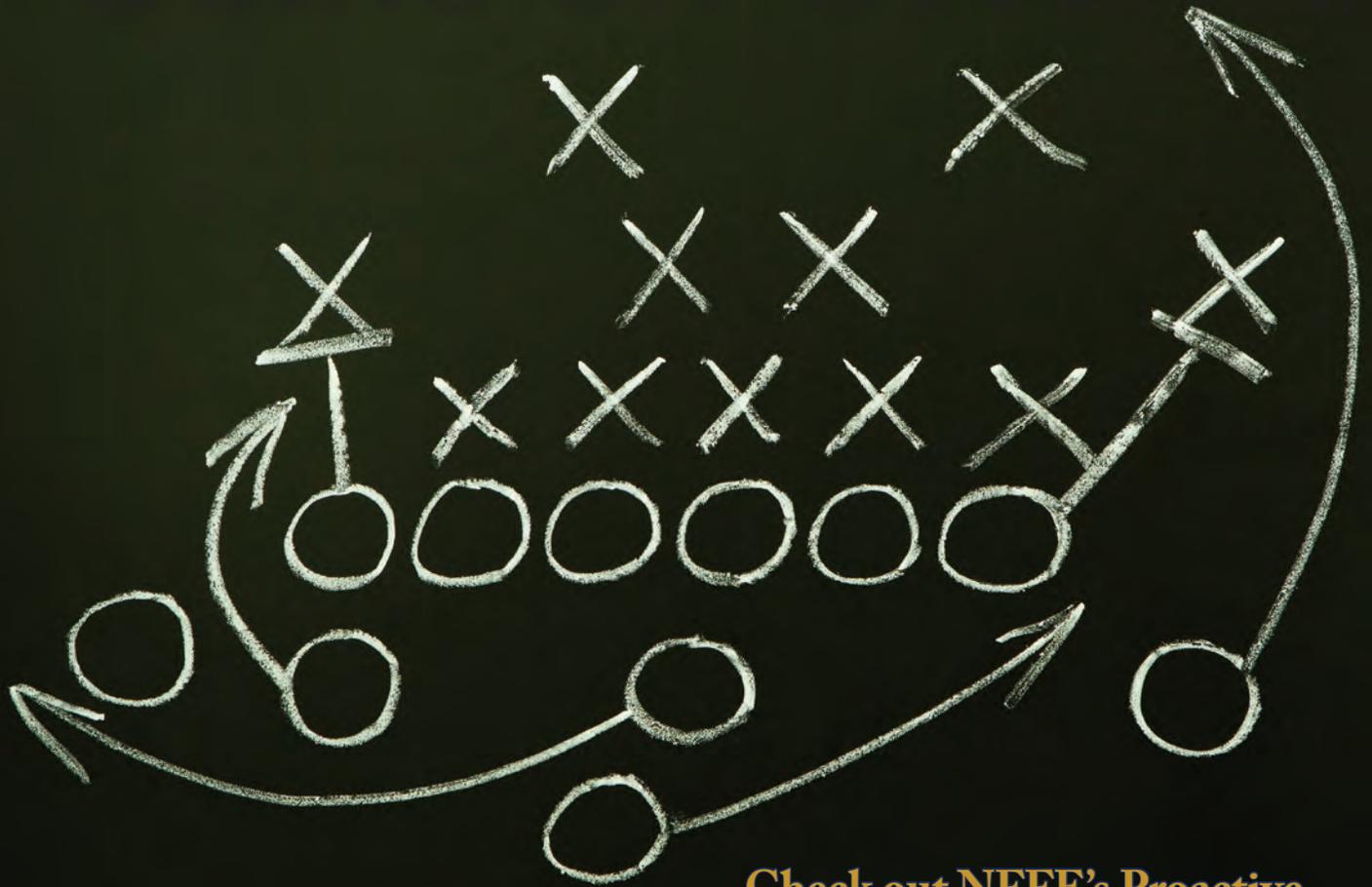


1ST QUARTER 2014

# THE FEDERAL EMPLOYEE

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

# GOING ON OFFENSE



**Check out NFFE's Proactive  
Legislative Playbook for 2014.  
See Pages 8-9**



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William R. Dougan

Survival mode. That is the mindset many of our members have been in over the last few years. Surviving three years of pay freezes, increases in contributions to healthcare premiums and retirement, and continuing attacks by Congress has taken a toll on federal employees. For NFFE, it has put us on our heels in an attempt to protect and defend the reputation and well-being of federal employees. Spending so much of our time on reacting to attacks comes at a cost: we have less ability to develop new initiatives or legislation that would benefit our members.

The relentless attacks on the federal workforce has contributed to the large increase in retirement applications being submitted to OPM in the last several months. While many federal employees of the baby boomer generation have reached retirement age, baby boomers are not the sole reason for the increase. The loss of real income by federal employees due to pay freezes coupled with pay adjustments well below inflation is driving the decision of many eligible federal employees to retire. The loss of expertise and knowledge that leaves the workplace with these retirees is not easily or quickly replaced. These retirements, combined with unsustainable and austerity-driven budgets, are leading the federal workforce towards a tipping point

where federal agencies will be at risk of not being able to carry out their mission and conduct the business of the citizens of this country.

NFFE has not been immune from the exodus of retiring feds, experiencing membership loss in 2013 as many of our members joined the ranks of the retired. This loss followed six previous years of strong and steady membership growth. It should come as no surprise that there is a direct link between building membership and the ability to move from playing defense to going on the offensive on behalf of our members. The ability to change the frame of reference in conversations and legislation affecting the federal workforce will only come about if we have a large membership that is active and speaking with one voice. Having more eligible members paying dues (membership density) provides credibility to the fact that NFFE, along with other federal Unions, truly speaks for the federal workforce. It also makes the case that we are a force to be taken seriously. It is time to get off the sidelines and into the game. It is time to take our defense off the field and send out our offensive unit.

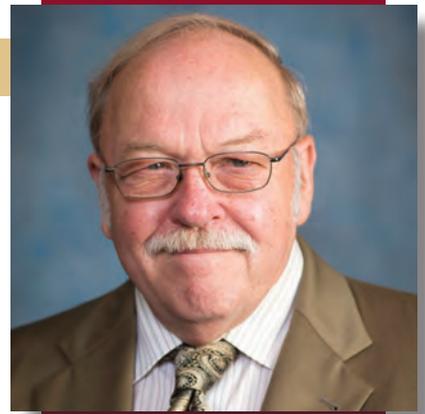
A handwritten signature in black ink that reads "William R. Dougan". The signature is fluid and cursive, written over a light-colored, slightly textured background.

## FROM THE DESK OF THE SECRETARY-TREASURER

The IAM Legislative Conference will be held May 12-15 in Washington, D.C. All of you are invited to attend and participate in this annual event that focuses on lobbying your congressional representatives regarding not only federal employee issues, but issues that affect all working men and women across this great nation. However, lobbying cannot be limited to just one week. All Local leaders need to establish and maintain a working relationship with your members of Congress and Senators back home in your district and state. Each member of Congress has at least one office within his or her home district and some have offices across the district. Each of your Senators also has several offices across the state. All of these offices are fully staffed and are there to provide help and guidance on many of the issues that impact you. In order to be an effective Local leader and have a viable Local Lodge, each Local leader should have a sound working relationship with their members of Congress to assist the Local membership

in both personal and work-related issues. Each Local leader should meet with their congressional representatives to discuss issues critical to our constituency at least once a quarter, and sometimes more often depending on the topics you may need to discuss. You should also bring members of your Local to these meetings to share their personal stories.

If your Local constituency spans several congressional districts the Local leadership should establish a working relationship with the members of Congress in each district. Further, congressional representatives enjoy being invited to social events including Union meetings, which gives them an opportunity to meet with their constituents in a friendly setting. Remember, members of Congress like conversing with potential voters from their district and state. The importance of lobbying throughout the year cannot be over-emphasized! Please make it happen at your Local.



**William D. Fenaughty**

## FROM THE DESK OF THE GENERAL COUNSEL

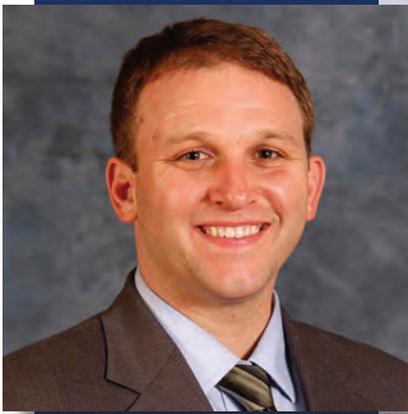
It is certainly true that the environment for federal employees has been less than ideal over the last five years. And many Union representatives feel that the Obama Administration could have been more aggressive in advocating for federal employees during that time period. However, no one should lose sight of the fact that the labor relations environment remains, on the whole, far more positive than it was during the previous administration.

In that regard, Councils and Locals should be, or continue to be, aggressive in pushing to improve working conditions for employees. The primary way to accomplish that is to begin new Collective Bargaining Agreements. While there is always some uncertainty in opening an agreement, it is generally better to bargain in a positive

labor relations climate than a negative one. One major reason is that the current Federal Service Impasses Panel (FSIP) is much more favorable than it was under the previous administration and there is no guarantee what the FSIP panel membership will look like in the next administration. Because bargaining can often take months or years, particularly if the parties go to impasse, it makes sense to start bargaining now rather than waiting to the end of the President's term. In bargaining, an agency can also take the position that certain proposals are non-negotiable. Again, the current make-up of the Federal Labor Relations Authority is more favorable than under the previous administration. If a Council or Local is going to be faced with pursuing a negotiability appeal, it is better to do so sooner than later.



**Stefan Sutich**



Randy Erwin

After several years of being stuck in a defensive posture, where our key legislative priorities were centered on protecting federal workers from cuts to their pay, benefits, and keeping the federal government open for business, this year NFFE is finally able to go more on the offensive. For the first time in years, we are having serious discussions on Capitol Hill about what proactive pieces of legislation we are going to make a run at getting passed this year.

This is an exciting time because this is the kind of work NFFE wants to do for all the proud NFFE-IAM members across the country. Legislative work is fun when success means you are actually able to make key improvements in the lives of

NFFE-IAM members and their families. Protecting what federal workers have will always be the top priority, but the real goal is to improve the situation for federal employees, not just fight to maintain the status quo.

So what does going more on the offensive mean in practice? It means we are not merely trying to end the federal pay freeze anymore. Instead, we are pushing for a meaningful pay increase in 2015. The President's budget called for just a one percent pay adjustment, but we are not settling for that. We think that after all federal workers have sacrificed in recent years, federal employees deserve a 3.3 percent raise next year. That is what we are fighting for right now on Capitol Hill.

## LEGISLATIVE

# NFFE Fights to Get Blue-Collar Federal Workers a Fair Pay Bump

On Jan. 1, 2014, a one percent across-the-board pay adjustment went into effect for white-collar General Schedule (GS) federal employees. While this modest pay bump was welcome following a three-year pay freeze, there was one big problem: Congress forgot about blue-collar Wage Grade (WG) federal workers when they passed their budget bill and headed home for the holidays. Consequently, GS federal workers were getting a one percent pay adjustment in 2014, while WG federal workers were not. This was very unfair to blue-collar federal employees.

Heading into the New Year, the first legislative priority for NFFE was to secure the one percent pay adjustment that blue-collar federal workers deserved. NFFE-IAM members sprang into action with phone calls and letters to Capitol Hill urging members of Congress to treat blue-collar federal workers fairly and grant them the same pay adjustment as GS workers.

Following a week-long barrage of calls to Capitol Hill, congressional negotiators understood what had to be done. On Jan. 13, 2014, a \$1.1 trillion omnibus spending bill was introduced with the one percent pay adjustment for wage-grade federal employees. Shortly after, the omnibus spending bill was passed. NFFE-IAM members succeeded!

“We are pleased that members of Congress recognized the hard work of wage-grade federal employees and took action to provide the same pay adjustment that General Schedule federal employees received in 2014,” said NFFE National President, William R. Dougan. “Freezing pay for blue-collar workers for yet another year while white-collar federal workers got a pay adjustment wouldn't have been right. I am proud that NFFE-IAM members across the country stepped up and helped to get this done for all our WG members out there.”

We are not going to tolerate discussion about cutting federal workers' retirement security. The President's budget released in March protected federal workers from any unfavorable changes to federal pensions, and while we will continue the fight to protect federal pensions in the halls of Congress, we are also looking to repeal the harmful changes to federal retirement made in the last few years. These changes require newly hired federal workers to divert thousands of dollars in take-home pay for the exact same pension benefits that the majority of the federal workforce gets. These recent changes are creating a second-class of federal workers; this is unacceptable and we are going to fight to have these harmful and mean-spirited changes repealed.

We are also going on the offensive in many other areas. Currently, we are pushing for legislation to give more opportunity for promotion to part-time seasonal Forest Service and land management agency employees. Other legislative initiatives we are pursuing include: expanding the scope of bargaining for VA professionals, protecting the DoD from another round of Defense Base Closure and Realignment Commission (BRAC) hearings, keeping more work being performed at Army arsenals and depots being done by federal workers, fighting against the elimination of 15 percent of the DoD workforce, protecting federal employees and retirees from harmful changes to workers' compensation

benefits, achieving pay and retirement equity for federal firefighters and law enforcement officers, expanding benefits for federal workers in domestic partnerships, establishing a paid parental leave benefit, repealing the government pension offset (GPO) and windfall elimination provision (WEP) of Social Security, along with numerous other priorities.

I want to thank all the dues-paying members of this Union for making these fights possible. Without you, the dues-payers – and I'm proud to say I am one myself – we would not have the resources to engage in these critical battles for the future of the federal workforce.

## NFFE Opposes Bill to Cut 115,000 DoD Jobs

On March 14, 2014 lawmakers in the U.S. House of Representatives dropped a bombshell bill – sure to send shockwaves throughout the DoD workforce; Rep. Ken Calvert (R, Calif) introduced the Rebalance for an Effective Defense Uniform and Civilian Employees Act (REDUCE Act), H.R. 4257, which calls for cutting nearly 115,000 civilian jobs from the Department of Defense (DoD) – 15 percent of the overall civilian workforce.

They might be calling it the REDUCE Act, but we are calling it what it really is: the “REDUCE our military effectiveness Act,” because that is exactly what this bill would do – gut the civilian defense workforce and reduce the effectiveness of our military.

The introduction of this legislation puts federal employees back on the chopping

block after several years of targeted cuts to federal jobs, pay and benefits. This bill would not only destroy 115,000 jobs around the country, but it could decimate our country's military strength and effectiveness. Eliminating 15 percent of the workforce would put unprecedented strains on our defense infrastructure – strains that we cannot even begin to understand the practical implications of. But one thing is for sure: it is our men and women in uniform that will feel the impact.

HR. 4257 would also harm local economies around the country. Many communities rely on local military installations as a significant economic driver for the region. These military installations provide good-paying federal jobs, and in turn those workers and their families support local businesses. A draconian 15 percent workforce cut would not only adversely impact the lives of

those Defense workers removed from their jobs, but it would create a ripple effect in local economies throughout the country where those employees live and work.

“We are shocked that any member of Congress could come out in support of this harmful legislation that will so clearly gut out military effectiveness and add to the unemployment problem in this country,” said NFFE National President William R. Dougan. “Nobody who supports this legislation can say with credibility that they support the U.S. military. We are going to fight this legislation because it is the wrong path for our country and it once again makes hard-working federal employees scapegoats for the inability of Congress to operate effectively.”

# Obama Budget: Improved, but Insufficient on Pay

On Mar. 4, 2014, President Obama submitted his budget to Congress. While Congress ultimately makes the final decision on budget matters, the President's budget submission gets the ball rolling each year. The President's budget has major implications for federal employees because the Administration indicates what pay adjustment it recommends for federal workers the following year. In addition, the budget sometimes includes proposals to change federal workers' retirement benefits.

Federal workers fared better than previous years in the President's Fiscal Year 2015 (FY15) budget submitted in March. The President's Budget last year included a provision known as "chained Consumer Price Index (CPI)," a slower-rising method for indexing cost-of-living adjustments to Social Security benefits. It also called for federal workers to

divert an additional 1.2 percent of their salaries toward paying for their pensions, but would give workers no additional pension benefit in return. Neither of these controversial provisions were in the President's FY15 budget proposal. Despite clear improvements in the retirement provisions, the President's proposal for just a one percent pay adjustment in 2015 was woefully inadequate considering federal workers have only been given a one percent pay adjustment in the last four years combined.

"While the President's budget is an improvement from last year, and we applaud the President for protecting federal employees' retirement security this year, the proposed one percent pay adjustment of federal employees in 2015 remains woefully insufficient," said NFFE National President William R. Dougan.

The White House suggested that the proposed one percent pay adjustment would allow for the federal government to be more competitive in recruiting top-tier candidates, but this line of thinking is flawed because the real income of the federal workforce is decreasing following a rise exceeding one percent in the Consumer Price Index and the Employment Cost Index in the previous year. In truth, a one percent pay adjustment in 2015 would mean the real income of federal employees would continue to erode.

"Here is the bottom line: with a one percent pay adjustment, real incomes for federal workers will continue to shrink," said Dougan. "After all the sacrifices federal workers have made in recent years, further eroding their real incomes is unacceptable. Following unprecedented austerity, federal employees' shrinking real income needs to be addressed, and it is not addressed in the President's budget this year."

Since the President's Budget was presented to Congress, NFFE has been calling for a pay adjustment that will do something to ease the burden on federal employees who – due to three years of frozen pay – now make an average of 35 percent less than private sector workers performing identical jobs. NFFE is arguing that if a significant pay adjustment for federal employees is not adopted by Congress this year, the consequences for federal agencies could be devastating.

"I believe we are nearing a tipping point for the federal workforce," said Dougan. "Following years of unsustainable and extreme budget measures, workers are becoming increasingly unhappy with their federal employment. We are reaching the point where we are putting federal agencies at risk of being unable to conduct the business of the American people. We need to make sure it does not come to that."



# 2014 IAM Legislative Conference Fast Arriving

Following a tumultuous 2013, which included a 16-day government shutdown, sequestration-related furloughs, and continued attacks on federal jobs, pay, and benefits, 2014 presents a unique opportunity for federal workers to turn the tide and start seeing movement on Capitol that actually favors federal employees. The time is now to let Congress know your story and educate them on the issues important to federal employees. And there is no better time to do that than at the 2014 IAM Legislative Conference in Washington, D.C.

Taking place from May 12 -15, 2014, NFFE and the IAM will bring Union brothers and sisters together from around the country to storm Capitol Hill. This is your opportunity as a NFFE-IAM member to let Congress understand the impact their reckless policy decisions have had on America's federal workforce. Legislative Conference is an important NFFE-IAM event, and every Local from around the country should attempt to make arrangements to send at least one Local Lodge delegate to Washington, D.C. for the conference.

Registration for the 2014 NFFE-IAM Legislative Conference can be found on the NFFE.org website or by calling the National Office at (202) 216-4420. Please be certain to register by May 5, 2014. The National Office can help you find affordable hotel and transportation accommodations during your stay in the Nation's Capitol.

Sick of having your pension contributions jacked up? You need to let your members of Congress know. Is a one percent pay adjustment woefully insufficient following a three-year pay freeze? You need to let your members of Congress and Senators know. Did furloughs have a detrimental impact on you and your co-workers? You need to let Congress know. The 2014 IAM Legislative Conference is the perfect time to share your story.

Having the opportunity to speak with your members of Congress and their staff regarding the issues most important to you is an incredible opportunity. Without you, members of Congress may never hear from their constituents regarding the damage their policies inflict

on federal employees. That is why it is crucial that you, along with your NFFE-IAM brothers and sisters from around the country, come together in a week of solidarity taking action on Capitol Hill.

Aside from the time spent on Capitol Hill, conference attendees will have numerous opportunities to socialize with NFFE-IAM brothers and sisters from around the country. Included in the three-day conference is a reception for NFFE-IAM members, hosted by the IAM. There will be social opportunities each night to interact with other members of NFFE Locals from around the country, often with many events featuring special guests – including members of Congress. NFFE also will be honoring several NFFE Locals with annual organizing and recruitment awards.

Big business and special interests spend millions of dollars every year to lobby Congress. Legislative Conference is your opportunity to fight back. Sign up for the 2014 NFFE-IAM Legislative Conference today!





# NFFE Rolls Out Proactive Legislative Agenda

To anyone watching, 2013 was a rough year to be a federal employee. NFFE-IAM members experienced furloughs, pay freezes, layoffs, pension attacks and a historic government shutdown. All the while, politicians in Washington used federal workers as political punching bags. For NFFE-IAM members across the country, 2013 was not an easy year. With so much time spent on our heels in, 2014 represents an opportunity to change the conversation. It is an opportunity for NFFE-IAM members to go on the offensive, and we must seize the moment.

Now is the time to push Congress for an adequate pay adjustment. Last year, NFFE fought to end the three-year pay freeze. The Union was successful in that effort. This year, we are fighting to make up for three years of frozen pay and the woefully insufficient one percent pay adjustment federal employees received in 2014.

Because of the insufficient or non-existent pay adjustments over the last four years, there is now a 35 percent pay gap between federal employees and private sector workers in comparable jobs – a gap that has ballooned in recent years. NFFE is not going to accept another one percent pay adjustment for federal workers, as was proposed in the president's budget for 2015. NFFE is currently fighting for a bill in Congress that would provide federal employees a 3.3 percent pay adjustment.

If NFFE is successful, the average federal worker will make an additional \$1,700 next year, and every year after that in their careers. How would an extra \$1,700 every year for the rest of your career impact you and your family? If it would help, join us in this fight.

Now is the time to push Congress to repeal changes that cut pensions for newly hired federal employees. Last year, NFFE fought hard to keep Congress from adopting major changes to federal pensions that would have virtually removed any dignity in retiring from the federal workforce. The U.S. House of Representatives passed a budget that would have required federal employees enrolled in the Federal Employees Retirement System (FERS) to contribute 6.35 percent of their take-home pay toward their pensions, without any added benefit. If passed into law, the average federal worker would have lost more than \$4,000 per year in take-home pay and received no added pension benefit to show for it. The proposal for newly-hired federal employees was even worse; they would have had their pensions eliminated entirely. In the final budget agreement passed by Congress, against strong opposition from NFFE and our allies in labor, Congress adopted changes that required federal employees hired in 2014 and beyond to contribute 4.4 percent of their take-home pay to their pensions, again, for no additional pension benefit.

This year, NFFE is going on the offensive on the pension issue. The Union will continue to defend against cuts to federal employee pensions like last year; however, NFFE is pushing for legislation that would repeal the recent changes to pensions impacting new hires – legislation that would provide new federal employees with the same pension benefit and contribution rate the vast majority of FERS employees currently have. If NFFE is successful, the average newly-hired federal worker will save nearly \$3,000 next year in take-home pay, and every year after that in their careers. How would keeping an extra \$3,000 of take-home pay every year for your entire career impact you and your family? If you think it would help, join us in this fight.

Some of the proactive measures NFFE is fighting for in 2014 are being pursued in both Congress and the Administration. Going on the offensive means using every avenue possible to enact positive change for NFFE-IAM members.

NFFE is urging the White House through the Office of Personnel Management (OPM) to take administrative action to end the blocking of career advancement of long-serving wildland firefighters and other temporary seasonal federal employees at land management federal agencies. At the same time we are pursuing legislation known as the Land Management



**ADBR Jim Davis and [left] and NFFE President William Dougan [right] meet with Sen. Casey (D-Pa.) to discuss NFFE's proactive legislative agenda.**

avoids paying Union dues it only hurts themselves and their coworkers. When federal workers join the Union, and get their coworkers to do the same, federal workers get the respect they deserve because the Union has the size and strength to demand it.

Second, increase your Local's engagement in NFFE's legislative priorities. That means creating a Local legislative committee (if your Local does not currently have one) and have that committee engage the Local membership. This will ensure that NFFE-IAM members are educated about important issues impacting them, what NFFE is doing about these issues and members are empowered to make their individual voices heard.

Third, have a member (or members) from your Local attend the 2014 NFFE-IAM Legislative Conference in Washington, D.C., May 12 – 15, 2014. This is the best opportunity for NFFE-IAM members to meet with lawmakers and urge them to support federal workers by supporting legislation that positively impacts them. Contact the NFFE National Office at (202) 216-4420 or visit the [nffe.org](http://nffe.org) website for further details.

In 2014, NFFE is going on the offensive, but NFFE needs your help and support to achieve its goals to improve the lives of NFFE-IAM members across the country. Join NFFE in the fight for a better future today!



**Local 60 Member, Bob Beckley [left], thanking Sen. Tester for introducing the Land Management Workforce Flexibility Act in the US Senate.**

Workforce Flexibility Act (H.R. 533 and S. 1120) that would accomplish the same objective. NFFE has spent several years building support in Congress and the Administration for this proposal. This year, NFFE is going on the offensive and trying to finally get this done for NFFE-IAM members throughout the country. This change would give dedicated federal workers who are kept in a temporary seasonal status for several years a fair shot at career advancement, which they currently do not have. If this is a change you think is important, join us in this fight.

NFFE is urging the White House to take administrative action to align the areas of the Federal Wage System with the General Schedule Locality areas. By assigning just one local wage area for prevailing rate employees within a pay locality (currently there can be several wage areas within one larger General Schedule locality area), excluding "Rest of United States," much of the discrepancy between how federal workers in the two different systems are treated in terms of pay could be alleviated. This would prevent the rampant pay inequality between wage-grade employees doing identical work, for the same agency in areas that align with a single GS locality. This change would also provide a much-needed pay bump for many wage-grade federal employees across the country. At the same time NFFE is pursuing an administrative fix to this problem, the Union is also pursuing legislation to accomplish the same objective. In June of 2013, Rep. Matt Cartwright (D-Pa.) introduced a bill that NFFE supports,

the Locality Pay Area Equity Act (H.R. 2450), to address this issue. NFFE has been pushing for this change in Congress and the Administration for more than a decade. This year, we will attempt to finally get this done for NFFE-IAM members across the country.

These are just a few of the many important ways NFFE is going on the offensive in 2014 to improve the lives of NFFE-IAM members throughout the country.

So, how can federal employees help NFFE get these important changes accomplished?

First, and most importantly, join the Union! That means becoming a proud dues-paying member of NFFE-IAM. Some federal employees avoid joining the Union because they actually think that they get something for free when avoiding paying dues. But when it comes to all of the major fights NFFE is engaged in to protect federal workers' jobs, maintain a decent rate of pay, protect federal employees' retirement security, and maintain critical workplace rights, federal workers cannot get something for nothing. When federal workers do not join the Union, the influence of the federal workforce is weaker, and federal employees get taken advantage of on Capitol Hill. When a federal employee

# NFFE-IAM Members Share Organizing Insights in Survey

Knowledge is power. Knowing what our members need is the key to organizing success. With that in mind, when we wanted to know how we can continue to move our organizing efforts forward, NFFE National went straight to the source: our members. In March, the NFFE National Office conducted a survey asking NFFE-IAM members to voice their opinions regarding NFFE’s organizing efforts.

We received a lot of good news from the responses.

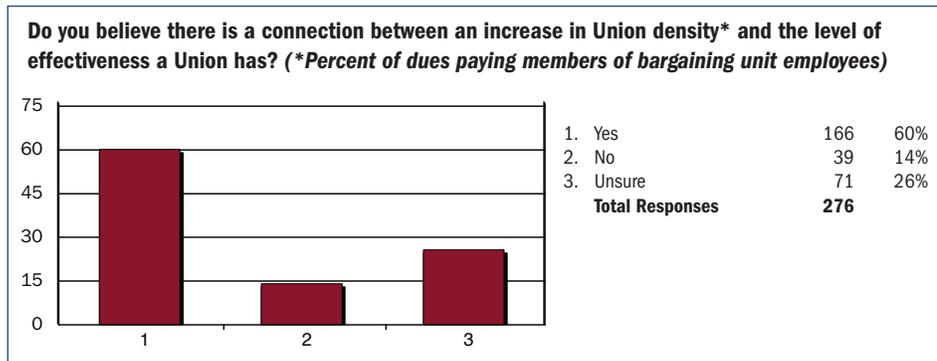
One key theme we took from the survey is that our Locals and members believe in our Union, and are ready and willing to take our organizing efforts to the next level. Sixty percent of members agreed that NFFE is effective in its ability to represent, educate, and empower its members. Believing in what we do as

*“Safety in numbers. Love Union and Union backing.”*

members. Understanding these issues also supports our work on Capitol Hill, where we work each and every day to promote and advocate for the interests of NFFE-IAM members. Encouraging members to call and write their members of Congress is also an easy way for anyone to get involved, and helps reinforce the connection between more members and having greater influence in Washington.

We also better understand where we need to focus more effort going forward.

In addition to representation and empowerment, there are a number of other benefits that come with Union membership. We learned from the survey that we might improve our organizing success by increasing awareness about some of these other benefits. Many survey respondents were not aware that NFFE-IAM members can vote in Union elections, attend training at the William W. Winpingsinger Education and Technology Center, lobby on Capitol Hill, take advantage of the UnionPlus benefits, and much more. The benefits of Union membership are countless, and we will continue working to make our members, and potential members, aware of these opportunities.

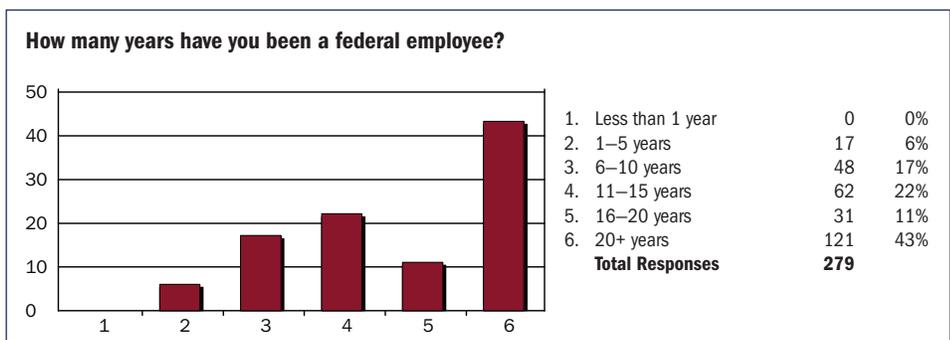


The survey was designed to further understand the needs of our membership, and to get ideas about how we might better assist Locals in their membership building efforts. Nearly 300 NFFE brothers and sisters from over 90 Locals filled out the NFFE 2014 Organizing Survey. This was more than quadruple the response we received from our last organizing survey, conducted five years ago. We were thrilled to hear from so many of you, and are excited to put your feedback and suggestions to use.

unionists, and that there is value in being a NFFE-IAM member, is an important foundation for ongoing organizing success.

In the survey, NFFE-IAM members pointed to some of the key issues that are most important to them, such as, pay increases, retirement protection, the cost of health insurance and furloughs. We were happy to see that our legislative efforts in recent years have been a good reflection of what matters most to our

*“Political voice in Washington that is stronger than my lone voice.”*



Another key statistic that stood out from the survey analysis was that over 40 percent of respondents have been working for the federal government for over 20 years, which indicates that retirement is on the horizon for a significant percentage of NFFE-IAM members. With so much turnover looming, it is more important than ever to recruit young leaders. With that in mind, NFFE has created the Young Federal Leaders, a program designed to give younger employees more opportunity than ever before to get involved in the Union. It is important that we make all NFFE-IAM members, including younger ones, aware of opportunities to become active participants. Our seasoned members also need to take the time to share their knowledge with the next generation of leaders before they leave federal service.

*“I want to help make this a better place to work.”*

When asked why they joined the Union, NFFE-IAM members stood solidly behind the core values of unionism. “I joined the Union to stand by my brothers and sisters in the ever-growing fight for equal pay and coverage from our employer. I believe when people belong to such a devoted and worthy group they become one solid voice and can get more done,” said one proud NFFE-IAM member. “To have a voice and to contribute to the efforts needed to secure a good and meaningful job with an effective organization,” said another.

*“Help bring justice to the workplace.”*



*“I believe Unions are the backbone of our country’s workforce.”*

Perhaps the most important thing we learned, and where we plan to focus a lot of effort moving forward, is the fact that only 25 percent of NFFE-IAM members work on recruiting new members into the Union each week. Just think, if every member recruited just one additional member, NFFE would instantly double in size. Recruitment should be the number one priority of every member and Local, and face-to-face communication has proved to be the most effective method for recruitment. If every member committed to spending a little time talking to their coworkers about NFFE, every Local’s ability to organize and influence change would increase.

Over half of the Locals that responded to the survey have not held a formal recruitment drive and do not have a formal organizing committee. Organizing committees create a great foundation for Locals to begin working on recruitment and building a stronger presence in the workplace. A committee should be made up of people that are engaged in the Local, but not necessarily just the officers. The committee should meet regularly and set attainable goals. Revisiting these goals quarterly is optimal. Work with your Organizing Director to build your Local’s strategic plan, then move to implement it.

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. For more information and tools to help you create a formal recruitment drive please contact the NFFE National Office or visit the website at [www.nffe.org](http://www.nffe.org).

“We are so happy to have received responses from so many of our NFFE-IAM brothers and sisters,” said NFFE Organizing Director Brittany Cardinal. “Thank you to everyone who took the time to respond. This feedback is incredibly valuable, and tells us where we need to concentrate our efforts going forward. We’re excited to see where your ideas can help take us.”

Moving forward, NFFE will consider the issues our survey indicated are of greatest importance to its members. Together NFFE will aim to create the strongest Union possible.

# 2013 Presidential Organizing Awards Announced

It is no secret that the more members we have, the stronger our Union becomes. More members give us more resources and enable us to provide the best possible service to the hard-working men and women we represent. Recognizing this, recruitment is one of NFFE's top priorities, and we believe it is important to honor the Locals that share this goal and are seeing growth.

In addition to recognizing the top three Locals (those that sign up and submit the most new members to NFFE's National Office each month), we are introducing a new, annual award this year in accordance with NFFE's Membership Building Strategic Plan; these new awards are NFFE's Annual Presidential Awards.

As written in the plan, NFFE's Locals were divided into three roughly equal-sized categories based on the number of employees in their bargaining units. This was to ensure that Locals were able to compete for awards with others of a comparable size. The Local in each category that saw the greatest percentage net increase in membership density (the number of dues paying members divided by the number of employees eligible to join) during the 2013 calendar year, based on remittance report figures, won one of the three awards. These Annual Presidential Award winners will be visited by one of NFFE's National Officers and presented with an award at their Local.

The large Local category covers all Locals with 350 or more bargaining unit employees. Local 2102, representing Department of Veterans' Affairs employees in Atlanta, Ga., is the 2013 winner in this category. The Local saw a net increase of 6.48% in membership density during the year.

The medium Local winning the 2013 Presidential Award is Local 1558, representing Forest Service employees of the San Bernardino National Forest in California. This category is comprised of Locals with 125-349 BUEs. This Local won with a 7.69% increase in membership density.

Last but not least, the small Local category consists of Locals with 124 or fewer bargaining unit employees. This year's small Local picking up the prize is Local 1150, representing Department of Veterans' Affairs employees at the VA Hospital in Billings, Mont. Local 1150 achieved an 8.82% density increase during the last calendar year.

"NFFE had a number of Locals that worked very hard and saw an increase in membership last year, in spite of retirements and other obstacles, but these three Locals really went the extra mile to help their Locals grow," said National Organizing Director Cassie Bond. "What they managed to accomplish is really remarkable, and I am excited that we are able to recognize and reward their achievements in such a big way."

"It is imperative that organizing remains the top priority for our Union going forward," said NFFE National President William R. Dougan. "We have a lot of challenges ahead, but these Locals have demonstrated that it is possible to overcome them and thrive. Thank you to the brothers and sisters of Locals 2102, 1558 and 1150, and at NFFE Locals around the country, who worked so hard in 2013. I hope these efforts continue to pay off, and that 2014 is an even more successful year for each and every Local."



*2013 Presidential Organizing Award Winners will be recognized at the 2014 IAM Legislative Conference.*

# A How-to Guide for Local Communications

If you have had an opportunity to attend the Federal Basic course at the William W. Winpisinger Education & Technology Center in Hollywood, Md., then you know the importance of a Local's visibility in the workplace. A strong Local is a visible Local. And the communications department at the NFFE National Office is here to help your Local adorn your workplace with NFFE information and signage.

One of the first steps in visibility is keeping the bulletin boards in your workplace up-to-date with current and relevant information. Whether it is printing a poster from the NFFE.org communicator's toolkit or posting the quarterly The Federal Employee, there are countless options to update your bulletin board. It is important that bulletin boards are kept current with eye-catching and engaging content, surveys consistently show that a large number of employees turn to bulletin boards as their leading source for information in the workplace. An updated bulletin board is the most basic visibility tool a Local can utilize to raise the Local's presence in a workplace.

The next crucial step is ensuring the Local Union hall is displaying NFFE signage to all on-lookers. This could include NFFE logos, rally signs or customized options – the Local Union hall should be well-known to all bargaining unit employees and is often designated as the hub of NFFE activity at the worksite. High visibility of the Union hall will reinforce NFFE's presence to all bargaining unit employees and provide a clearly-identified space for Union activity.

For printed materials, Locals have an option of using templates from the communicator's toolkit on the NFFE.org website, or can make a special request. If there is a particular poster/flier that your Local would like to produce but do not have the design/printing capabilities, contact NFFE's Communications Coordinator Drew Halunen (contact information below).

Aside from traditional promotional materials, strong Locals know how to use digital media as well. The simplest option is distributing the weekly e-news to all bargaining unit employees. Whether it comes from the Local President, Communicator, or any other Local officer, the weekly e-news can provide every bargaining unit employee a reminder of NFFE's activity on the local and national level.

If you are uncertain in how to receive the weekly e-news, simply visit the NFFE.org website, enter your e-mail in the left-hand

*NFFE.org is a one-stop shop for all your communication needs.*

column and click submit. It is as simple as that. If you would like further communications from the NFFE National Office, create an account on the NFFE.org website by selecting Login, and then "Click here to sign up" in the middle of the page.

Another powerful digital and/or print option for Local visibility is a Local newsletter. While a Local newsletter can consume a considerable amount of time to produce, it provides Local members a chance to contribute articles on issues that matter most to them. Providing all Local members the opportunity to participate in the newsletter will likely translate into higher membership engagement rates in all facets of the Local.

If you or someone from your Local would like help with procuring custom signage and/or communication trainings, contact NFFE Communications Coordinator Drew Halunen at Dhalunen@nffe.org or by phone at (202) 216-4458.

# NFFE Young Federal Leaders Kick Off 2014 with a Bang

NATIONAL FEDERATION OF FEDERAL EMPLOYEES



YOUNG FEDERAL LEADERS

Since its inception in 2012, the Young Federal Leaders (YFL) initiative has steadily expanded to meet the needs of NFFE's young federal workers. What started in 2012 as a series of discussions among staff and NFFE-IAM members has evolved into a forward-thinking cultural shift within our Union to actively engage and prepare a generation of young unionists for Union leadership. Being engaged at a local and national level, learning from experienced Union leaders and honing leadership skills, young federal workers are seizing opportunities today for our Union's future.

To kick off the year, YFL has introduced new national programming opportunities and resources for young workers, catering to the unique needs of our Locals. While we encourage charters of new YFL chapters housed at Locals, we understand that for some Locals it may not be plausible to have an in-house chapter. Alternatively, we encourage young federal workers to become engaged in YFL, whether it be organizing a regional chapter with interested NFFE-IAM members in your area, individually taking part in the YFL national calls or participating in national programming. Our top priority is to be inclusive and accessible to all interested in YFL so that we may marry the untapped potential and talent in our Union with programming opportunities. To encourage our young members to seize opportunities to lead, YFL is seizing 2014 as the year for engagement and empowerment. We have redefined and added new opportunities to ensure that young workers will be prepared through adequate education, mentorship, and leadership.

As part of our Education programming, we have numerous opportunities available, including: enrollment in courses at the William W. Winpisinger Education & Technology Center, numerous and all-encompassing toolkits and YFL guides on the [nffe.org](http://nffe.org) website. NFFE national is committed to long-term engagement with young workers.

In the coming months, we plan to roll out a regular YFL email blast as a way to engage and organize young workers on issues and legislation that specifically affect young workers. To accommodate NFFE-IAM workers who, due to the nature of their work cannot

take the time to travel to the Winpisinger for classes and to conferences, YFL will introduce a series of training materials to be hosted on the YFL section of the NFFE website. The training materials will be available for Local officers and YFL members may take the training for their Locals. In the future, YFL would also like to hold webinar trainings to address young workers' top concerns and to provide counsel on organizing, lobbying and communications.

A proud staple of YFL is our mentorship program. We are fortunate to have some of the most seasoned, accomplished and passionate Union brothers and sisters in the labor movement within NFFE-IAM. Our mentorship program aims to prepare young workers for leadership roles within our Union by allowing for an exchange of ideas between experienced and budding NFFE leaders. This ensures that young federal leaders gain the institutional knowledge necessary to understand the operations of their Locals and our Union. This will allow for NFFE to continue its steady growth and development as large numbers of federal employees move towards retirement. NFFE's proud history and legacy will thrive with a strong mentorship program. As we move forward, YFL will refine the mentor-mentee pairing process to ensure that mentors and mentees are compatible and receive training on what to expect from such a partnership. YFL will reissue the mentorship application and release an application of interest for mentees later this Fall.

For young workers becoming acquainted with the Union structure, YFL provides continuous support for their involvement at Locals' organizing and legislative committees. If such committees do not exist, YFL members, as part of a YFL chapter, are encouraged to spearhead Local initiatives, organizing drives and other Local programming opportunities.

There are also numerous leadership opportunities outside of the NFFE local and national structure. YFL encourages participation in regional AFL-CIO Central Labor Councils (visit the AFL-CIO website and click on the "About AFL-CIO" tab) and the State Councils of Machinists. As members continue to retire, YFL encourages prepared young workers to gain experience and add



*NFFE Young Federal Leaders from Local 2 and Local 1690 at IAM Young Worker and Diversity Conference in San Antonio, TX.*

value to our Union. Simultaneously, we encourage our seasoned Local officers to partake in identifying future leaders and in succession planning.

In addition to new programming, NFFE National will be holding a three-day Young Federal Workers Training at the William W. Winpisinger Education and Technology Center in Hollywood, Md. from June 14 – 17, 2014. The training will focus on basic Union education, strategies to engage and recruit young workers, and leadership skill development. There are 30 seats available in the class, which will likely fill quickly, so be sure to sign up soon. While we encourage young federal workers to apply to this training, the training is open to all those invested in the future of our proud Union. If you are interested, please contact Staff Assistant Kalia Vang to obtain the enrollment forms necessary to enroll in the training. Enrollment forms are due to Vang no later than Friday, May 9, 2014. As per IAM's policy regarding classes and trainings at the Winpisinger, all travel, housing, and food costs will be provided at no expense to the participant.

At Locals around the country, YFL chapters are seeing a steady growth of interest from young federal workers, leading to more event organizing and leadership development opportunities. At Local 1690 in Monterrey, CA, as a first YFL event, NFFE-IAM member Robin Dela Cruz put on a "Happy Information Hour," inviting the bargaining unit to learn about the YFL program and the importance of joining the Union.

For Dela Cruz, she strongly believes that it is important that as unionists, we give back to our community and is leading efforts at Local 1690 to connect the Local with the community. "With all the budget cuts, schools need help re-painting buildings and parking spots and sprucing up the schools," Dela Cruz said. "It is also important for us to give back and show our appreciation to our local veterans because they sacrificed so much for our country."

In fact, Dela Cruz led a beach cleanup on Saturday, March 8 in association with Save Our Shores (SOS), a non-profit marine conservation group. Local 1690 President Pete Randazzo, Vice President John Sanders, along with other Local 1690 NFFE-IAM members, met bright and early with the SOS group and picked up litter around Lover's Point in Pacific Grove, Calif.

In addition, Dela Cruz shares how significant a Union education is to young federal workers. While it has been years since she

took her first class at the Winpisinger Center, she still vividly recalls the experience. "When I first arrived at the William W. Winpisinger Center I had a broad understanding of NFFE-IAM, but when I left, I returned to my Local with so much knowledge and appreciation for the IAM, NFFE, and my Union Local 1690," Dela Cruz said.



*Young Machinists heading to service worksite at IAM Young Worker and Diversity Conference in San Antonio, TX.*

Dela Cruz found the class insightful as it covered a thorough overview of the Federal Labor Relations Act, how to bargain, how to deal with the anti-union sentiment, the importance of lobbying and more. Specifically, the class allowed Dela Cruz to learn the ropes and best practices in her new role as Union Steward. Attending a course at the Winpisinger Center provides the opportunity to be surrounded by brothers and sisters from different Locals and to learn from one another about various experiences in the Union.

With an array of new opportunities that YFL has to offer – new programming, a young worker-specific training, and a chance to attend Legislative Conference – young federal leaders are ready to seize the moment. Tomorrow is too late to think about the future of our Union; join us as we seize today and the year to ensure that every single young federal worker has the opportunity to become a leader in our Union. We encourage young workers, seasoned Local officers, new members, all who are curious about YFL to join our monthly calls every second Wednesday of the month. For more information, please contact YFL National Director Kalia Vang at [kvang@nffe.org](mailto:kvang@nffe.org) and (202) 216-4420.



*National Business Representative Amy Burns Speaking on a Young Worker Panel at IAM Young Worker and Diversity Conference in San Antonio, TX.*

# NFFE Minority, Diversity and Inclusion Committee Members Announced

Following the adoption of the Minority, Diversity and Inclusion Committee charter in late 2013, NFFE spent the following months soliciting NFFE-IAM membership to participate on the committee. The committee is charged with researching issues and developing policy/position recommendations to the National Executive Council of NFFE on issues related to diversity in federal employment and NFFE-IAM membership. In January, NFFE National President William R. Dougan announced the appointment of eight NFFE-IAM members to the committee.

The appointed members include: Beverly Tobin (FL 1855), Sandra Inman (FL 2195), LaTannya Bell (FL 1800), Michael Goolsby (FL 178), Bardomina Lopez (FL 1690), Toul Thao (FL 1450), and Al Beverly (Local CE-1). The committee will be chaired by Rakaia Jackson (FL 1525). Jackson says that the committee has a clear vision and will hit the ground running in its first meeting.

“My vision is simple: to start the dialogue regarding diversity,” Jackson said. “[The Committee] will ensure that [NFFE] is recruiting and supporting diversity among our leadership and members. Diversity is not just a racial or gender issue, and I want to expand the boundaries of how we have defined diversity in the past.”

While officially chartered in October 2013, the desire for the Minority, Diversity and Inclusion committee arose from a vote at NFFE’s 49th National Convention. NFFE National Vice President, Elizabeth McDargh, recounts the issue arising on the convention floor.

“NFFE responded to the delegates at the October convention who brought to the floor a motion to create the committee,” McDargh said. “The convention delegates had a lively discussion about the motion and ultimately voted to create the new committee.”

With the committee set to have its first meeting in 2014, the scope of the committee’s work will be focused on four primary goals: Developing and supporting networking opportunities for NFFE-IAM membership to engage and discuss issues pertaining to increasing diversity, assisting NFFE to recruit and retain minority workers to its membership, assist the Councils and Locals of NFFE to work with agencies to establish Labor-Management Partnership forums to promote workplace inclusion, and to achieve these goals without discriminating for or against any employee based on their race, color, religion, sex (including pregnancy or gender identity), national origin, age, disability, sexual orientation or any other prohibited basis.

“With the announcement of Minority, Diversity and Inclusion Committee member appointments, NFFE continues its tradition of advocating for inclusivity in the federal workplace and NFFE-IAM membership,” said National President, William R. Dougan. “Applicants for Committee membership were received from many of NFFE’s most active diversity advocates. This committee brings together a vast array of experiences in its membership, and I look forward to the recommendations resulting from the work of the Minority, Diversity and Inclusion Committee.”

## THE FEDERAL EMPLOYEE



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