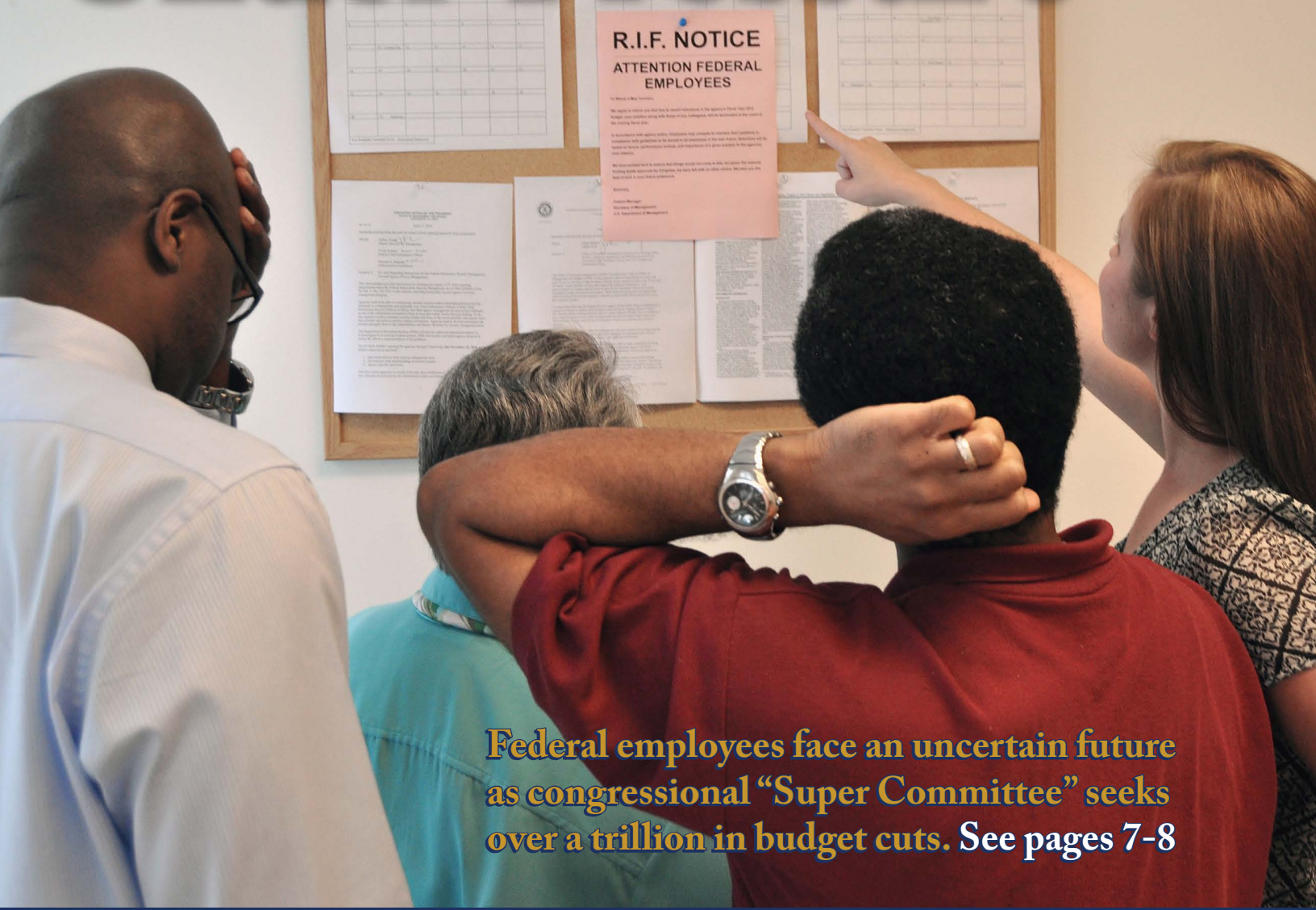


THE FEDERAL EMPLOYEE

FOR MEMBERS OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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

Under Pressure



Federal employees face an uncertain future as congressional “Super Committee” seeks over a trillion in budget cuts. See pages 7-8



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William R. Dougan

As Congress continues to seek quick-fix solutions to our nation's mounting debt, the ultimate outcome is clear: Federal employees and the agencies they work for are on the table for further cuts, but your Union is in Washington fighting for your interests everyday. Federal workers didn't cause our debt problems so they should not bear a disproportionate amount of the burden in addressing the debt problems.

Many agencies have already begun efforts to provide a "soft landing" for their workforce by offering early retirement and buyouts, implementing hiring freezes, and the like. Major agency reorganizations are also a likely outcome from such drastic funding shifts and changes in workload priorities.

NFFE has a vital role to play in working with leaders in the agencies where we represent employees in order to implement the many changes the federal government faces. Labor-management forums, sanctioned under Executive Order 13522, provide an opportunity for our Locals and Councils to engage agency decision-makers early in the process. Pre-decisional involvement gives labor and management the ability to share information, including labor's concerns, as well as possible alternative ideas for proposed actions. It provides employees a voice in changes impacting them and leads to better decisions which can more easily be supported and implemented.

It is crucial for Locals and Councils to collaborate with management and work together to identify and resolve the many

issues we will face in the coming years. If we are going to be successful at enhancing the way the public, the media, and Congress currently view Unions and federal employees, we must be willing to demonstrate that we are part of the solution rather than part of the problem.

Unions need to stand ready to work collaboratively with agency leaders to solve some of the very difficult problems our nation will face in the future. We need to be committed to finding opportunities to work effectively with management to accomplish the mission of each agency where we represent employees. We need to be willing to think outside the box and look for creative, innovative ways to better accomplish our work and make more efficient use of the resources we have to complete the mission.

We cannot continue to do business the same way we have done it in the past. The labor movement in this country is at a crossroads: Our future depends on our ability to position ourselves as a positive force and voice for working men and women. In doing so, we will be judged by our actions and not by our words. We must look toward the future with faith that the rightness of our actions will bring on a better time for America and her workers.

NFFE will continue to promote our vision of a strong and vibrant public service. Let's roll up our sleeves, extend our hands, and put our heads together to secure a brighter future for ourselves, our agencies, and our country.

A handwritten signature in black ink that reads "William R. Dougan". The signature is fluid and cursive, with a large initial "W" and "D".

FROM THE DESK OF THE SECRETARY-TREASURER

As NFFE National Secretary-Treasurer, my duties extend beyond simply voting on the National Executive Council and managing the Union's finances. One of my most important duties includes assisting Locals and Councils with negotiating collective bargaining agreements. Here are a few contracts we are working on or have recently completed.

Thanks to the efforts of NFFE Local 1887 President Rigley Jackson and the Local negotiating team, we recently completed a new collective bargaining agreement with the Army Headquarters Services located here in Washington, D.C. This agreement, which secures flexible work schedules and other benefits for employees, is currently under review by the agency.

Another great example is the NFFE Veterans Affairs (VA) Council, who recently completed their master agreement and commenced contract training. In September, the negotiating team met in Washington, D.C. to begin the first of several intent training sessions regarding

the newly completed collective bargaining agreement. We plan to meet again during the first week of October to finish the intent training. This training is crucial to the NFFE VA Council, national officers, NFFE business representatives, and Local leaders as well as the VA labor relations and management folks. It will ensure that both sides understand all of the language contained in the new agreement so no confusion will arise in the future. Once the intent training is complete, we will then pilot the intent sessions and prepare more training sessions for Locals in the near future. This new agreement secures a more streamlined grievance process so workers can have their concerns addressed faster and easier than ever before.

Special thanks goes to NFFE VA Council President Robert Redding for coordinating this training, and to the rest of the NFFE VA negotiating team for all their hard work during the extensive contract negotiations and intent sessions. I look forward to working with these and other NFFE Councils and Locals as they renegotiate their contracts!



William D. Fenaughty

FROM THE DESK OF THE GENERAL COUNSEL

At first blush, a labor organization's compliance with laws and regulations would not necessarily have much to do with how effective they are in representing employees. NFFE has found, however, that the Locals with the most success in representing employees and recruiting new members are also the Locals that comply with Department of Labor regulations, the IAM Constitution, and NFFE bylaws. We believe this is because employees are more likely to join an organization that is well-known for quality and timely services. In that vein, this article provides a brief checklist of items that Locals should use to evaluate how they are doing in complying with regulations and governing documents.

1) Each NFFE Local should make sure they are chartered with the IAM. This is important because this is also the way a Local gets bonded, which is required by law. 2) Each NFFE Local should have a set of bylaws. 3) Each NFFE Local must have an election of officers every three

years. 4) Each Local should hold monthly membership meetings. This is a good gauge for how well the Local is reaching its members. 5) Each Local should have an elected audit committee that audits the Local's books twice each year. Additionally, each Local must cooperate with IAM auditors when they audit a Local's books. 6) Each Local must file LM reports with the Department of Labor and file a tax return with the IRS. This is also a requirement of the IAM Constitution. 7) Finally, every NFFE Local should have their dues set in compliance with NFFE FD-1's bylaws and the IAM Constitution.

These requirements are not intended to be an administrative burden, but rather to safeguard the integrity of the Unions finances and ensure that democracy is preserved. Even a fully functioning, well-run Local may have problems meeting these requirements. Please know that the NFFE staff is willing to assist you in any way necessary to make sure our Locals are complying with these requirements.



Stefan Sutich



Randy Erwin

FROM THE DESK OF THE LEGISLATIVE DIRECTOR

Every time I write this column, I basically say the same thing: Make your voice heard with lawmakers because many of them want to cut your pay, steal your benefits, and eliminate your jobs. Today I would like to talk about a different issue – an issue that is dear to me and has an impact on your job whether you realize it or not. The issue I'm talking about is the tendency of many Americans to buy imported goods with little consideration for where the products are made, when the same products could be found made in America.

Here's the bottom line: The primary reason lawmakers are seriously considering cuts to the federal workforce that will adversely impact you and your family, is that our country is running a major budget deficit. And the reason we are running this deficit is that so many Americans are unemployed. If there were more jobs, we would not even be having these conversations. We would be talking about how to improve federal pay and benefits, not talking about how to cut them. We all would be better off if there were more jobs.

LEGISLATIVE

Independent Study Shows Reckless Privatization of Federal Jobs is a Raw Deal for Taxpayers

A comprehensive study released this September confirmed what many federal workers throughout government have known for a long time: Federal employees are most often a better value to taxpayers than private firms. The report was published by the Project on Government Oversight (POGO), an independent, non-partisan think tank that conducts research on government waste, fraud and abuse.

The years of painstaking research that went into this report unveiled some eye-opening statistics:

POGO discovered that the government pays contract billing rates that are 1.83 times more expensive than the rate they pay federal workers. Of the 35 occupational classifications the researchers reviewed, federal government employees were a better value to the taxpayers than contractors more than 94% of the time; and of the 1,375 A-76 privatization competitions held between fiscal years 2003 and 2007, 83 percent were won by federal employees.

The costs of this reckless outsourcing have been staggering. The federal government now employs an estimated 7.6 million contract employees at an annual cost of \$320 billion to the American taxpayer. This growth, according to the study, appears to be based far more on political favoritism than sound fiscal policy. As the study put it:

“For decades there have been increasing political pressures to reduce the size of the federal government. In response the government has awarded service contracts, resulting in an expanding ‘shadow government’ that costs hundreds of billions of dollars annually.”

This study comes as anti-government rhetoric has reached a fever pitch on Capitol Hill, with conservative members of Congress calling for massive workforce cuts and benefit reductions. These assertions are based on the assumption that federal employees always cost more than their private sector counterparts. However, the researchers at POGO found otherwise:

“Based on POGO’s findings, we believe awarding government service contracts is nearly always more expensive than having such work performed by federal employees, even after accounting for the total cost to the government of federal employee fringe benefits and associated overhead costs.”

With that reasoning now thoroughly debunked, the time has come for our elected officials to give federal workers the resources they need, and the respect they have earned.

I realize that is stating the obvious. The question is what can you do about it? Well, the one thing that every American can do is make an effort to buy American-made goods. Plain and simple, when you buy American, it creates jobs for Americans.

Decades ago, Americans understood the value of buying American, but over the years many of us forgot the importance of the words "Made in USA." Today, a large portion of the things we buy are imported, much of it from

China. Consequently, we have a jobs-destroying \$500 billion annual trade deficit impeding our economic recovery. The trade deficit leads to budget deficits, and deficits lead to painful budget cuts that threaten federal employees' jobs.

While many are quick to view our jobs problem through a political lens, it's not what we do on Election Day that impacts jobs most; it is what we do every day when we consider, or fail to consider, whether the purchases we

make are creating American jobs or eliminating them. The solution to the jobs problem is not in government's hands, it's in ours. If more people would make an effort to buy American, our country and all its citizens, especially federal employees, would be in a better place. Buying American is not easy, but it's worth the effort. Every American-made purchase we make is an investment in our future.

Congress Gets Lavish Benefits While Advocating Deep Cuts to Federal Worker Retirement, Compensation

It has been the subject of countless discussions throughout the nation: Do members of Congress get a better deal than federal employees? Well, thanks to a recent investigation, we finally have an answer to that question, and that answer is emphatically yes.

According to a recent article by Stephen Losey at the *Federal Times*, members of Congress not only receive better benefits, but they get them faster and often cheaper than federal employees in executive branch agencies.

The daylight between lawmakers' benefits and that of federal workers is most apparent when comparing health benefits. Like rank-and-file federal employees, members of Congress are eligible to participate in the Federal Employee Health Benefit Plan (FEHBP). However, according to Losey, lawmakers are also eligible to receive primary care from the U.S. Capitol's Office of the Attending Physician for an annual fee of just \$503. Considering congressional salaries start at \$174,000 per year, this taxpayer-subsidized health discount

lawmakers give to themselves is a very generous perk.

The way that federal retirement annuities are calculated demonstrates another glaring difference between Congress and the rest of the federal workforce. Under FERS, lawmakers' pensions accrue at 1.7 percent per year for their first 20 years of service, compared to just 1% or 1.1% for the rank-and-file. Under CSRS their pensions accrue at a rate of 2.5% per annum compared to 1.5%-2% for the rank and file. The results of this disparity are clear: The average annuities for FERS and CSRS lawmakers are \$40,140 and \$69,012 per year, compared to a mere \$12,780 and \$30,500 for federal employees, respectively. Though the large difference in salary is certainly a factor, this gaping pay disparity only supports the notion that Congress should not be receiving cushier benefits than already underpaid rank-and-file federal employees.

This difference should come as no surprise, of course. Congress has the power to make the rules, and given their less-than-

stellar track record on good-government policymaking, it is more or less par for the course. The most absurd part of this story, however, is that many of these same politicians have been advocating legislation to cut back on federal benefits, water down federal retirement, and eliminate the FEHBP as we know it.

This is not to say that all congressional benefits are better. In the interest of fairness, members of Congress do get the same deal as everyone else on their Thrift Savings Plan; but with a \$174,000 annual salary, they aren't feeling much of a pinch.

NFFE Issues Challenge to Federal Employees with 'Each One, Reach One' Campaign to Prevent Default



Rather than stand on the sidelines as Washington politicians pushed the government to the brink of default, NFFE-IAM members chose to take a stand and do something about it. Just days before a final agreement was reached to raise the national debt limit, NFFE rolled out the 'Each One, Reach One' campaign, challenging federal employees to call one or more of their Congressional representatives before the August 2 deadline, and tell them to prevent a government default.

"Today we are issuing a challenge to each and every one of our nation's 2.1 million federal employees," said NFFE National President William R. Dougan in a statement announcing the campaign. "We challenge federal workers all across the nation to call one member of Congress and tell them to come to a responsible agreement on the debt ceiling that protects hard-earned benefits and vital government services. Two million federal workers will be impossible to ignore."

The 'Each One, Reach One' campaign aimed to illustrate the far-reaching consequences facing federal employees if Congress could not reach an agreement to raise the debt ceiling by the deadline.

Failure to do so would have triggered an immediate 40% cut to the federal budget, as incoming revenues would not have been nearly enough to cover the cost of outstanding bills. Without the ability to borrow the difference, the government would have been forced to pick and choose which bills to pay and which not to pay. This would have meant serious cutbacks to agency operations, resulting in anything from furloughs, to delayed compensation, and even delays in sending retiree checks. In other words, a default would have done inestimable damage to federal workers, their families, and the services they provide to the American people every day.

"Congress has been playing a dangerous game of political chicken and federal employees are caught in the middle," said Dougan in his statement. "The time for games is over. It is shameful that our elected officials are putting the livelihoods of federal workers at risk just so they can score cheap political points on one another. Federal employees show up to work every day and do their job so that our nation's borders are secure, our veterans are cared for, and our food is inspected. Congress must stop playing these political

games and give our government the resources it needs to serve the American people."

When NFFE put out the call for federal workers to step up, NFFE-IAM members from all across the country delivered. Nationwide, thousands of federal employees contacted their elected officials and urged them to avoid a catastrophic default. Just two days after the campaign was launched, in fact, Congress reached a long term deal to raise the debt limit. More notably, the compromise contained no provisions negatively impacting federal retirement, a subject of great concern during the negotiations that NFFE and the IAM fought vigorously to oppose. In the end, federal employees spoke up, and Congress listened.

"This campaign was a prime example of ordinary citizens coming together to make their voice heard," said Dougan. "NFFE-IAM members understand that strength in numbers delivers results. This principle is the essence of democracy. This is the essence of Unionism."

White House Calls for End to Excessive Government Contractor Executive Pay

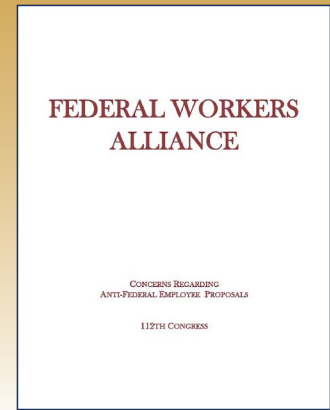
There have been hundreds of proposals put forward to reduce the growing national debt, in recent months, many of which target large cuts to the federal workforce. The politicians who introduce them claim that they are tackling government waste and inefficiency. Most of the time, however, they are just tackling their political opponents across the aisle, and leaving the

welfare of the American people on the sidelines. One mostly overlooked proposal, however, could make serious progress at reducing waste and inefficiency, while creating huge savings for the American taxpayers.

As part of his deficit reduction plan, the President has proposed to cap the

amount that federal contractor executives can receive for services at \$200,000 per year. This is a drastic decrease from the \$750,000 maximum that contractor executives can be reimbursed on an annual basis today. Though the idea of reimbursing contractor executives even \$200,000 per year is not the easiest pill to swallow, it is still a good first step.

Federal Workers Alliance Weighs in with Congressional Super Committee to Defend Federal Employees



The Federal Workers Alliance (FWA), a coalition of 22 Unions collectively representing over 300,000 federal workers government-wide, issued a legislative white paper this September aimed at defending the federal workforce from irresponsible cuts in the forthcoming congressional ‘Super Committee’ negotiations.

The initial cuts outlined in phase one of the debt ceiling agreement stand to slash hundreds of billions of dollars from federal budgets over the next decade. When the Super Committee convened for its first public meeting that same month, the process of identifying an additional \$1.2 trillion in cuts began, leaving federal services and the employees who provide them with a very uncertain future. With various proposals targeting federal workers already swirling around Capitol Hill, the FWA stands ready to defend America’s dedicated public servants.

“Federal workers provide invaluable services to the American people every day, and they do it at a tremendous value to the American taxpayer,” said FWA Chairman William R.

Dougan. “They are the dedicated men and women that care for our veterans, inspect our food, maintain our military readiness, and defend our borders. Slashing billions more will cripple these vital services and do far more damage than good. Federal workers have already sacrificed with a two-year pay freeze and drastically reduced agency budgets. Piling on billions more in cuts will lower morale, stifle federal services, and present a logistical nightmare for federal agencies. It is essential that committee members understand that.”

With the release of the white paper, lobbyists from FWA member Unions launched a coordinated campaign to educate Super Committee members on the value of the federal workforce and the irreparable damage that could result from further cuts to essential government services.

“Federal workers are not going to sit on the sidelines while their jobs and retirement security are up for grabs,” said Dou-

gan. “There is simply too much at stake. We are asking committee members to stand with our nation’s federal employees and make certain they don’t lose the resources they need to keep our promises to the American people.”

The legislative campaign will extend through the conclusion of the Super Committee’s process when a decisive vote is held in both chambers on December 23. The white paper addresses the coalition’s core concerns regarding federal pay, furloughs, workforce reductions, retirement, and health benefits.

As a founding member of the FWA, NFFE will continue to work with our brothers and sisters in the labor movement to secure a better future for federal employees. To learn more about what NFFE and the FWA are doing, visit www.federalworkers.org.

“At a time when legislators are looking to slash budgets for doctors, medical researchers, border patrol agents, and food safety inspectors, it is incomprehensible that the government would reimburse contractor executives \$750,000 each year,” said NFFE National President William R. Dougan. We are pleased to see the Administration take a firm stance against overcompensating contractor executives. There is no reason that these executives should be paid nearly twice the salary of the President of the United States on the taxpayers’ dime.”

This proposal comes on the heels of a widely circulated report by independent think tank Project on Government Oversight (POGO), proving that contractors almost always cost more than federal employees to perform the same work. The report found that federal contractor billing rates cost on average 1.83 times more than the funds it would take for federal employees to do the job.

“It is downright wrong that contractor executives today are eligible for \$750,000 in

reimbursements from the taxpayers while hardworking federal employees have had their pay frozen for two years,” said Dougan. “It’s time to bring an end to the practice of paying contractor executives top-dollar rates when civil servants can deliver quality work at a lower cost to taxpayers. This good government policy will ensure that taxpayers’ hard-earned money is well spent on the vital services the American people count on.”



The Big Squeeze: Congress Eyes \$2.5 Trillion in New Budget Cuts as Debt-Ceiling Agreement Gets Underway

In late July, with the threat of a catastrophic government default looming just days away, elected officials in Washington struck a deal to raise the federal debt limit, giving the federal government the resources it needed to stay open for business; for a time, at least. When all is said and done, the debt agreement will cut a massive \$2.5 trillion from the federal budget over the next decade, one of the largest deficit reduction agreements in history.

The negotiated agreement will roll out in two phases: The first phase, which is currently underway, puts in place discretionary spending caps across government that will squeeze an estimated \$900 billion from the federal budget over the next decade. In fiscal years 2012 and 2013, only \$10 billion of the \$900 billion will be cut back, but the reductions are set to accelerate rapidly from there on out.

The reasons for this acceleration can be boiled down to inflation in salaries, the increased costs of goods and services, and other economic factors that naturally decrease an agency's purchasing power over time. When strict budget caps are imposed on agencies from the outside, agency leaders are forced to look for savings from within. This search for savings will have serious consequences for federal employees.

Phase two of the agreement, which started in early September, takes a less straightforward approach toward budget reduction. Rather than placing an across the board cut on federal programs, the agreement empowers a bipartisan panel of six Democratic and six Republican politicians to identify and vote on an additional \$1.2 trillion in cuts by the end of 2011. The panel, more commonly known as the "Super Committee," is made up of three members of each party from both houses of Congress, making a total of 12 members.

In their quest for cuts, the Super Committee is expected to look for savings by paring back federal worker benefits, tax credits, and entitlement programs such as Medicare, Medicaid, and Social Security.

The results of this agreement go without saying: Cutting such a substantial portion of the federal budget over the next decade will have immediate and serious consequences for federal agencies, their employees, and the American public. Furthermore, drastically reducing federal retirement and health benefits at a time when the federal workforce needs to recruit a new generation of public servants will hold agency missions back for years, if not decades. It would be impossible to predict the aftermath of the budget axe coming down this hard; however, events playing out in federal workplaces throughout the country and on Capitol Hill are a great indication of what federal workers can expect in the years to come.

At federal agencies across government, leadership has been looking for ways to save money on everything from personnel to operations. The reason for this scrimping and saving is that federal agencies have been operating at last year's funding levels despite no corresponding reduction in workloads. This has already led to painful decisions such as job cuts, hiring freezes, and early retirement initiatives, to name a few. But for the time being, the scale of these cutbacks have been tolerable. However, in the aftermath of phase one of the debt ceiling agreement, which cuts upwards of \$900 billion from agency budgets over the next decade, the stakes have risen tremendously.

The first hint of this transition came when the White House Budget Office released a memo to agencies in mid-August requesting that their FY 2013 budget requests come in at 5-10% below current levels. The memo states that some agencies will be cut more than others, but in the end practically every agency will have to downsize. For federal workers, that could mean forced early retirements or even reductions in force (RIFs). Such sizable reductions in funding will have serious consequences for federal agencies as they struggle to stay afloat on already slim budgets. Losing 5-10% on top of existing shortfalls will likely lead to workforce reductions, fewer federal services, and longer wait times for the services that are spared.

"This is not what the American people bargained for," said NFFE Legislative Director Randy Erwin. "Nobody is asking for less funding for veterans programs, border security, or food and safety inspections, but that is what they're getting. The American people are being swindled – all the corporate tax loopholes and pet projects are still intact, but the critical services Americans need that federal employees provide are being gutted. Where are our priorities?"

Much like the happenings in the federal workplace, recent events on Capitol Hill point to a new direction for our nation's policy priorities. When the framework of the Super Committee was announced as part of the debt ceiling agreement, the idea was to bring both parties together to hammer out a responsible, bipartisan compromise that everyone could rally around. With the long, bruising debt-ceiling fight behind them, the time for serious business was expected to get under way. At least, that is what was supposed to happen.

Merely two days after the agreement was reached – before a single Super Committee member had been appointed – Senators Tom Coburn (R-OK) and Orrin Hatch (R-UT) were already trying to dictate the terms of the debate. The Senators introduced S. 1476, the Federal Workforce Reduction and Reform Act of 2011, a bill that would freeze federal pay and

bonuses for an additional three years, slash the federal workforce by 300,000 jobs over ten years, and cut the federal travel budget by 75%. Of course, these cuts are nothing new, as congressional Republicans have pushed similar measures time and time again over the past several years. But this time, things could be different.

According to a recent article in *The Hill* newspaper, Hatch said that he and other Republican Senators would put forth this proposal as a down payment on the \$1.2 trillion savings goal. If they follow through on their threat and put these policies on the negotiating table, they represent far more than the idle threats they have posed in the past.

Taken together, the agency budget caps and federal benefit reductions that could result from both phases of the debt ceiling agreement form a vice that is squeezing the vitality and purpose out of America's federal workforce. Federal agencies like the Veterans Administration, Food and Drug Administration, and Central Intelligence Agency exist to protect and serve the American people. When they and their dedicated employees are forced to swallow unsustainable cutbacks, everyone suffers.

If you want to put an end to the hollowing-out of our nation's public service, visit our Legislative Action Center at www.nffe.org.



Organizing Strategic Review Session Set as NFFE Looks to Build on 2011 Gains

It has been nearly one year since NFFE implemented our revised Organizing Strategic Plan. During that time we've seen significant progress, and we've learned a great deal that will be applied moving forward.

With the implementation of the 2010-2011 Organizing Strategic Plan, NFFE has been very successful both at recruiting within existing Locals and in organizing new units.

This summer, NFFE National assisted with a recruiting drive at Local 2189, Red River Army Depot, in Texarkana, TX. National Vice President Tim Ostrowski, as well as members of the national office staff, spent a week at the Local conducting training and visiting with employees. Many new members were signed up during the trip.

National office staff representatives will be also on hand to help with events at Local 1904, representing Veterans Affairs

employees in the New Orleans area; Local 1998, which represents Department of State Passport Services employees throughout the country; and Local 405, representing Army Corps of Engineers employees in St. Louis. Organizers have also made a number of informal visits to NFFE Locals this year, which have yielded scores of new members.

Locals have been busy on their own as well, as demonstrated by all of the new members signed up this year and by all of the supplies being requested. These supplies include new member and recruitment kits, which have now been completely revamped.

As always, each type of kit contains important information about our Union and the benefits of Union membership. They now include a few favorite old trinkets and some exciting new ones. New member kits now come in a great, reusable canvas NFFE bag, too.

Remember, all kits are provided free of charge by the NFFE National Office. They are a great way to leave a lasting impression with potential members, to thank new ones, and to help increase the Local's visibility in your workplace.

Organizing and recruiting, of course, are continual efforts, and in that spirit NFFE's national president, national secretary-treasurer, national vice presidents, Council presidents, national business representatives, and staff members involved with organizing and recruiting will be meeting at the William W. Winpisinger Center in mid-October to review the Organizing Strategic Plan. All NFFE members are encouraged to submit their ideas and opinions to their national organizing coordinators both before and after the revised plan is in place. The updated plan will be made available to Locals as soon as the agreed upon changes are incorporated. Be on the lookout for the most recent Organizing Strategic Plan later this fall.

NFFE Local 2189 officers welcome national staff and representatives for a July recruitment drive at the Red River Army Depot in Texarkana, TX.





NFFE Locals 1429 and 1442 members held a recruiting event during Employee Appreciation Day at the Letterkenny Army Depot.

Education and Benefits

Education is the key to empowering Local officers and members. NFFE has made a commitment to have as much information as possible available to educate the membership. New organizing trainings and resources are now available on the NFFE website. These trainings and resources can be found in the Organizers Toolkit, inside the NFFE Toolbox at www.nffe.org. Within the Toolkit you'll find organizing tips, trainings, materials, and a Local strategic action plan template.

One of the most important pieces to recruiting is understanding who you can talk to and when. Most Union representatives generally know that they cannot be on official time when soliciting membership in the Union. Others worry about talking to employees about joining during the workday. In some cases, fears about improperly asking employees to join the Union put up barriers to talking to bargaining unit employees about Union membership.

Union officials have every right to use official time to discuss representational

matters with employees. This includes all topics covered by the CBA as well as any other matters affecting the working conditions of employees. It also involves the types of issues that our Union is advocating in the halls of Congress. It is normal that most employees want to see what the Union is doing on their behalf before joining.

Local officers are encouraged to use some of their official time talking face-to-face with employees about what the Union is doing to help employees at both the Local and national levels. However, you may not use official time to directly ask a member to sign an 1187 dues deduction form. If the potential member is on a lunch break or regular break you may use that time to solicit membership directly and have them sign an 1187 form.

Officers and members may also talk to employees about joining the Union in a work area if all of the employees in that area are on break. Another thing to remember is that if the employee is in a pay status, for example, an on-call firefighter, they may still be solicited for membership if they are not actively working.

Another valuable recruitment tool NFFE National is making available for its members is a supplemental insurance plan. Professional Benefit Administrators, provided by TAI/Professional Benefits, now offers auto, identity, dental, vision, life, and disability insurance at very low rates. These benefits are only available to Union members, making them a great tool for reaching out to potential new members. This is just one more way that NFFE is making recruiting easier at all levels.

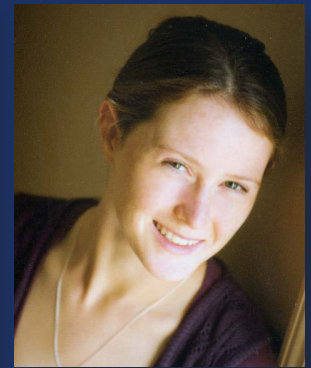
Use these guidelines to talk with non-Union members in the bargaining unit. Without members our Union cannot thrive. Wear your Union apparel and talk to potential members; this shows that being a proud Unionist means fighting for what is right in the workplace. Representation is why NFFE exists, but if we don't have the members to help the Union, it will cease to exist.

To request kits, trainings, materials, and information on the new insurance discounts, please contact your national organizing coordinator or visit our website, www.nffe.org.

Meet Melissa Grenier and Shannon McNichols, Winners of the 2011 Richard N. Brown Memorial Scholarships



Melissa Grenier



Shannon McNichols

NFFE would like to congratulate Melissa Grenier of Menands, NY and Shannon McNichols of Harrisville, MI on winning this year's Richard N. Brown Memorial Scholarships! Each will receive \$1,000 toward furthering their collegiate education.

Grenier is the daughter of NFFE Local 2109 Secretary-Treasurer James Grenier, who works as an electronics technician at the Watervliet Arsenal in Watervliet, NY. Melissa is entering her junior year at Villanova University in Pennsylvania where she majors in chemistry. Her goal after graduation is to attend medical school and become a physician, a goal that has no doubt been made more attainable with this scholarship.

"In receiving the Richard N. Brown Memorial scholarship my financial burdens have been lightened, allowing me to focus on the more important aspects of my college experience – learning and serving others," said Grenier. "This scholarship will help me further my education as I pursue a degree in chemistry and later continue on to medical school."

Also winning a scholarship this year was 20-year old Shannon McNichols, daughter of NFFE Local 2086 member Elizabeth McNichols. Elizabeth works as a resource information specialist for the U.S. Forest Service at the Huron-Manistee National Forest in northern Michigan. Her daughter Shannon is nearing the end of an advanced doctoral program at Ithaca University in New York where she is studying to become a physical therapist.

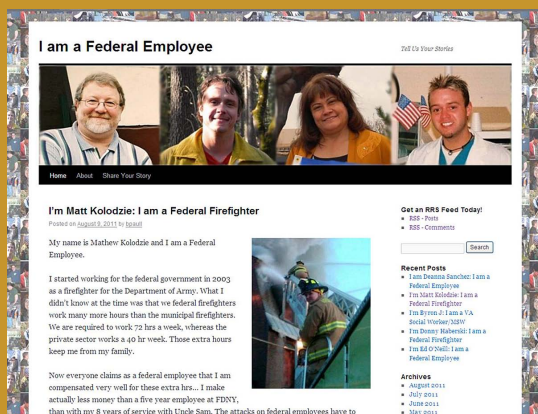
"It is truly inspirational to play a small part in the advancement of these young women's education," said NFFE National President William R. Dougan. "Rick understood bet-

ter than anyone the value that educated young people could bring to the labor movement and the world. Their dedication to scholarship and hard work are a testament to Rick's vision."

The scholarships, named for late NFFE National President Richard N. Brown, are awarded each year to qualified NFFE-IAM members or children of NFFE-IAM members. Applications for the 2011 scholarship competition will be available for download in January. To learn more about the Richard N. Brown Memorial Scholarship, click the scholarship's link posted under the Resources tab on the NFFE website.

If you wish to contribute to the Richard N. Brown Memorial Scholarship Fund, please visit our website at www.nffe.org. Your contributions will ensure that Rick's legacy of selfless stewardship of federal employees will continue for years to come.

Take a Minute to Share Your Story on the 'I am a Federal Employee' Blog!



Over the past several months, dozens of federal employees have shared their stories of public service with the new 'I am a Federal Employee' blog. Everyone from DoD civilians, VA nurses, federal firefighters, and others have spoken out and told the world that they are proud of the work they do for America every day. But there are still many more stories to tell, and we want to hear yours today!

Sharing your story is easy. Simply go to www.iamafederalemmployee.org and click "Submit Your Story." Remember, you may be strong on your own, but we can be stronger if we work together, in solidarity.

So what are you waiting for? Go to www.iamafederalemmployee.org and submit your story today!

NFFE Locals Throughout the Country Give Back to Their Communities

Fatigued by the relentless attacks on federal employees, NFFE-IAM members from across the country are taking a proactive approach to changing the public's perception of the labor movement by organizing community service projects.

This July, members of NFFE Local 1384 at the Hanscom Air Force Base in Massachusetts gave up a vacation day to carpool to Springfield, MA. Their mission was to volunteer at the local Salvation Army center there, helping to distribute food and other items to those left homeless by the tornadoes that devastated the area. The volunteers moved boxes of materials into storage, pulled food items to fill orders for families waiting in adjacent rooms, inspected and discarded food with expired dates, organized a variety of donations, restocked the pantry, and sorted through pallets of provisions dropped off by a food chain store.

Earlier that month, Local 1998 members from the Charleston Passport Center worked with agency management to design a system for collecting food donations from agency employees. Regardless of their status as a Union member or non-member, the Union got everyone involved in the food drive. By the end of the collection period, the Charleston Passport Center was able to collect over two hundred pounds of food to be donated to the Low Country Food Bank and distributed to low-income families in the community. According to the food bank, the collection will provide a total of 155 meals.

In June, members of Local 2189 at Texas' Red River Army Depot hosted a car show during the facility's Employee Appreciation Day. The event was co-sponsored by Morale, Welfare, and Recreation, which is a network of support and leisure services designed for use by soldiers, their families, civilian employees, military retirees, and other eligible participants. During the show, Local 2189 sold raffle tickets to raise money for a local non-profit that offers therapeutic horseback riding to veterans and children with disabilities. The proceeds will go toward purchasing a lift strong enough to ease wheelchair-bound veterans onto the animals.

"These Locals are at the forefront of what I hope will become a resurgence of community involvement throughout our Union," said NFFE National President William R. Dougan. "NFFE stands for more than just the interest of our members – we stand for

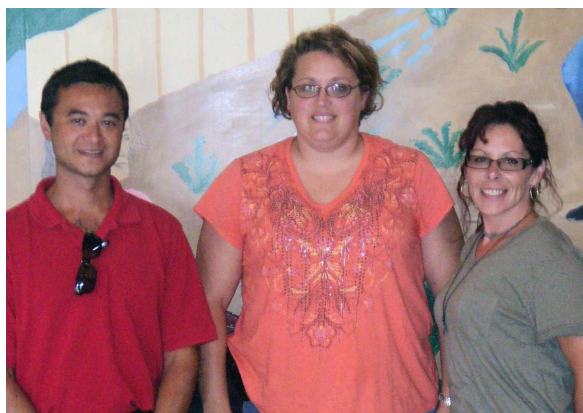


Local 2189 President Bill Roush congratulates a winner at the Local's car show.

our families, our neighbors, and our country. Staying active in our communities is a great way to align our practice with our principles."

The success of these projects was two-fold: Not only did the generosity of NFFE-IAM members benefit those in need, it also demonstrated the true essence of Unionism – solidarity in times of adversity. These members prove that federal workers are not the cause of our nation's problems; we are an important part of the solution.

To learn more about what you can do to serve your communities, visit www.service.gov.



Local 1998 members Boyd Hinton, Amy Kosar, and Phyllis Cahill delivered over 200 lbs. of food to a local food bank.



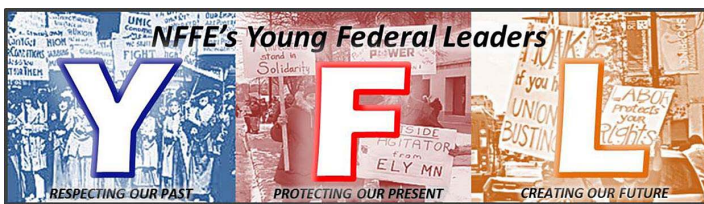
Local 1384 members Greg MacDonnell and Joyce Paquette organized relief supplies for tornado victims.

NFFE Unveils Young Federal Leaders Initiative

For nearly 150 years, Union members in the US have fought courageously to establish and protect the rights many workers today take for granted. We all enjoy safer working conditions, higher pay, and better benefits because labor activists generously pledged their blood, sweat, and tears in the battle to create a middle class in America. Despite labor's progressive advances within the workplace, Unions are steadily approaching a crossroads. With big business aiming to eliminate unions, the labor movement must adapt to a rapidly changing, often hostile environment in order to fight to survive.

While organizing has always been the lifeblood of federal Unions, providing the resources required to represent members within the workplace and on Capitol Hill, recruiting energized and engaged members must continue with renewed fervor. Labor cannot afford to rest contentedly on the achievements of its past; instead the time has come to actively pursue and invest in developing a new generation of labor activists to lead the movement into uncharted but exciting territory. Now is the time to defend healthcare, employee pensions, a respectable wage, and other staples of work life in America that are being threatened by the decline in strength of labor Unions.

NFFE is following in the footsteps of both the AFL-CIO and the IAM in its unveiling of a new initiative designed to recruit and retain federal employees under the age of 40. First and foremost, the Young Federal Leaders program seeks to develop a more comprehensive understanding of young federal workers and the workplace issues of greatest importance to them. Secondly, NFFE intends to provide education to young civil servants, illustrating the necessity of Union membership in today's incredibly competitive and demanding job market. Lastly, the Young Federal Leaders program will identify passionate and committed young workers to serve in advisory positions and contribute to the strategic design of the program.



Newly conceived and still in its infancy, the success of NFFE's Young Federal Leaders initiative will depend heavily upon member participation and support. Union members and leadership alike can help give life to this enterprise by taking a few simple steps: 1) Talk to young non-members in the bargaining unit. Ask them about their workplace issues, and tell them about the benefits of being a Union member; 2) Identify young members who



NFFE is calling on young members across the country to shape our Union's future.

are interested in assuming a leadership position in the Union and facilitate their attendance at a Winpisinger Center educational training course; and 3) Reach out to the NFFE National Office if you or a member you know would like to play a primary role in developing this program.

NFFE's Young Federal Leaders initiative presents an unprecedented opportunity for young workers to pay respect to the dedicated Unionists of our past and present by assuming responsibility for labor's future. By taking action now, young federal employees can protect the rights for which our Union brothers and sisters fought so vigilantly and ensure NFFE continues to be a leading voice in the shaping of labor's future.

The Young Federal Leader's initiative will be discussed in more depth at October's Organizing Strategic Plan review. Please stay tuned as more detailed information on the plan will be released before year's end. If you are interested in joining the movement to further invigorate and empower our Union, please contact Amy Burns at the NFFE National Office at (202)216-4420.

On the Road with David Stamey



In the hustle and bustle of a heated labor rally in downtown Washington, D.C., the noise of the afternoon traffic paired with the calls for justice from Union activists made it nearly impossible to hear. Amid the palpable barrier of noise, however, David Stamey, proudly displaying a sign that read, “Unions: The folks who brought you the weekend,” could barely be overheard saying, “Man, I *love* my job!”

Hired as a national business representative in 2009, Stamey has spent nearly 20 years loving his job as a Union leader and labor activist. He first became a NFFE member in 1992 after spending three years in an unrepresented unit at the Southern Research Station in Macon, GA. As Stamey moved on to positions as a prescriptionist, geological information specialist, and finally research technician, he also climbed the Union ranks.

For each position he held in the agency, Stamey’s labor experience proved to be integral in gaining promotions and successfully performing in each of his capacities. He cites, “I cannot remember completing an application for an agency position where I didn’t list the positions I held in the Union and the skills I had the opportunity to obtain from my labor experiences.” Having successfully navigated his agency’s hiring process each and every time, Stamey knows his Union experience is what set him apart from his competitors.

Throughout his career, Stamey has served in virtually every appointed and elected Union position, including steward, chief steward, Local president and Forest Service regional vice president. In each of these capacities he meticulously acquired and honed the skills necessary to represent Union members in his current position as national business representative.

Stamey presently services Locals in the Southeastern United States, representing employees in Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, Oklahoma, North Carolina, South Carolina, and Tennessee. Nearly as varied as the geographical area he presides over are the responsibilities his position requires of him each day.

“What I love most about this job is just how unique every day turns out to be. There are different issues accompanied by a completely distinctive set of circumstances on a daily basis. It’s virtually impossible to get tired of what I do because it’s always changing!”

Of the constantly changing challenges Stamey faces, he most enjoys performing representational duties.

“Federal employees are facing a lot of pressure in the workplace, especially with what’s going on now in Washington. I enjoy working with employees to understand the problems they are confronting and creating collaborative solutions to alleviate their stresses.”

As NFFE works to strengthen its collective voice and better represent its members, David Stamey will continue pushing forward on the front lines. He concludes, “I feel very fortunate to be in the business of working to preserve and support the middle class. Going forward, I hope to show employees what our Union is capable of.”



David Stamey honors NFFE Local 1953 President Maxine Davis with a National Organizing Award at Legislative Conference this spring.

Mark Your Calendars for NFFE's 49th National Convention in Portland, Oregon

With only one short year remaining until the 49th NFFE National Convention, it is time for NFFE Locals to start making preliminary plans to attend.

The next Convention will be held from October 1-4, 2012 at the Benson Hotel in Portland, OR. This beautiful Union property is within easy walking distance of many restaurants, theaters, and tourist attractions. It is also conveniently located near Portland's light rail and streetcar systems, and is a 2-hour drive from Mt. Hood and the Oregon coast.

In addition to exploring this wonderful city, delegates to the Convention will have a good deal of work to conduct, too. Elections will be held for NFFE's national president and national secretary-treasurer positions, as well as all seven national vice president positions. Potential changes to NFFE's bylaws will also be considered and voted on. Other activities include Council meetings and delegate receptions. More information on the elections and proposed bylaw changes will be available early next year.

NFFE's National Convention is a wonderful opportunity for NFFE-IAM members to network, learn about the Union's accomplishments during the previous four years, and have a voice in how our organization is run. Locals are entitled to delegates based on their total number of dues paying members, with every Local in good standing permitted to send at least one delegate to the Convention.

Guest rooms during the Convention will be available at \$122 per night, for either single or double occupancy. Rooms are available now and reservations can be made by calling (888) 523-6766 or emailing reservations@bensonhotel.com and providing the group name "National Federation of Federal Employees."

Start making plans now so that your Local can be a part of NFFE's 49th National Convention. For more information on Convention, click on "NFFE Convention 2012" under the Resources tab at www.nffe.org.

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