers. The unions also uncovered the forced distribution of ratings that was being imposed on managers. Unions also brought to light the exorbitant cost of developing and implementing NSPS.

Shortly after his inauguration, President Obama called on the Defense Business Board (DBB) to conduct a review of the personnel system. This study would provide the final sounding board needed

to convince Congress that NSPS was a failed system. NFFE was given the opportunity to provide testimony before the DBB Task Group on NSPS. When the DBB issued their report, they had few positive things to say about the personnel system, but nonetheless, the DBB recommended a “reconstruction” of NSPS, not a full repeal.

Congress had seen enough though. After six years had been invested in developing NSPS, Congress was not willing to devote several additional years and billions of dollars more to reconstruct a personnel system that never should have been authorized in the first place. In October of 2009, Congress finally pulled the plug on NSPS, mandating that DoD move all NSPS employees throughout the agency, even managers, back into their previous personnel systems by January 1, 2012.

NSPS was an unprecedented threat to the federal workforce, and its repeal was an enormous accomplishment for federal

employees and the unions that represent them. NSPS’ repeal is the result of an unrivaled cooperation of unions who came together to focus their efforts on a single objective. It is also the culmination of an incalculable effort from rank-and-file federal workers who spoke up about NSPS with members of Congress, the media, their unions, and each other at the worksite.

Without hundreds of thousands of federal employees each doing his/her part to achieve NSPS’ appeal, the entire federal workforce might have been forced under this failed system or one built in its image. That could have led to the demise of federal employee unions and the unraveling of the federal government as we know it.

Undoubtedly federal employees and their unions will have future battles to fight, but for now the NSPS threat is gone, and we are officially declaring: VICTORY!

Defense workers rally at a June 2009 public hearing held before the Defense Business Board Task Force on NSPS, a meeting in which NFFE called for the unconditional repeal of the system.



NFFE Wins Big in 2009 IAM Communications Contest

Late this summer, the IAM announced the winners of its annual Newsletter and Website Contest, a competition that honors excellence and innovation in both print and digital media among its many Districts and Locals.

Out of a field of hundreds of Locals and Districts, one name appeared time and time again: NFFE. In fact, NFFE Local 1998 and the National Office won a combined total of seven awards spanning across five separate categories – an unprecedented feat for NFFE. Held in Vancouver, Canada, Communications Director Cory Bythrow and Legislative Director Randy Erwin were on hand at the conference to accept the awards.

In the newsletter category, NFFE Local 1998 garnered three awards for its publication, *One Voice, Union Strong*, taking home third place for General Excellence and two honorable mentions for Best Layout & Design and Best Feature. A product of tireless efforts by Colin Walle, Rob Arnold, Jennifer Gile, Tanika Jenkins, and other dedicated members, *One Voice, Union Strong* has kept U.S. Passport Service employees informed of their rights and union activities for over a decade.

“It is essential that our members know what their union is doing for them,” said NFFE Communications Director Cory Bythrow. “Timely and substantive communication with the membership really pays off in a number of ways, helping us organize new



members, keep them engaged, and allow for better representation. Strong communication is the key to a strong union.”

NFFE National’s quarterly newsletter, the *Federal Employee*, also had a great showing, winning second place for General Excellence and third place for General Layout & Design.

In the website category, NFFE’s national website, www.nffe.org, swept the field, taking home first place awards in both General Excellence and Best Layout & Design.

“In these times of tremendous change, it is crucial that our communications be timely, concise and on point,” said NFFE National President Dougan. “Being recognized by IAM reinforces our commitment to keeping our membership informed and educated on the issues facing federal workers. My heartfelt congratulations go out to both the union officials of Local 1998 as well as to our staff in the National Office who have worked so hard to build such strong communications tools. I challenge all NFFE Locals to step up their communications efforts and compete for these awards next year.”



NFFE Communications Director Cory Bythrow and Legislative Director Randy Erwin accept awards from IAMAW International President R. Thomas Buffenbarger at the 2009 IAMAW Communications Conference.

Organizing Strategic Plan in Action; Off to a Promising Start

Since its publication this fall, NFFE has made significant strides in the implementation of our new Organizing Strategic Plan. The plan was distributed to NFFE Locals and posted on NFFE’s website in September. Since that time, many Locals have submitted questions and comments about the document, as well as specific organizing plans and goals for their Locals for the coming months.

Developing organizing plans unique to each Local and setting goals are some of the key components of the new tier system, one of the central features of NFFE’s Organizing Strategic Plan. The tier system gives Locals guideposts for tracking and expanding their organizing activities. Each tier level has unique requirements, and builds upon the previous level(s). This system will help the NFFE National Office assess the level of assistance each Local needs, and provides an objective means of recognizing Locals’ organizing efforts and gauging their effectiveness.

A number of tools were developed in order to make the expectations for each tier, and Locals’ progression through them, easier to track. A table on the NFFE website clearly spells out the requirements for Locals at each of the organizing tier levels. Forms were also created for each level, to make the information more convenient to compile and submit. The tables and forms can be found by logging onto www.nffe.org and clicking on “Organizing Central” on the right side of the screen.

“I’d like to encourage the leadership at every NFFE Local to study the Organizing Strategic Plan, including the tier system, and put it into action at their workplace,” said NFFE National Organizing Director Cassie Kerner. “The plan provides a great framework for Locals to both improve their organizing effectiveness and be recognized for their hard work.”

In 2009 alone, the number of new members signed up throughout the union was up nearly twenty percent from last year. As Locals continue to develop and refine their organizing plans, there is potential for even greater growth.

Many Locals have already begun completing and submitting their tier forms, and we expect the pace to pick up as Locals begin to develop plans for the coming year. Several Locals held organizing drives this fall and many others are in the process of planning events for next year.

“NFFE has made great progress in terms of organizing this year, and we’re poised to make even greater gains going forward,” said Kerner. “I believe we have laid the foundation to really hit the ground running in 2010.”

If you are interested in holding an organizing drive at your Local, you can contact Director Kerner by email at ckerner@nffe.org, or by phone: (703) 303-2047.



NFFE Assistant Directing Business Representative James Davis and Organizing Director Kerner joined NFFE Local 1998 members for an organizing drive in Portsmouth, New Hampshire in September.

In response to feedback from the membership, the NFFE National Office has designed new union cards and implemented an improved system for getting them in members' hands.

Early this fall, a new membership card for every member currently listed in NFFE's database was mailed to his or her Local union office for distribution by the Local officers. Every quarter, the NFFE National Office will continue to print cards for those new members who have been signed up and entered into the system, and mail them to their respective Locals. While there is an unavoidable delay between a new member signing up and actually receiving a union card, this should expedite that process and ensure that Locals are receiving membership cards for all of their dues-paying members in a timely manner.

The new NFFE membership cards are a complement to the IAM cards many NFFE members already carry, not a replacement for them. The IAM will continue to make membership cards available to NFFE-IAM members as they always have. The new cards were developed to enable the National Office to consistently provide union membership cards at no cost to NFFE Locals. This also ensures that members have a card that reflects their NFFE, as well as IAM, membership.

"When we conducted our organizing survey this spring, one piece of feedback we consistently received was the importance of a quick and easy system for getting union cards to NFFE-IAM members," said National Organizing Director Cassie Kerner. "These new cards, and the system we've developed for distributing them,

New Membership Cards Generating Excitement



NFFE Local 1998 member Aika West holds her new membership card shortly after joining the union.

have been a big success. NFFE's membership cards are something we can all carry proudly."

The membership number on both the NFFE and IAM cards are the same, so members and Locals do not need to keep track of two sets of card numbers.

If you have not yet received your new NFFE membership card, please check with your Local Secretary-Treasurer. Any Locals who did not receive a membership card packet should contact the NFFE National Office for further assistance.



Lobby Week 2010

The IMAW Legislative Conference "Lobby Week" will be held in Washington, D.C. May 10-13, 2010. For more information, visit www.nffe.org and click on the Lobby Week 2010 icon on the right side of the page.

Opportunities Abound for Federal Employees at

There is little doubt that the key to building a strong union is to foster a well informed and motivated membership, one that has all of the representational tools necessary to defend their rights and those of their brothers and sisters in the workplace.

At the IAM's William W. Winpisinger Education & Technology Center, their mission is to do just that. For nearly 30 years the Winpisinger Center has offered IAM members, officers and staff a variety of top notch educational opportunities that cannot be found elsewhere. Located on the Chesapeake Bay in Placid Harbor, Maryland, the school features comfortable dormitories, recreational facilities, a large dining hall, and classrooms equipped with the cutting edge educational technology you would expect to see on any college campus.

Since opening its doors in 1981, over 58,000 participants have attended classes at the Center. In 2009 alone, nearly 3,000 members came to learn and share ideas with one another. Offering seminars on collective bargaining, arbitrations, leadership, communications, and political and legislative action, just to name a few, the Winpisinger Center is an invaluable asset to the strength and vitality of our union.

Since our affiliation with the IAM in 1998, NFFE officers and staff have worked closely with the Center to develop an array of trainings and seminars to address the unique needs confronted by union members working in the federal sector. Over this 11-year period, nearly 1,300 NFFE-IAM members have taken this opportunity to empower themselves and their Locals.

The most popular of these courses, the Federal Employees Seminar, is a comprehensive week-long course focusing on what it takes to be a NFFE representative. Held twice per year and available to upwards of 70 participants, the seminar consists of



trainings by NFFE national officers and staff, as well as representatives from the IAM Government Employees Department.

Covering subject matter such as the grievance procedure, arbitrations, workers' compensation, and ULP charges, the seminar is built to equip Local representatives with the requisite knowledge to offer quality representation to their brothers and sisters. Furthermore, instructors hold discussions on other essential stewardship concepts such as leadership psychology, political action, and effective communications.

"My experience at the Winpisinger Center was like no other," said NFFE Local 2109 Steward Matthew Kolodzie, who participated in the Federal Employees Seminar this October. "I have belonged to other unions in the past, and none of them had a training center in place for its members like the Winpisinger Center. The professionalism and knowledge that was provided by the instructors allowed me to take home valuable information

NFFE Local 2109 Steward Matthew Kolodzie designs a handbill during an exercise at the Federal Employees Seminar.



the Winpisinger Center



NFFE Local 1998 officers and stewards gathered at the Winpisinger Center for a week-long steward training this September.

Trainings like those mentioned here are just the beginning of the many educational opportunities available to NFFE-IAM members. Additional classes available exclusively to federal employees are the Advanced Federal Employees Seminar, Federal Employees Collective Bargaining Program, and the Federal Employees Merit Systems Protection Board Program.

To learn more about the William W. Winpisinger Education & Technology Center, or to register for an upcoming course, visit their website, www.winpisinger.iamaw.org.

to my Local. I look forward to attending more classes in the future.”

In late September, 30 officers and stewards from NFFE Local 1998 came to the Winpisinger Center to hold a special Local Lodge training. The class served primarily as a steward training, but also focused extensively on their recently adopted collective bargaining agreement. As a nationwide Local serving U.S. Passport Service employees from Boston to Honolulu, it was a first of its kind exercise for the geographically widespread Local.

“Many of the representatives in attendance were meeting face-to-face for the first time, despite years of communication over the phone and internet,” said Colin Walle, President of NFFE Local 1998 and NFFE National Vice President, who was on hand to teach elements of the course. “Without the Winpisinger Center to accommodate us, a training like this would not have been possible.”

2010 Federal Employee Programs Schedule

FEDERAL EMPLOYEES COLLECTIVE BARGAINING PROGRAM (28 attendees)

➤ June 13 - 18

FEDERAL EMPLOYEES MSPB PROGRAM (24 attendees)

➤ August 15 - 20

FEDERAL EMPLOYEES PROGRAM (35 attendees)

➤ February 7 - 12

➤ March 14 - 19

FEDERAL EMPLOYEES PROGRAM II (35 attendees)

➤ June 6 - 11

NFFE and FEEA: A Partnership that Works for Federal Workers

For over 23 years, the Federal Employee Education and Assistance Fund (FEEA) has been devoted solely to helping federal and postal employees.

NFFE's long, successful history with FEEA began in 1986 with FEEA's founding. Then-NFFE National President Jim Peirce was a founding board member and NFFE has continued to work side-by-side with FEEA to create programs that help federal employees and their families. Currently, NFFE National President Dougan sits on the board of directors, continuing NFFE's long-standing partnership with FEEA.

FEEA's programs aid federal employees with scholarships and emergency assistance. Since its founding, more than 6,000 federal employees and their family members have received scholarships totaling more than \$8.5 million, and thousands more have received over \$6.5 million in emergency loans and grants. These numbers are extraordinary not only for the amount of money distributed, but more so because the majority of the funds were donated by federal workers themselves.

Over the years, many NFFE members have contributed to, or received, scholarship awards from FEEA's pro-

grams. Each year FEEA receives over 4,000 applications and awards roughly 500 scholarships ranging from \$500 - \$5,000.

Keeping with this tradition of cooperation, NFFE and FEEA have teamed up once again to create the *Richard N. Brown Memorial Scholarship*, named for NFFE's late national president. Applicants for the scholarship will compete for this as well as the hundreds of other awards. Applicants may be awarded more than one scholarship every year, but must apply annually.

For the qualifications, application process and deadlines, or to donate, go to www.nffe.org and click on 'Richard N. Brown Memorial Scholarship' under the Resources tab.



THE FEDERAL EMPLOYEE



William D. Fenaughty
National
Secretary-Treasurer

Writers/Editors
Jai Atkins
Cory Bythrow
Randy Erwin
Cassie Kerner
Brittany Paull

William R. Dougan
National President

National Vice Presidents

Jozef Drozdowski
Patricia La Sala
Kolleen McGrath
John Obst
Tim Ostrowski
Deborah Ransom
Colin Walle

James N. Davis
Assistant Directing
Business Representative



**National Federation of
Federal Employees**
805 15th Street, NW
Washington, DC 20005
202-216-4420
202-898-1861 Fax