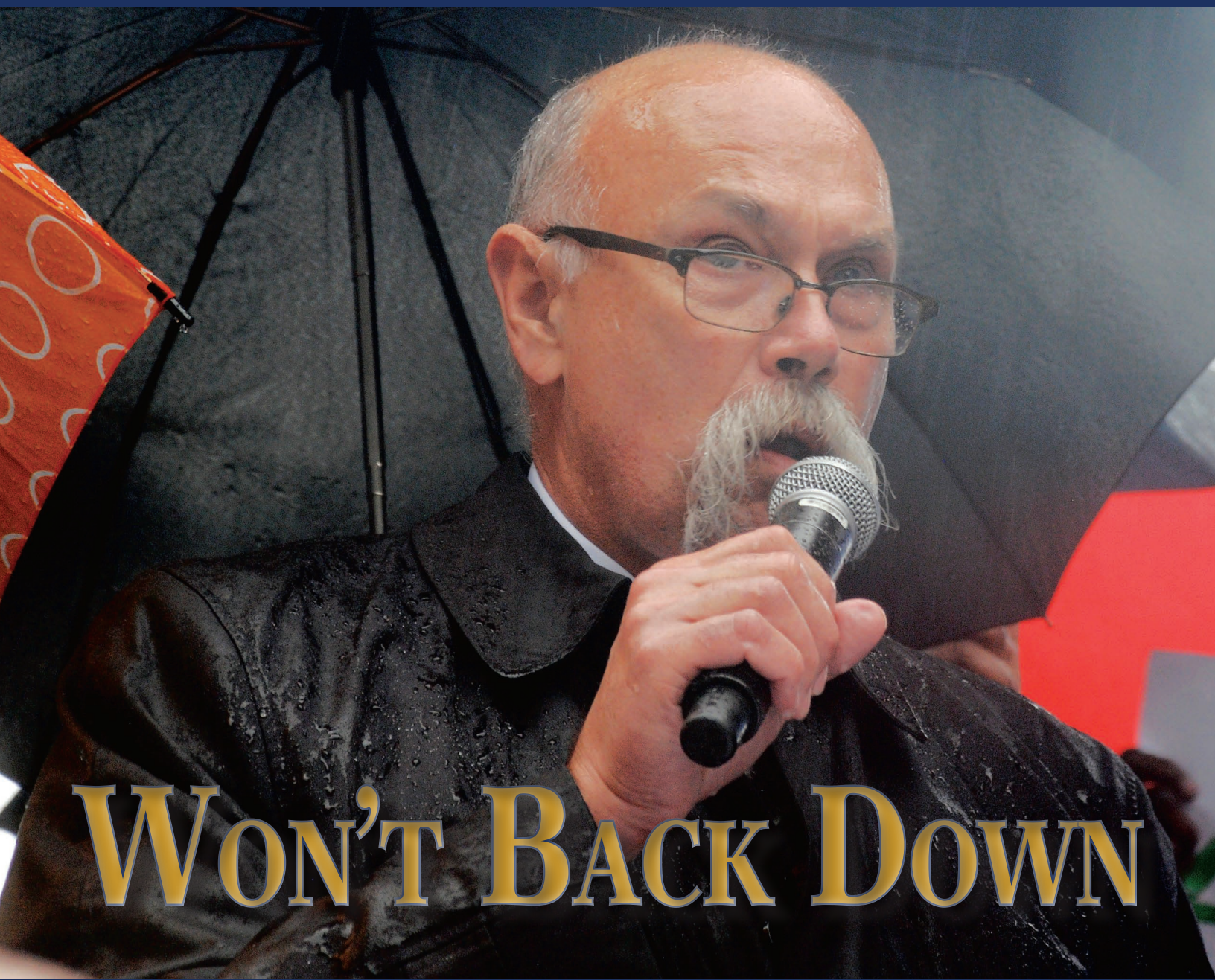


THE FEDERAL EMPLOYEE

4TH QUARTER 2013

FOR MEMBERS OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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



WON'T BACK DOWN



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William R. Dougan

FROM THE DESK OF THE PRESIDENT

As 2013 comes to a close, many federal employees have set their date for retiring from the government. Included in those growing numbers are members from many of our Locals and Councils. NFFE is not immune to the growing exodus of those who have reached the end of their working careers and are ready to pursue other interests in retirement.

It is bittersweet to wish a retirement filled with good health, friendship, family, and opportunity for each of our members who have set their date to retire. Many of them have given many years in service to our Union as Union officials; many have served or currently serve as Local or Council officers. In my 34 years as a Union member, I have gotten to know many of our brothers and sisters set to retire. It is with great pride that I am able to call many of them close personal friends. Through our many battles together we have forged the strongest of bonds that will last the rest of our days. Their leadership and advocacy for working men and women will be missed.

The growing number of members and leaders retiring from our Union brings great challenges. Where will the next generation of leaders of NFFE come from? Has NFFE taken the necessary steps to ensure tomorrow's leaders are ready and capable of leading NFFE into the future? And

are we going to be able to continue building membership to offset the losses we face with growing numbers of retiring workers? The answers to these questions provide the roadmap to NFFE's future.

The challenge of growing our membership falls on the shoulders of each of us as NFFE-IAM members. Building membership in NFFE does not just happen on its own; it requires each of us reaching out to our co-workers and demonstrating the power of standing together as NFFE-IAM brothers and sisters, encouraging them to join the movement. It is the responsibility of each of us as NFFE-IAM members to recruit the next generation of the movement.

NFFE's Young Federal Leaders (YFL) initiative is envisioned as a resource to help us identify and cultivate the future leaders of our Union. While the YFL initiative is still relatively new, there is information readily available on the NFFE website, check it out.

I wish you a new year filled with happiness and health. Be sure to spend time with your loved ones and to appreciate what you have. Reconnect with old friends, meet new acquaintances and create new memories to cherish. Stay safe, stay well and appreciate the joys in life.

FROM THE DESK OF THE SECRETARY-TREASURER

As the year comes to a close, we want to encourage all NFFE-IAM members to take advantage of the vast education resources available at the William W. Winpisinger Education and Technology Center. Located in Hollywood, Md., the Center offers a variety of training courses with three coordinated by the NFFE National Office for NFFE-IAM officers and members.

The Federal Basic class will be offered four times during calendar year 2014. Federal Basic covers a range of topics, including: grievances, arbitration, information requests, formal and investigative meetings, discipline and discharge, Unfair Labor Practices (ULPs) and the Federal Labor Relations Authority (FLRA). The subject matter is geared to better equip officers and stewards to serve their Local.

The Collective Bargaining class is essential for Locals seeking to revisit their collective bargaining agreements that are scheduled to expire in the near future. Collective bargaining covers a variety of topics, including: collective bargaining

in the federal sector, negotiating ground rules, preparing proposals, and choosing a negotiating team. There is also a presentation by the Federal Services Impasse Panel (FSIP) and a collective bargaining simulation for all participants.

The Advanced Federal class takes an in-depth look at many of the topics covered in Federal Basic. The topics include: Negotiability appeals/procedures, FLRA procedures and mediation, and impasse procedures. There is also a segment on preparing witnesses, evidence, opening and closing statements, and argument that will be helpful in the grievance/arbitration process. Both the collective bargaining and advanced classes are scheduled as once-a-year programs.

If you would like to participate in or learn more about the William W. Winpisinger Education & Technology Center, visit their website, www.winpisinger.iam.org.

Omar Arnold and I wish you a prosperous New Year.



William D. Fenaughty

FROM THE DESK OF THE GENERAL COUNSEL

Good news! Thanks in part to changes made in U.S. Senate procedural rules, the government agencies overseeing labor relations and employment appeals have reached operational appointment levels. However, due to the previous gridlock in the Senate, both agencies have incredible amounts of backlogged cases to handle.

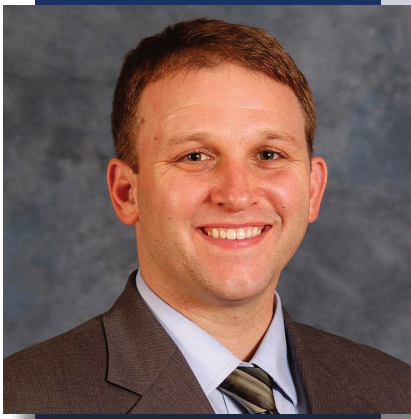
In the last issue of the *Federal Employee* I urged all of our members to write to their Senators and urge the confirmation of a full slate of Federal Labor Relations Authority (FLRA) members. Following the historic government shutdown, the FLRA became a fully functioning agency on Nov. 12, 2013 when Carol Waller Pope and Patrick Pizzella were sworn in as members of the Authority. Unfortunately, the FLRA has over 10 months of backlog to make up for since it lost its quorum in December 2012.

The Merit Systems Protection Board (MSPB) is also attempting to manage an influx of appeals. The thousands of appeals to be handled come primarily from Department of Defense employees as a result of sequester furloughs last summer. While the shutdown slowed the MSPB's ability to adjudicate the cases, the board is currently in the process of consolidating and hearing the cases.

With the Senate's confirmation of a full slate of members to the NLRB in August followed by confirming a General Counsel for the board in October, there is hope that the Senate will continue to make the much-needed appointments to vacancies across the government. With any luck, Congress will pass an equitable budget and move forward with its governing responsibilities.



Stefan Sutich



Randy Erwin

FROM THE DESK OF THE LEGISLATIVE DIRECTOR

For federal employees, 2013 has been a very frustrating year. The budget cuts being made across the federal government have led to several undesired consequences for NFFE-IAM members. We saw the federal workforce reduced by 92,000 jobs in the last 12 months, virtually decimating numerous federal agencies. We experienced a government shutdown that left the majority of NFFE-IAM members out of work and a paycheck for more than two weeks. Thankfully, the Union was able to secure back pay for all the federal workers locked out of their jobs during the shutdown. While receiving back pay did not alleviate the turmoil brought about by the shutdown, it prevented

federal employees from having to pay for Congress' dysfunction.

We experienced a grueling end-of-year budget process that left blue-collar (WG) federal workers without a modest one percent pay adjustment that was afforded to GS federal workers. In the budget battle that closed the year, it was established that new hires into the federal government would pay substantially more each year toward their pension without any added benefit – effectively reducing their take-home pay by more than \$1,000 for the average new hire.

LEGISLATIVE

Congress Increases Pension Contributions

Shortly before the end of 2013, Congress finally passed a budget bill. The budget bill set overall discretionary spending for the current fiscal year at \$1.012 trillion. In fiscal year 2014, defense discretionary spending would be set at \$520.5 billion, and non-defense discretionary spending would be set at \$491.8 billion.

The Bipartisan Budget Act of 2013 raised pension contributions for federal employees hired after Jan. 1, 2014 by 1.3 percent. As a result, federal employees hired after Jan. 1, 2014 will be forced to contribute 4.4 percent towards their pensions. These new hires will see no added pension benefit despite being forced to contribute significantly more (over \$1,000 per year on average) to their pensions each year.

The cut to federal employee take-home pay comes on the heels of a similar cut made in 2012 that increased pension contributions for new federal employees by 2.3 percent. As a result, federal employees hired on or after Jan. 1, 2013 were forced to pay 3.1 percent towards their pensions with no added benefit.

Of all the constituencies affected by the proposed budget, federal employees are among the hardest hit. One of the largest single-item cuts in the bill comes in the form of increased pension contributions for new federal employees. This change would cost newly hired federal workers a collective \$6 billion over the next ten years. This major change in federal employee pensions would bring the total that federal workers have contributed through targeted cuts to pay and benefits over the last three years to \$120 billion, about \$60,000 per federal worker. Congress' repeated targeting of federal employees has been detestable, yet it continues year after year.

Despite the difficulty of the last year, 2014 begins with a bit of optimism. Federal agency budgets will begin in better condition than 2013 because of \$63 billion in sequestration relief passed in December. As a result, the risk of furloughs will be reduced or eliminated at many federal agencies this year. NFFE-IAM will be leveraging its relationships on Capitol Hill and with federal agencies to make sure NFFE-IAM members are not subjected to mandatory furloughs in 2014. The passage of the two-year budget deal in December also eliminated the possibility of another budget-related shutdown, allowing NFFE-IAM members a chance to breathe a brief sigh of relief.

All that said, federal workers must get geared up for a fight in 2014. Congress has proven time and time again that their favorite way to pay for pet projects, egregious corporate welfare programs and wasteful tax loopholes is by forcing federal workers to sacrifice more of their retirement security and gutting federal employees' take-home pay. Federal workers dedicate themselves to their country and have sacrificed far more than their fair share already. It is past time that Congress look elsewhere for their cuts. However, we know from experience that they will be targeting federal workers once again in the New Year. I guarantee it.

That is why I am asking every federal worker to stand up and join us in this fight. Join the Union and get engaged with the issues that are impacting you, your family, and your coworkers. If the NFFE-IAM membership stands shoulder-to-shoulder and forcefully demands Congress to end their unwarranted attacks, we will prevail in 2014. NFFE has been fighting for federal workers for almost 100 years, and we are going to continue fighting to make sure federal workers are treated fairly and with dignity in the halls of Congress and in the workplace. Join us in that fight.

GS Employees Receive One Percent Raise, WG Employees Left Out

By taking no action to prevent it, Congress allowed a much-needed one percent pay adjustment for General Schedule (GS) federal workers to go into effect in 2014. However, Congress failed to take action to provide the same adjustment to Wage Grade (WG) federal employees. With the House of Representatives now home for the holidays, the end of the three-year pay freeze is a hollow victory for federal employees. NFFE's first legislative priority of 2014 is to secure blue-collar federal employees the pay adjustment they deserve.

The one percent pay bump is applied to base pay, leaving locality pay unchanged. While the one percent pay adjustment ends a three-year pay freeze, it is largely a symbolic victory. In the past 12 months the Consumer Price Index increased by 1.2 percent, effectively nullifying the increased buying power of federal workers. It is worth noting that despite an

increasing Consumer Price Index, many members of Congress had pushed for a continued pay freeze.

For WG federal workers, the fight for a fair and equitable pay adjustment is just beginning. Rep. Matt Cartwright (D-PA) introduced legislation (H.R. 3573) in November 2013 that would have provided a one percent pay adjustment for WG federal employees. That legislation enjoys bipartisan support, with 11 Democratic and nine Republican co-sponsors at the time of this writing. The legislation was referred to the House Oversight and Government Reform Committee, chaired by Rep. Darrell Issa (R-CA), but the bill failed to progress (as they say: "died in committee"). On Dec. 12, 2013, the U.S. House of Representatives went into recess without taking further action on the legislation, leaving WG federal workers without a pay increase of any kind going into the New Year.



Legislative Conference

Lobbying elected officials is essential in our efforts to improve the lives of federal workers across the country. With federal workers still struggling and recovering in the aftermath of the historic government shutdown and the threat of future shutdowns still feasible, elected officials in Washington, D.C. need to be informed that further cuts to federal employees are off the table. Our mission is to ensure that our elected leaders act in the best interest of federal workers and their families.

But we are not alone. Many other powerful voices are lobbying politicians on Capitol Hill every day – some that are

hostile to the federal workforce. If we are to ensure that federal employees have a strong voice and allies on Capitol Hill, we all must join in the fight for positive change.

This year, we ask that you do your part to make a difference by joining us May 12 – 15, 2014 for the IAMAW's Legislative Conference in Washington, D.C.

In addition to four days of lobbying elected officials, attendees will hear rousing speeches from dozens of prominent members of Congress and the labor movement. Both at the conference and on Capitol Hill, you can let your

elected officials know exactly where federal employees stand on key issues like pay, benefits and job security.

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

It's not too soon to begin deciding on your legislative delegation and looking into travel arrangements. Look for updates on the 2014 IAM Legislative Conference at www.nffe.org and be sure to sign up for NFFE E-news to get the latest NFFE news.

2013: A Dramatic Year for Federal Employees

Amidst a political atmosphere that gets increasingly sour by the day, partisan extremism made 2013 a dramatic year to be a federal employee. Heading into the year, the federal workforce was saddled with a continuing three-year pay freeze, mandatory furlough days and increased pension contributions. As the year progressed, so did the adversity federal employees faced by an increasingly hostile Congress.

While the beginning of the year began relatively quiet, rising tensions in the halls of Congress led to discussions of a possible government shutdown over the inability to reach an agreement over a short-term budget. It had been over a decade since the last government shutdown, and the possibility generated countless questions for millions of Americans. Most notably, what would happen to federal employees who woke up on October 1 to find their employer shutdown?

Despite desperate pleas from across the country to continue funding government operations, vitriolic members of Congress plunged the government into shutdown. Extremists sought to score cheap partisan

political points. With no direction and little viable leadership, the House of Representatives threw the lives of more than 850,000 federal employees into turmoil.

After spending countless hours lobbying their members of Congress, federal employees were able to achieve back pay for their forced furloughs. Federal employees were able to take a brief sigh of relief following 16 days without a paycheck and mounting financial stresses. During the shutdown, the NFFE National Office went into overdrive, working around the clock with members of Congress to ensure the voices of members echoed throughout the halls of Congress.

Shortly after the government shutdown, a series of reports were issued demonstrating the unrest in the federal workforce. The U.S. Bureau of Labor Statics issued a report indicating that the pay disparity between federal employees and private sector employees performing similar tasks had risen to 35.37%. Also released was a report that documented satisfaction rates between different federal agencies, which outlined federal employees becoming

increasingly dissatisfied with their jobs and workplace.

Hemorrhaging benefits, a three-year pay freeze and a historic government shutdown is significantly impacting the morale of federal employees. Reducing pay, decreasing benefits and sporadically casting employees into financial turmoil for purely ideological reasons is not a way to operate. With so many members of Congress touting business expertise as their qualification for office, it begs the question: is this how Congress thinks an effective organization operates?

In the New Year, NFFE will work night and day to reduce the seemingly relentless attacks on federal employees by members of Congress. The federal government needs to encourage its employees, provide recognition for good work and ensure proper financial incentives are set to attract and retain the next generation of innovative federal government employees. And it is going to take all NFFE-IAM members standing shoulder-to-shoulder, in a unified front to bring about the changes aimed at improving the quality in treatment of workers.



Unions Secure Back Pay for Federal Workers Following Government Shutdown

As political conflict in Washington, D.C. forced a government shutdown at the start of October 2013, the biggest questions on most federal employees' minds were: When will the shutdown end, and will federal workers receive pay for the time they were locked out of their federal jobs?

In years past, when a shutdown occurred, NFFE and other unions representing federal workers had been able to secure back pay for furloughed workers. However, the last shutdown occurred during the Clinton Administration, a drastically different time politically and economically. With the current Congress showing increased hostility toward federal workers, back pay for furloughed federal workers in 2013 was far from a guarantee.

At the urging of NFFE, IAM, and other federal employee unions, Rep. Jim Moran, D-Va., introduced legislation that would require the government to retroactively pay all furloughed workers for their forced time off the job once the shutdown ended. NFFE, IAM and other unions rallied around this legislation, which eventually passed the U.S. House of Representatives by a 407-0 margin on Oct. 5, 2013. When the final agreement was reached to reopen the government, the legislation included back pay for federal workers furloughed due to the shutdown.

The win was seen as critical for federal employees. With Congress forcing a government shutdown in the wake of unrelenting partisanship, it would have been outrageous had Congress attempted to stick federal workers with the bill. In a unified front, federal workers sent a message to Congress that forcing federal employees to pay for Washington's dysfunctional political system was unacceptable. Congress got the message loud and clear: not a single member of Congress voted against the back pay bill.



Through Adversity of Shutdown NFFE-IAM Members Show Strength of Character

More than a century ago, American novelist James Lane Allen wrote, "Adversity does not build character, it reveals it."

In other words, it is those occasions in our lives that we are truly tested that we reveal our true spirit. It is the times we have taken a blow and been knocked to the canvas that we discover our genuine will to fight. Simply being knocked down will not compel a person to persevere in the face of adversity, but it will present an opportunity to show what he or she is truly made of.

In October 2013, the members of the National Federation of Federal Employees were dealt a blow that tested the character of our Union.

For many years, federal employees have endured attacks from politicians and

ideologues that demonstrate little regard for the critical services federal employees provide our nation. More recently, political tension in Washington had been rising under mounting budget pressure. After weeks of political gamesmanship, these forces erupted in the biggest budget showdown this country has seen in more than a decade, resulting in a historic government shutdown on Oct. 1, 2013. With Republicans and Democrats unwilling to reach agreement on a federal budget, and certain lawmakers itching for an opportunity to derail implementation of the Affordable Care Act, lawmakers shut the federal government down.

For federal workers, the shutdown was a crushing blow. Federal employees had already been experiencing financial hardship from three years of frozen pay and forced unpaid furloughs at many agencies in the earlier part of 2013.

When the shutdown happened, 800,000 federal workers and a majority of NFFE-IAM members were locked out of their worksites. One day, these dedicated workers had jobs and a paycheck, the next they were home wondering how they were going to pay the mortgage and put food on the table. Worst of all, they had no way of knowing when the shutdown might end.

For NFFE, the shutdown was one of those tests; the kind that would reveal the true character of our Union. In the face of tremendous adversity, would NFFE-IAM members wilt under the pressure, or would we stand together and fight for what was right? Would we back down from those callously attacking federal workers, or would we stand up to them? Following what transpired in the 16 days of the shutdown, it is clear that NFFE does not back down in the face of adversity. In

fact, NFFE-IAM members are at their greatest when they are standing shoulder-to-shoulder, united, and staring adversity square in the face.

On day one of the shutdown, NFFE-IAM members from across the nation sprang into action. For many, their first act was to pick up the phone and call their members of Congress to let them know that federal employees wanted to work. Federal workers played no part in the partisan bickering that led to the government shutdown, but they were the ones who suffered. Federal workers simply wanted to return to work. NFFE-IAM members made that clear to Congress.

The next course of action was to take our message to the streets. Within hours of the government shutdown, the message that federal employees wanted to work was being echoed at rallies across the country. Working with the AFL-CIO, Central Labor Councils, and State Federations of Labor, NFFE-IAM members participated in demonstrations coast to coast, protesting the senseless government shutdown. Federal workers were not alone in this fight; the entire house of labor was united in supporting federal employees and rallied in unity to call for an end to the shutdown. Machinists, teachers, firefighters, laborers, nurses, painters, electrical workers, and countless other unions and professions rallied around federal workers in a showing of labor solidarity.

On the first day of the shutdown, one of the principal rallies opposing the government shutdown was being held on Capitol Hill and was televised across the nation and the world by cable news stations. At that rally, NFFE National President William R. Dougan took a stand for federal workers.

“We have 800,000 federal workers that are being held hostage today for issues that have nothing to do with whether we should fund the government or not,” said Dougan. “Through no fault of their own, these federal employees are being impacted. These are real people. This is ridiculous. We need to do all we can do



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to convince Congress to do what is right; to get government funded and get these people back to work.”

In the days that followed, the message to end the shutdown and put federal employees back to work was being carried by NFFE-IAM members throughout the country. As folks began to realize the important work that was suddenly not being done in this country, the American people wanted to hear about it. When federal employees, their families, and communities across the country were being devastated by the shutdown, the American people wanted to hear about it. And countless times, it was NFFE-IAM members who stepped up to tell the American people their stories.

NFFE-IAM members worked with CNN, The Washington Post, ABC News and countless other national media outlets to share their stories of hardship. While many employees expressed grief and frustration, most shared the

same sentiment: ‘let us go back to work.’ Everyone from Federal Aviation Administration employees in New Jersey to Department of Defense employees in California were asking to be let back into work.

In what looked to be a short-term event turned into a two-week holdout. Members of Congress refused to find common ground on a solution as hundreds of thousands of federal employees around the country watched hours tick off the clock, unsure of when they would return to work or how they would make house payments. Despite the mounting financial uncertainty many members faced, NFFE-IAM members demonstrated true tenacity and were able to weather the shutdown.

Then, in what appeared to be a flash of hope, a supposed deal was making its way through the halls of Congress to reopen the government. However, federal employees were not yet out of the woods yet, as back pay was not secured. It took a coordinated effort among NFFE, IAM, and other unions representing federal employees, and all of the collective

membership of the unions to make it happen. Together, we stormed Capitol Hill, demanding back pay be provided to the federal employees who played no part in causing the shutdown, yet were being forced to shoulder the financial weight.

The effort was successful, and in the bill reopening the government, federal employees were guaranteed back pay. When the government shutdown finally came to an end on October 16, federal employees went back to work, and they did so knowing they would be getting the back pay they deserved.

There are a lot of important lessons to be learned from the shutdown experience, but the most important of all is what this Union learned about itself. Through the adversity of the government shutdown, NFFE-IAM members learned the true character of their Union. They learned that NFFE-IAM members are at their greatest when they are standing shoulder-to-shoulder, united, ready to handle the greatest turmoils of adversity. That’s what this Union is about. At NFFE, we don’t back down from a fight.



The Life of a Federal Employee During the Shutdown

For the first time in over a decade, the U.S. government shut its doors following the inability of Congress to pass any sort of short- or long-term budget. The historic government was ushered in by extreme partisanship in Washington, but members of Congress were not the ones feeling the repercussions. Rather, it was the federal employees forced from their jobs who shouldered the burden of the government shutdown. The shutdown brought financial instability to hundreds of thousands of federal workers, casting their lives into turmoil.

For many young federal workers, 16 days without a paycheck is inconceivable. Balancing student loans, mortgage payments and the costs of raising young children is daunting enough, but the government shutdown jeopardized this delicate balancing act managed by young federal workers across the country.

One NFFE-IAM member, Robin Dela Cruz, a member of NFFE's Young Federal Leader (YFL) program and Steward for Local 1690, shares her trying experience with the government shutdown and the strain it cast on her family:

"The government shutdown was hard on me and my family because I am the primary supporter for my family. I was barely making it during the Furlough Fridays [a system mandated during the summer], and then the shutdown happened suddenly. That was a morale killer and hypertension inducer. During the five days that I was furloughed, there was not any guarantee that we would go back to work, which kept me on edge. I felt angry that we, as government employees, were once again being punished because the 'boys in the big house' could not get it together. They should have been furloughed and experienced this

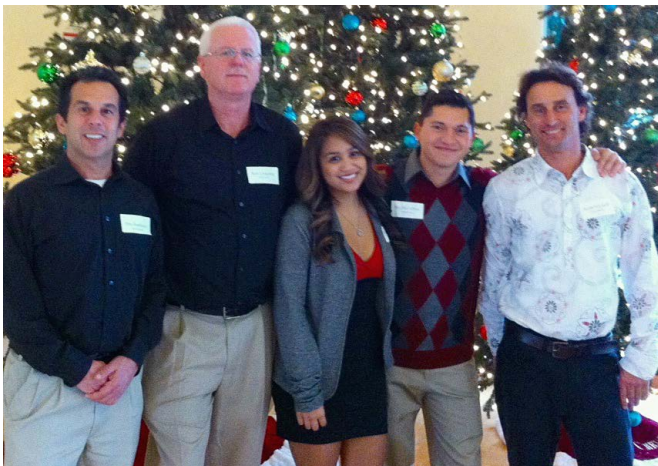


shutdown and not get paid. I am sure if they were going through the furlough and shutdown they would have come up with a budget and a resolution.

It was hard for my family because when I did return to work, they did not pay us for the days we were furloughed right away. It took about a month to receive backpay. And I should highlight that I had to choose between gas, rent, and food. Thank God my parents live close and they helped us with groceries and helped us with some bills. The shutdown did not just affect me. It affected my family and my child. I do not think my child should suffer because the government could not come up with a budget.

NFFE was a huge help, because just knowing we have our NFFE/Union representatives fighting for us on Capitol Hill gave me a sense of assurance. I knew that they were working every day to make sure we would not suffer another blow, that we would get backpay. It is good to know that there is an organization out there on my behalf that represents and fights for us federal employees."

It is members like Robin that fuel NFFE. When we stand united we are able to protect federal employees from the repeated attacks from members of Congress looking to score cheap political points. We encourage all members of the NFFE family to submit their stories and updates to NFFE. We want to hear your stories. Submit your stories and pictures to Kvang@nffe.org.



NFFE-IAM Local 178 Wins Big in Representation Election

Employees of the Army Contracting Command (ACC) at Aberdeen Proving Ground in Gunpowder, Md. have a rich history of NFFE representation. However, a recent agency realignment brought a new group of contractors to the base, forcing a combination between new and veteran Aberdeen ACC employees. The new contractors also had a history of Union representation.

With two unions at odds regarding representation, the U.S. Army filed a petition with the Federal Labor Relations Authority (FLRA) requesting single-union representation for the newly-combined ACC employees. The FLRA confirmed the petition, setting the stage for an election to determine Union representation.

The election was winner-take-all. NFFE was dedicated to continuing its proud representation of Aberdeen Proving Ground ACC employees. Losing was not an option.

Following the FLRA election notice, NFFE Local 178 mobilized to defend their members. In the weeks leading to the election, Local NFFE officers collaborated with the National Office to develop a winning election strategy. While the spirits were high following the countless organizing discussions, uncertainty lingered as the preparations of the competing Union remained a mystery.

“We did not know exactly what we were going to be up against,” said Lisa Foust, Local 178 President. “Our opponents had been relatively quiet, which resulted in a general unease among the local Union leadership.”

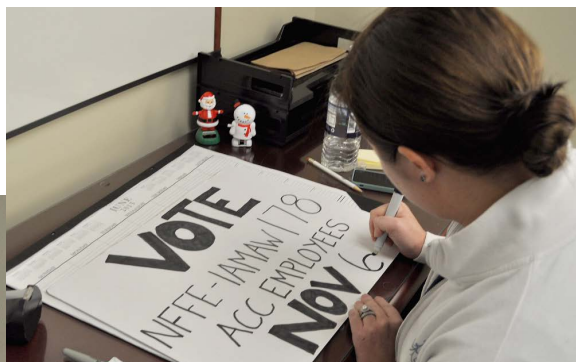
The NFFE team dispatched numerous staff members to Aberdeen to assist Local 178 with implementing the election strategy. The days were long, with the NFFE team often huddling before the morning sunrise and canvassing into the night. Every step of the way, the NFFE team received positive feedback from Local members and bargaining unit employees.

When the dust settled, Local 178 had made hundreds of unique contacts with Aberdeen ACC employees. The only thing left was to await the election results and see if the countless hours of preparation would pay off.

Shortly after all votes had been cast, NFFE was receiving encouraging reports from voters and Local officers. And nearly an hour after the polls closed, the results were distributed.

NFFE won – in a landslide.

The final results were 88 percent for NFFE-IAM Local 178 to 12 percent for its competitor – a 76 point margin of victory. NFFE-IAM Local 178 will continue to represent ACC employees at Aberdeen Proving Ground and will be welcoming hundreds of new bargaining unit employees. The vote demonstrated the satisfaction NFFE-IAM members had with the representation they were receiving.



Draft Your Local Organizing Strategic Plan



We all know that membership density brings clout within an agency and at the bargaining table, but for some Locals, it is difficult to know where to start. There are a number of steps and strategies that your Local can utilize in order to increase your organizing success. Some suggestions, such as talking face-to-face with potential members, are universal. Others suggestions may vary in their effectiveness based on the specific conditions at your Local. Each Local is different, carrying a unique group of members with specific needs. This is why it is so important for your Local to develop your own Organizing Strategic Plan!

There are several components to an Organizing Strategic Plan. A strong plan begins with an evaluation of your current situation and an assessment of your resources and potential challenges. It also establishes quantifiable goals and develops a timeline to help you stay on track. Putting all of these parts into place will help you not only continue to grow your Local, but get the best possible return on the time you invest.

If you already have a Local Organizing Committee, developing an organizing plan for your Local would be a perfect task for that group. A committee should be made up of people that are engaged in the Local, but that extends beyond just officers. The best place to start is at your Local's monthly meeting. Ask members who are outgoing and active if they would like to participate in creating an organizing committee.

The committee should meet regularly and set attainable goals. Revisiting these goals quarterly is optimal. Work with your Organizing Coordinator to build your Local's strategic plan, then move to implement it.

The following is a quick start up list to creating an Organizing Committee.

- Obtain an up-to-date BUE list.
- Select members and/or officers that will sit on the committee.
- Create a Local strategic organizing plan.
- Decide what messages you want to focus on getting out to the bargaining unit.
- Divide up all responsibilities, and create a timeline.

The most important task that the people on the committee are expected to perform will be face-to-face messaging to non-members. Spreading the word about what the Local has done and explaining the benefits of being a union member will always be more effective than spontaneous organizing drives in the long term. Consistent recruitment by a goal-oriented organizing committee is the surest path to organizing success.

You and the officers of your Local know better than anyone what works for your members and what does not. But if you have not yet formed a committee, do not let that stop you from creating a plan of action for organizing. Any officers and members who are interested in organizing can sit down and draft a plan for the Local.



Education is the Key

Access to education is a key component in building a strong Union. NFFE-IAM members have access to an array of classes and opportunities at the IAMAW's William W. Winpisinger Education & Technology Center. The Center has a range of classes for the newest members, to the most seasoned among our ranks. Located in Placid Harbor, Md., members can come and learn from other unionists from around the country. These classes give employees the skills necessary to become strong leaders at their Locals.

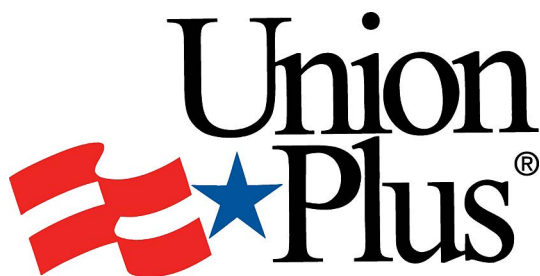
Attending these classes will create a stronger message when talking face-to-face with potential members. The more you know, the more you can contribute to your membership and bargaining unit as a whole. The Center teaches over 70 programs and offers a bachelor's degree program where members can earn their degree in labor studies in conjunction with the National Labor College. The environment is comfortable and is designed to make learning easy and fun.

For the newest members, the Federal Employees Seminar is a basic, week-long class that covers the essentials of Union advocacy and labor relations. The class's topics include legislative advocacy, grievance procedures, arbitrations, workers' compensation, and Unfair Labor Practice (ULP) charges. The instructors take many approaches toward teaching, using discussion, role playing and presentations from NFFE National Officers and staff to facilitate learning. The basic programs is held four times a year and accommodates up to 30 students per class. Do not wait to sign up, these classes fill up fast.

"[The number of attendees] is obviously a small percentage of our total membership, and therefore it is the duty of these select members to learn the material and return to the Local to train others," said Instructor Henry Bagwell, who assists in several trainings.

If you would like to participate in or learn more about the William W. Winpisinger Education & Technology Center, visit their website, www.winpisinger.iam.org.

It Pays to be a Union Member



In our year-round dedication to new member recruitment and organizing, we want to make sure you have all the information necessary to demonstrate the importance of joining a Union. In the current economic climate, potential new members may have hesitations, providing you a unique challenge. Fortunately, you can show them why they cannot afford not to join!

Union members have access to a number of money-saving benefits. Those members who take advantage of the discounts available to them can more than recoup the money they spend on union dues each year.

One great resource available to NFFE-IAM members are the discounts offered through Union Plus. Union Plus was created by

the AFL-CIO in order to offer discounted products and services to working families. Union Plus offers an impressive variety of benefits to union members, with no additional cost to take advantage of them.

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

Union Plus brochures are included in every new member kit sent out by the NFFE National Office. You can also request pamphlets and other promotional material for your Local directly by calling 1-800-472-2005 or emailing leaders@unionprivilege.org. The Union Plus website also includes an organizing toolkit, with links to a sample list of benefits, downloadable fliers, articles, and web banners that you can share with your bargaining unit, and tips for making the most of the program.

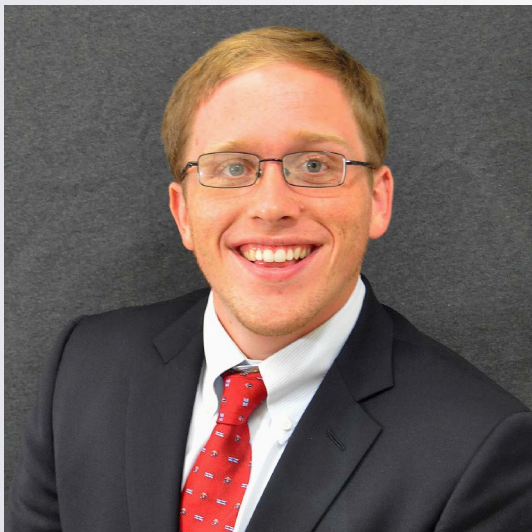
NFFE Welcomes New Staff

As we welcome the New Year, NFFE welcomes two talented staff members to the National Office. This past fall, NFFE underwent a staff transition with the addition of Kalia Vang as Staff Assistant and Drew Halunen as Communications Coordinator.



Kalia Vang, a native of Milwaukee, Wis., comes to NFFE well-prepared to oversee office administration and serve as the National Director for the Young Federal Leaders program. A daughter of Hmong immigrants, Vang was raised in a working-class household, and has been a proud advocate for her Hmong heritage and cross-cultural engagement. With previous experience expanding mentorship programs that serve immigrants, minorities, and first-generation college students, Vang brings to NFFE enthusiasm for progressive change and public service. Vang seeks to empower and cultivate the next generation of federal leaders in the YFL program.

Kalia comes to NFFE from the National Asian Pacific American Women's Forum, serving in the Immigrant Rights department. Previously, she had served in policy roles for the Southeast Asia Resource Action Center and the Office of Congresswoman Gwen Moore (WI-04). She is a graduate of Georgetown University in Washington, D.C.



Drew Halunen, a native of Duluth, Minn., serves NFFE as the head of communications and works in tandem with the YFL program and legislative advocacy. A first-generation college graduate, Halunen grew up surrounded by proud members of the labor movement in Minnesota's Iron Range region. Seeing the importance of organized labor first hand, he has become an outspoken advocate for the labor community. Having a background in legislative affairs and communications, Drew will blend membership service with an aggressive media strategy aimed at furthering the cause of federal employees.

Drew comes to NFFE from Thorn Run Partners, where he worked on a variety of healthcare-related legislative issues. He previously worked with Primum Marketing Communications and served in Congressman Ron Kind's (WI-03) press office. He is a graduate of Marquette University in Milwaukee, Wis.

FEEA Supports Federal Employees in Need

Potential members often ask, “What will joining the union do for me?” There are countless ways to answer that question, from labor’s historical accomplishments, Union Plus discount benefits, to touting the favorable terms your Local negotiated in your Collective Bargaining Agreement.

You can also share the many ways that NFFE is working at the National level to promote and support federal employees. One example of this is NFFE’s involvement with the Federal Employee Education and Assistance Fund (FEEA).

FEEA was founded in 1986 through the collaboration of union leaders and the heads of management organizations, who felt that federal employees needed an outlet for providing and receiving assistance from one another. Then-NFFE National President Jim Pierce was one of the organization’s founding members, and NFFE has held a seat on the Board and remained actively involved ever since.

FEEA is currently celebrating its 27th year of serving the federal community. The organization helps federal employees in a multitude of ways. One way is through FEEA’s Emergency Assistance Program which provides confidential grants and no-interest loans to federal employees facing unexpected hardships. No-interest loans are repaid through incremental payroll allotment, with no interest added. Since its inception in 1986, FEEA has provided more than \$7.7 million in aid to more than 13,000 federal employees.

FEEA also gives out a number of scholarships every year. Civilian and postal employees with at least three years of federal service, as well as their spouses and dependent children, are eligible to apply. FEEA administers the Richard N. Brown Memorial Scholarship, honoring our late NFFE national president, which can be applied for by NFFE-IAM members, their spouses, and college-age dependents. Since 1986, FEEA has given out more than \$10.2 million in scholarship assistance to over 8,000 students.

Helping spread the word about FEEA may benefit a member or eligible member, and it demonstrates that labor unions—including NFFE—give back to their communities.



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