

THE FEDERAL EMPLOYEE

3RD QUARTER 2014

FOR MEMBERS OF THE NATIONAL FEDERATION OF FEDERAL EMPLOYEES

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

Remember This November



Last year, Congress kicked you off the job. Don't forget that on election day.

See Pages 6-7



Inside this Issue

Important Senate Races Federal Employees Should Watch Pg. 8-9

DoD Personnel Reform is Coming, and NFFE is a Key Player ... Pg. 10

FEHB Benefits Extended to All Temporary Employees Pg. 11



William R. Dougan

FROM THE DESK OF THE PRESIDENT

Midterm elections are just around the corner. The results of most elections will be known by the early morning hours of November 5. As the new day dawns, we will wake up and get ready to head out to work, having a good idea of what the future will hold for working men and women across the country. It seems that in each of the last several elections, I find myself thinking, and saying, “THIS election is the most important election we’ve faced.” I worry that by describing each election as most important, I will be viewed as being overly dramatic or overreaching. It is easy to fall into the trap of “the boy who cried wolf” when talking about politics and politicians.

Each of us has a responsibility to actively participate in our democracy by voting. America’s founding fathers created a system that requires active participation by the citizens of our nation. If we fail to exercise our right to vote, we allow those that do vote to determine who will govern, make the laws and have a significant impact on the lives and private lives of us all.

Before we enter the voting booth, it is crucial that we educate ourselves on the candidates and where they stand on the

issues that are important to us. We cannot afford to blindly vote party tickets.

I believe that working men and women should support candidates who support workers. For me, that means support for creating and maintaining jobs that pay at least a living wage and provide good benefits (including healthcare and retirement benefits). It means supporting the right of working men and women to organize and belong to a Union and supporting the right to collectively bargain. It means supporting policies and laws that ensure workers will be valued, respected and treated with dignity in the workplace. And it means support for workplaces that will be safe places for workers to do their jobs.

There is a lot at stake on November 4. We face the possibility of having a Democrat in the White House and having the House and Senate controlled by the Republicans, making it even more difficult than it already is for the nation’s business to be conducted. And the outcome of many state and local elections has the potential to radically change the political landscape in those states and communities. I encourage you to support the candidates who support you by getting out and voting on Election Tuesday.

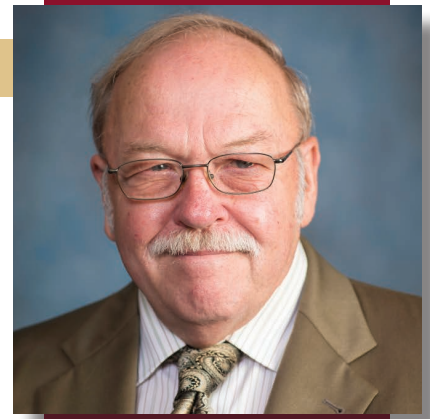
FROM THE DESK OF THE SECRETARY-TREASURER

Since 2009, my office has been successfully reducing the amount of Locals in arrearages and that also have not yet converted to Electronic Fund Transfer (EFT) for the remittance of dues to NFFE FD-1 by their respective agencies. Both Omar Arnold and I have worked with many of the Local officers and leaders in an effort to raise their dues to the current CY 2014 level which is \$25.40 per pay period. Locals that are in dues arrearages cannot send delegates to the NFFE National Convention, may be placed into trusteeship or supervision and certainly would not be considered a Local in good standing pursuant to the NFFE FD-1 Bylaws and the IAM Constitution. If your Local is not at the correct dues amount for CY 2014, please contact my office for assistance.

We have also been successful in reducing the amount of cash Locals from 10 down to three. Cash Locals collect the dues at the Local level normally bi-weekly and remit the per capita tax for both IAM and NFFE FD-1 at the end of the calendar year to NFFE National. By remitting the dues money at the end of the year, these cash

Locals created a serious cash flow problem at the national level. We continue to work with the remaining cash Locals to rectify this problem. Also, we have convinced HUD, Passport Services, and the two Letterkenny Locals to have their dues sent via Electronic Fund Transfer (EFT) instead of hard check. The transfer of dues monies electronically is both cost saving and more efficient for record keeping and budget purposes. Other NFFE Locals have also converted to EFT during the last three years. However, we still have quite a few Locals within DOD and elsewhere that have their dues money sent via hard check through the mail. We continue to work with those Locals and both the Defense Finance Accounting System (DFAS) and the National Finance Center (NFC) that service these Locals to transition to EFT. Please contact my office if you need assistance transitioning to EFT.

In closing both Omar and I would like to thank you all for your continued support. If you have any financial questions please contact us.



William D. Fenaughty

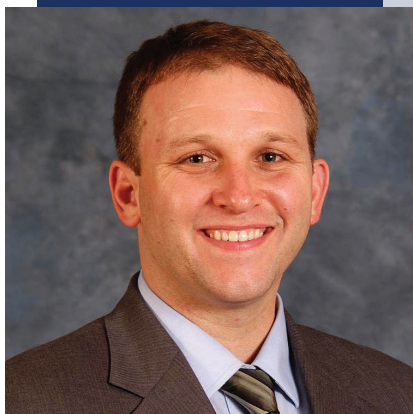
FROM THE DESK OF THE GENERAL COUNSEL

In my almost 5 years as NFFE's General Counsel, I have attempted to ensure that Locals are diligent in taking care of their internal Union requirements. I firmly believe that transparent well-run Locals are essential to good representation. I am happy to report that NFFE and the IAM are working together to give Locals the tools and knowledge to ensure this happens. Local officers can now sign up for DOL compliance classes at the W3. Here is a quick review of topics taught at the class that all Locals must do: All NFFE Locals must file LM reports with the Department of Labor 90 days after the close of the fiscal year. For NFFE Locals this means the reports should be filed by March 31 of each year. If Locals

have questions, they should get in contact with their IAM auditor to ensure that the LM form is filled out and filed correctly. NFFE Locals also need to file an EZ990 Postcard with the IRS each year. Failure to do so can lead to a Local losing its non-profit status. Please avoid that expensive pitfall. In addition, each Local must have a Local election every three years. Article B of the IAM Constitution governs elections. Each Local should also have up-to-date bylaws and should hold regular monthly meetings. NFFE Locals that comply with these requirements represent employees better and have better membership density. NFFE staff and IAM auditors stand ready to help you comply with all of these requirements



Stefan Sutich



Randy Erwin

FROM THE DESK OF THE LEGISLATIVE DIRECTOR

I want to talk about the importance of using the legislative advocacy that NFFE does each and every day in Washington as a recruitment tool at your Local.

One of the most important roles of this Union is to be an advocate for federal workers on Capitol Hill. Unlike the private sector where wages and benefits can be set by collective bargaining agreements, in the federal sector wages and benefits are set by Congress. That is why lobbying lawmakers is such a critical part of what we do as a Union.

While NFFE makes a great investment of time and resources to defend and advance the interests of federal workers through legislative advocacy, the key to getting a return on that investment is NFFE-

IAM members like you talking to your coworkers and sharing information about the great work the Union is doing on their behalf.

It is as simple as this: When potential members hear about the work NFFE is doing for them on Capitol Hill, the membership grows and the Union has more resources to win the next fight. It creates a virtuous cycle where the Union continually gets stronger and the NFFE-IAM membership continually gets better advocacy in Washington, and better pay and benefits as a result.

However, when potential members are not hearing about the work NFFE is doing for them on Capitol Hill, membership suffers and the Union has fewer resources

LEGISLATIVE

Fight to Protect NTIS Moves to the House

On September 17, 2014, the U.S. Senate passed the Let Me Google That For You Act (S. 2206), a bill that would imprudently abolish National Technical Information Service (NTIS), a small, but extremely important federal agency that employs the members of NFFE Local 1627, located in Alexandria, Virginia. With passage of this legislation in the Senate, the fight to protect NTIS and the members of NFFE Local 1627 moves to the House.

The NTIS is a federal agency of about 100 civilian federal employees that is responsible for collecting and disseminating scientific, technical and engineering information. The agency maintains approximately 3 million publications in over 350 subject areas, and serves as an invaluable resource for businesses, universities, scientists, engineers, federal agencies, and numerous other individuals and institutions that rely on access to highly technical reports. The agency also manages to operate without any annual appropriations from Congress; the full cost of running NTIS is offset by revenues paid by customers for the products and services NTIS provides.

Passage of S. 2206 was preceded by a Senate panel hearing titled, "A More Efficient Federal Government: The National Technical Information Service (NTIS)." The purpose of the hearing was to examine the statutory mission of NTIS; however, it was clear to all in attendance that the Senators present at the hearing were less concerned with examining the mission of the agency than building a case for the outright elimination of NTIS.

It became clear from the very start of the hearing being held in the Senate Subcommittee on Financial and Contracting Oversight that this was not going to be a fair and honest look at the NTIS mission. Rather, the hearing was a platform for Senator Claire McCaskill (D-MO), who serves as chair of the Subcommittee, and Senator Tom Coburn (R-OK), to berate NTIS Director Bruce Borzino for actions that amounted to nothing more than carrying out the NTIS mission. The hearing was also an opportunity for Sens. McCaskill and Coburn to build support for S. 2206.

continued on page 5

to win the next fight on Capitol Hill. Believe me, in the current political and budget climate, where federal workers are constantly vilified and regularly squeezed to pay for other big money interests' initiatives, federal workers need more resources going towards legislative advocacy, not less. But we cannot make the progress we want to see without your help.

So I hope you will help us get the word out about some of the important things that your Union has done and is doing to fight for you on Capitol Hill. Go to NFFE.org and get on our e-mailing list to receive weekly updates about what the Union is doing on your behalf in Washington, but here are few things you can share right now:

Last year, when the government was shut down and hundreds of thousands of federal workers were furloughed for 16 days, some in Congress did not want to give federal workers the back-pay they deserved. But the Union went up to Capitol Hill and demanded that Congress do the right thing and pay workers for the time they were forced off the job. The effort was a success, and every federal employee furloughed during the shutdown received back pay. Make sure those you work with know that.

During the last several years, the Union has beaten back repeated efforts by Congress to gut federal employee retirement benefits. This includes efforts to move federal workers from a "high three" to a "high five" in calculating the

value of a government pension, diverting an additional 5.5% of federal workers' take-home pay to "pay for retirement" while providing no added retirement benefit for that sizable contribution, and eliminating pensions for new hires altogether. NFFE, the IAM, and our allies have kept each of these harmful changes from being adopted. Make sure those you work with know that.

Your Union needs your help. Spread the word about the work NFFE is doing on behalf of federal workers on Capitol Hill at your worksite. Help us use information about NFFE's legislative advocacy as a membership building tool. Let's add membership, build our strength, and go into the next legislative fight on Capitol Hill more equipped to come out victorious.



Members of NFFE Local 1627 supporting NTIS on Capitol Hill

Several NFFE-IAM members from Local 1627 were present at the hearing, and made their presence known by wearing bright red stickers that read, "Protect NTIS!"

"We are going to keep fighting against this harmful and mean-spirited legislation to eliminate NTIS," said NFFE Legislative

Director Randy Erwin. "We have successfully blocked an effort to abolish NTIS in the House earlier this year, and we will do everything in our power to block it in the House again. We simply cannot allow this legislation to be passed into law."



The pain-staking government shutdown was a result of extremists in Congress

Elections Matter

Congress kicked you off your job, now it is your job to return the favor

You hear it every year – elections matter. For federal employees, the implications of the 2014 midterm elections are far-reaching and will test the resolve of a lame-duck president. In 2014, the control of the U.S. Senate hangs in the balance. With the current attitude Congress holds towards federal employees being tepid at best (see: government shutdown, pay freezes, increased pension contributions, etc.), the Senate has largely protected federal employees from the draconic cuts sought by extremists in the House of Representatives.

If the Senate falls into the hands of those seeking to attack the federal workforce, federal employees can expect to endure an onslaught of attacks at every turn. In recent years, when the House passes a bill

demanding further sacrifices from federal employees, cooler heads have prevailed in the Senate and the language has largely been stripped. Without a fed-friendly Senate, federal employees will need to count on President Obama as their only line of defense from misguided federal workforce policy decisions passed by Congress.

If federal employees lose their allies in the Senate, the only thing stopping extreme attacks would be the threat of a presidential veto. However, with the President dodging any significant position on federal employees, there is no telling what legislative attacks on federal employees he would allow. Further, without a friendly Senate, Congress could slip language chipping away at the pay and

benefits of federal employees as well as agency budgets in every bill they pass. If Congress attaches an attack, albeit small, to an important piece of legislation, the President would not be in a position where he could afford a veto at the cost of being viewed as an obstructionist to governing. And if Congress used this strategy on every bill they sent to the President, the President would be left with few options.

And despite the unprecedented sacrifices federal employees have made in the name of deficit reduction in recent years, to the tune of \$120 billion (or, more than \$60,000 per federal employee), the slash-and-burn members of Congress have only just begun. Abolishing federal pensions, cutting 15 percent of DoD's civilian workforce (115,000 federal employees),

eliminating revenue-generating government agencies – these are just a few examples of legislation that would be sent to the President if the Senate falls into the hands of federal employee opponents. Bills like this are introduced and passed in the House of Representatives every day, but have the wind taken from their sails by NFFE’s allies in the Senate. If we lose our allies in the Senate, President Obama is going to be put in a tight position when faced with a rush of anti-worker legislation.

While it is easy to say that President Obama would never let extremists hold him hostage over blatantly anti-worker legislation that is not the political reality. Even with an even-headed Senate, extremists were still able to plunge the federal government into a historic 16-day shutdown. Imagine what they would be able to accomplish if the Senate sides with their draconian policies.

It is up to you and your Union brothers and sisters to stop these extremists. If you do not think your vote matters, look at the recent upset of Representative Eric Cantor (R-VA). In the national media, Rep. Cantor’s star was rising. He was a darling of the establishment, of Wall Street and of lobbyists in Washington. However, it was the voters of his district that felt he no longer represented them. They felt he had sold out, and that his views did not reflect the will of his constituents. It was neighbors talking to one another about the out-of-touch Congressman, it was co-workers voicing their displeasure with his representation, and it was the community that felt as if their opinions came second to the whim of big business and their lobbyists. So they went to the polls and voted for the candidate they thought would best represent them. And that election night shockwaves were sent across the American political media as this rising star had come

crashing down. Representative Cantor had forgotten the oldest rule: all politics are local.


Elections matter.

Get informed on the pro-worker, pro-federal employee candidates through NFFE, the IAMAW, your state Council of Machinists and your local state AFL-CIO councils. Spend time talking to your Union brothers and sisters about the candidates that are going to best support your views and the issues that are most important to you. Spend time volunteering on campaigns that support your issues. And most importantly, vote on Election Day. Your job may depend on it.

NFFE National President William R. Dougan speaks during shutdown rally on Capitol Hill

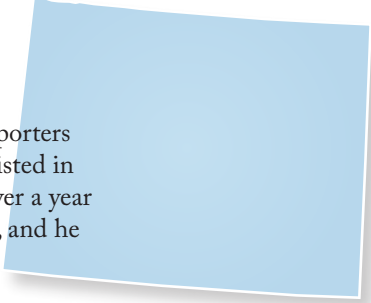


The Must-Watch Senate Races for Federal Employees



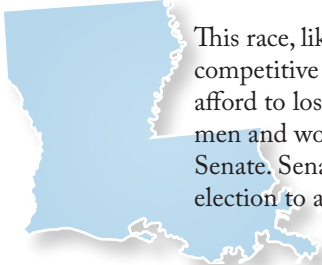
What once looked like it was going to be a competitive Senate race in Oregon is shaping up to be a convincing victory by the incumbent Senator Jeff Merkley. When his opponent Monica Wehby, a fiscally conservative neurosurgeon, announced her candidacy, national Republicans touted her healthcare expertise and held her up as the shining example of an outsider running for the Senate.

Since Wehby's announcement, numerous police records on the candidate have surfaced, and she has repeatedly refused to debate Senator Merkley. Wehby's numerous problems with police call into question her judgment. Further, her refusal to debate Senator Merkley leads the voter to believe she is less than competent on the issues necessary to be an effective Senator. With Merkley's strong record of supporting working men and women, he deserves to be returned to the Senate.



In Colorado, one of the strongest federal employee supporters is locked in a close race with a GOP opponent that assisted in orchestrating the historic government shutdown just over a year ago. Mark Udall is the incumbent Senator in Colorado, and he unequivocally deserves to be re-elected to the Senate.

Senator Udall has stood with federal employees on issues such as capping pay for federal contractors (to \$230,700 – the salary of the Vice President), supporting the nomination of Thomas Perez as the Secretary of Labor and voting to end the government shutdown while providing retroactive pay to federal employees. Senator Udall is one of the strongest advocates for working men and women, and he is a Senator federal employees cannot afford to lose in this election. NFFE strongly supports Senator Udall for re-election.



In Louisiana, a traditionally safe seat for re-election. Senator Landrieu's father, Moon Landrieu, and her brother, Mitch Landrieu, both served in the Senate. Senator Landrieu's name in this election to a seat still

This race, like many others, is competitive in the Senate. Federal employees cannot afford to lose Senator Landrieu in this election to a seat still

ate Elections of 2014

Employees



Few republicans could compete with the popularity of former governor and current Senator Mark Warner of Virginia. The first-term senator has enjoyed high approval ratings in a state that has trended democratic in recent years. And despite the strength of his republican opponent, long-time lobbyist and former President Bush adviser Ed Gillespie, Senator Warner looks poised to retain his seat.

Virginia is one of the most federal employee workforce-dense states in the country. As a result, Senator Warner understands the needs of federal employees like few others, and is a reliable vote for federal employees. While NFFE wishes Senator Warner would be more vocal on federal employee issues given his state's federal workforce population, his strong record for federal employees cannot be overlooked. Senator Warner should be re-elected to the Senate.

In North Carolina, incumbent Senator Kay Hagan is running for re-election against North Carolina Statehouse Speaker Thom Tillis. The race is one of the most closely-watched races in the entire country, with President Barack Obama winning the state by less than one percent in 2008 and Mitt Romney winning by two percent in 2012. The state has become a political battleground in recent years, and the 2014 Senate election will be no exception.

ditionally solid republican state, Senator Mary Landrieu is running
nator Landrieu comes from a well-known political family in the state.
Landrieu, was a beloved former mayor of New Orleans – a position
Landrieu, now holds. Despite the state's republican tendencies, the
Louisiana is well-respected in the state.

y of the other highlighted races, is consistently rated as one of the most
county. However, working men and women across the country cannot
tor Landrieu. She has a perfect legislative record on behalf of working
and one of the strongest records for federal employees in the entire U.S.
Landrieu is a champion of working men and women, and deserves re-
he has served admirably in.

Senator Hagan is a strong advocate for working families, but has voted incorrectly on a few federal employee-specific pieces of legislation. While the Senator has a less than perfect record on federal employee issues, she remains a reliable vote for federal employees. Further, her opponent, North Carolina Speaker of the Statehouse Thom Tillis, has one of the most extreme records of any candidate in the 2014 election cycle. Speaker Tillis oversaw a state legislature that passed historic voter restriction laws. Worse yet, Tillis has voiced his support for the 2013 federal government shutdown. In this race, federal employees would be best served if Senator Hagan is returned to Senate on Election Day.

NFFE a Key Player In DoD Personnel Management Reform

The last time that the Department of Defense (DoD) attempted to overhaul its personnel management system, it was a complete disaster. The National Security Personnel System (NSPS), created during the Bush Administration, was the DoD's attempt to overhaul personnel management systems. However, NSPS was primarily designed to abolish Defense employees' workplace rights, including the fundamental rights to appeal adverse actions and bargain collectively. In essence, NSPS was a thinly-veiled attempt to eliminate federal employee unions under the pretense of modernization and in the name of national security.

NSPS was short-lived, though. Not long after NSPS was enacted, the more than 200,000 DoD employees affected discovered serious flaws with promised workplace flexibilities. Defense employees covered by NSPS, the vast majority of whom did not have Union protection, found themselves vulnerable to discipline or firing without a fair appeals system. Affected employees were at the mercy of their supervisor.

Aside from the unfettered power grab, under NSPS, DoD managers and executives benefitted from unprecedented increases in base pay and bonuses. All the while, rank-and-file DoD employees saw little to no monetary benefit. The system was rigged, and it did not take long for Congress to come to this conclusion as well. In the 2010 National Defense Authorization Act, lawmakers prudently repealed NSPS.

However, Congress repealed NSPS with a major caveat: For DoD to create a performance appraisal system that was "fair, credible, and transparent." Since the repeal of NSPS, NFFE has diligently worked with DoD and our Labor allies to

ensure the new system's compliance with Congress' request.

In the post-NSPS era, DoD has proven to be far more collaborative as it moves toward reforming its personnel management system. Thus far, DoD has engaged NFFE and the IAM, among other Unions, as well as numerous other stakeholders in the design of a new personnel management system.

Pete Randazzo, President of NFFE Local 1690 in Monterrey, Calif., who represents NFFE in the pre-decisional collaboration with DoD, says that the agency has engaged a wide array of stakeholders.

"This has been a very collaborative effort," said Randazzo. "The process has been unprecedented."

Randazzo has also served as the labor co-lead on the performance management design team, which was specifically tasked with researching and developing recommendations for DoD's new performance management system.

"By involving the unions in planning, DoD benefited from having a broad scope of DoD employees in the room - workers from different departments, areas of the country, grade level, blue collar and white collar; all kinds of Defense workers were included and involved in developing the new system," said Randazzo. "That is going to pay off down the road. If management didn't include the workers, there could have been the appearance that DoD was out of touch with what is important for front-line employees. That would have been a real problem."

While much work has been done thus far, it is still unclear as to when DoD will

roll out their new personnel management system. According to a recent report to Congress, the Pentagon stated, "The Department continues to make considerable progress on the personnel authorities." The report remains mum on development timetables.

As the Pentagon finalizes its new personnel management system and moves towards implementation, NFFE will play a significant role every step of the way.

"As DoD continues to solidify their plans for the design and implementation of personnel management reform, NFFE will make sure the concerns of NFFE-IAM members are heard," said NFFE National President William Dougan. "Getting to this point has been a long journey, but we are moving in the right direction. The goodwill cooperation DoD has expressed thus far is encouraging. While NFFE and DoD may have disagreements over some provisions, there is room for common ground on personnel management reform. This progress demonstrates how an effective labor-management partnership should operate. So long as DoD remains open and transparent in their deliberations, NFFE will remain at the table."

NFFE will keep NFFE-IAM members informed of the progress made in the DoD overhaul of its personnel management system.

NFFE Scores Win: FEHBP Eligibility Extended to All Temporary Employees

On July 29, 2014, the Office of Personnel Management (OPM) proposed a new rule that would make temporary employees who are expected to work at least 90 days eligible to participate in the Federal Employee Health Benefits Program (FEHBP). This rule would include temporary seasonal and intermittent employees who were left behind two years ago, when eligibility was extended to temporary wildland firefighters. NFFE has worked for years to achieve access to health benefits for all hardworking temporary employees. We are pleased that our years of hard work have finally paid off.

To give some background on how this came to pass, on July 17, 2012, the Obama administration implemented a new rule to make temporary seasonal wildland firefighters eligible for coverage under the Federal Health Insurance Program. NFFE played a leadership role in getting this done. In the summer of 2012, NFFE threw its support behind a petition drive on this issue, orchestrating an advocacy campaign that led to a feature story on

NBC Nightly News, a program viewed by millions each night. Shortly thereafter, OPM issued an emergency rule to cover firefighters and asked for comments on the rule.

From the beginning, NFFE-IAM made the case that eligibility should not be limited to firefighters, but rather should be extended to all temporary employees. Among other actions, NFFE-IAM surveyed employees and encouraged them to comment directly to OPM. In NFFE's official comment to OPM, we made the specific recommendation that 5 CFR 890.102 (h) be modified to extend coverage to temporary employees who are expected to be employed for 90 or more days. We have continued to work toward this outcome over the last two years. Now, at long last, it appears our work has paid off: this is exactly what is proposed in the new rule.

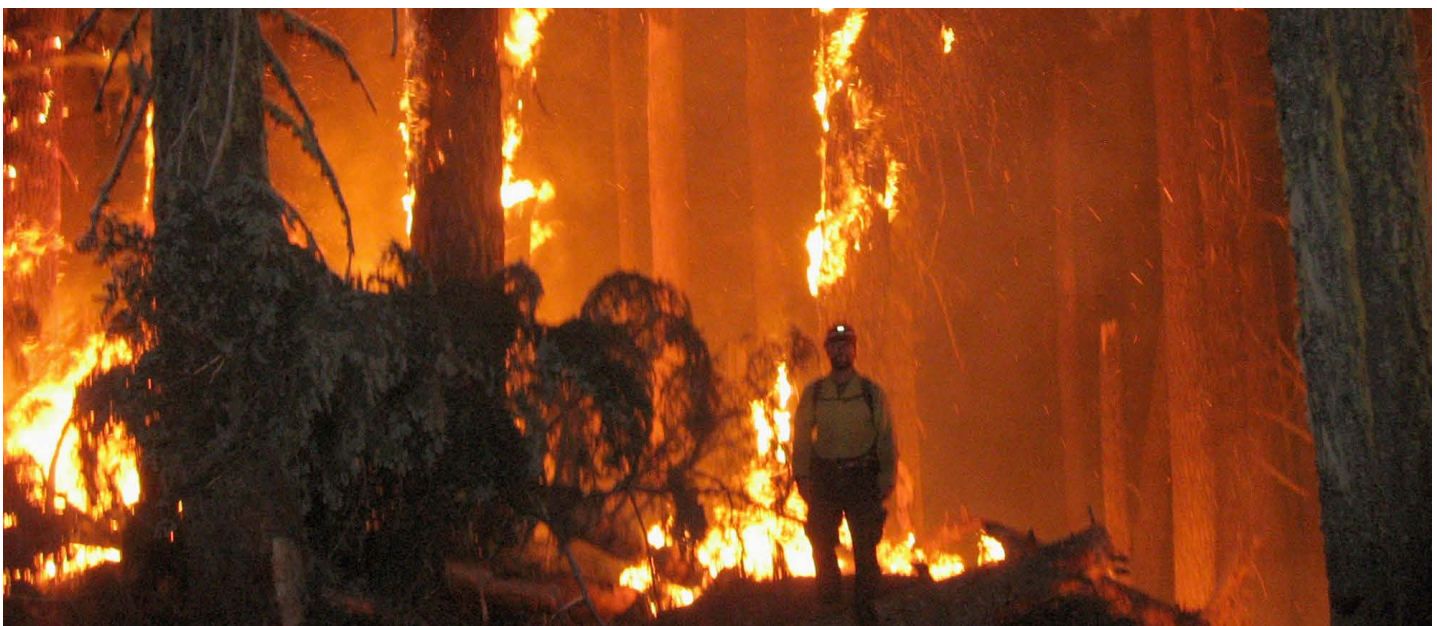
"This is a big victory for temporary employees, but our work is not done," said NFFE National President William Dougan. "Many temporary employees find



Standing on the fire line

their access to permanent jobs blocked by nonsensical federal hiring regulations. We have been working for years and will continue to work for passage of the Land Management Workforce Flexibility Act, which would put qualifying temporary employees on equal footing with other federal employees with regard to competing for open permanent jobs by giving them access to merit promotion procedures. These dedicated employees deserve the same fair shot at advancing their careers as other employees, and we will continue to work to see that they get it."

NFFE represents a large portion of wildland firefighters – many of whom are temporary seasonal employees



OPM Announces Phased Retirement

On August 8, 2014 the Office of Personnel Management (OPM) revealed the final rules for the long-awaited phased retirement program. Phased retirement allows federal employees who are eligible for retirement to work part-time to ease into retirement and focus on transferring institutional knowledge to other employees. The program is scheduled to go into effect in November, with each agency developing an implementation plan over the next 90 days.

With each agency focusing on implementation, OPM provided the following guidance: Phased retirement employees will receive half their annuity. In addition, they will be treated like part-time employees with regards to their leave and pay. Twenty percent of a phased-retirement employee's work time is required to be spent mentoring. Mentoring is encouraged and necessary so that there is a transfer of institutional knowledge to the employees who will fill their position. It is clear that OPM is looking to avoid a significant knowledge gap should the federal government see a wave of retirement as some analysts predict.



There are two different qualifications for phased retirement eligibility. Civil Service Retirement System (CSRS) employees must be at least 55 years old and have 30 years of service or 60 years old and have 20 years of service. Federal Employee Retirement System (FERS) employees ages 55-57 must have 30 years of service or be 60 or older with 20 years of service to be eligible. However, between now and the scheduled date of phased retirement, November 6, 2014, agencies will individually determine eligibility, approval and mentorship guidelines. NFFE Locals should take advantage of this time to request pre-decisional involvement (PDI) on the agency's implementation plan for phased retirement.

Agencies have 90 days from August 8, 2014 to establish administrative criteria for operating a phased retirement program. Key criteria like eligibility, approval process and mentorship program development are tasked to individual agencies, and OPM has noted that criteria for phased retirement is negotiable. NFFE Locals should request that their agency maintain transparency in the process, as well as accept input from the Local prior to making decisions on their implementation plans for phased retirement. The best option for Locals is to seek pre-decisional involvement through the Local's established labor-management forum/labor relations point of contact at the worksite. The most effective phased retirement programs will include input from many stakeholders, most importantly, the employees represented by the Local.

Phased retirement has been on OPM's radar for quite some time, and NFFE welcomes the decision being published. The next step is crucial, and Locals need to engage management at their worksites to ensure the employee voice is heard loud and clear in this incredibly important decision.



Diversity Committee Charts Path to Inclusion

After approval by the delegates at NFFE's 2012 National Convention, NFFE has chartered a new Minority and Diversity Inclusion (MDI) Committee.

The focus of this committee is to work with NFFE leadership to help ensure that our organization is more inclusive in reaching out to and engaging potential members. The committee will work to recruit and retain minority members, embrace their needs and concerns, and encourage their participation in the leadership of NFFE.

As NFFE continues our focus on recruiting new members, the MDI Committee will play a key role in helping us reach our goals. It is important that every member, and potential member, feels like our Union understands and represents their interests. It is also vital that our dues-paying membership is truly a reflection of the hard-working men and women we represent. This focus on inclusion will help ensure that we are meeting these goals.

The following mission statement was created by the committee:

"To bring awareness and education of diversity in the workplace; also identify and recruit potential leaders within the National Federation of Federal Employees (NFFE) Organization. MDI Committee will work to make themselves visible through social media, i.e. Facebook/Twitter, blogging and active forms, i.e. what's trending, face to face contacts and up to date training. We believe that all workers employed by the federal government and federal contractors should not be discriminated against on the basis of sex, sexual orientation, gender identity, disability and/or national origin. MDI Committee will assist the Councils and Locals of NFFE to work with employers and agencies via labor-management Forums and "Partnerships" as appropriate, to endeavor to achieve a work force from all segments of society within the employers and agencies where NFFE represents bargaining unit employees."

The committee holds monthly meetings and is currently working on a number of projects. They have identified a number of tools and resources available to the group, and identified potential challenges they will have to work around. They are in the

process of developing a strategic plan, and are preparing for their first annual conference. They are also developing a survey, which will help them gather necessary information about NFFE's membership. Social media accounts for the committee should also be active by the end of the year.

"I am excited to see the MDI Committee begin its work on all of these tough issues. Diversity in the workplace is crucial to maintaining a strong democracy. As president of this Union I feel a great responsibility to make sure all of our members' voices are heard," said NFFE National President William Dougan. "This committee is a key component to growing our union. I am enthusiastic and encouraged to see all of the hard work that has been done already."

Committee members, appointed by National President William R. Dougan, include Rakaia Jackson, Latonnaya Bell, Michael Goolsby, Bardomina Lopez, Sandra Inman, and Dr. Toulia Thao.

To learn more or to get involved, contact minoritycommittee@nffe.org

Engaging Members and Officers in Contract Negotiations

Since 2013, Local 1998 has been working diligently to negotiate a new collective bargaining agreement (CBA). NFFE Local 1998 represents over 1,300 employees spread across 28 different offices around the country working for the Department of State's Bureau of Consular Affairs Passport Agency. The NFFE-IAM members represented are largely passport adjudicators responsible for verifying US passport applicants' provided documentation, and ultimately approving or denying the issuance of passports.

Local 1998 leadership has strived to ensure every NFFE-IAM members' voice is heard at the bargaining table, and that effort began with the Local surveying its membership as it prepared to enter negotiations.

"We wanted to make sure that every member was involved and had a say in this process," said Local 1998 President Rob Arnold. "Everyone deserves a seat at the table, and our survey was aimed at doing just that."

While Local 1998 does have a dedicated negotiation team, the survey allowed every member a chance to state what they found to be most important in the upcoming negotiations. With results in hand, Local 1998 negotiators began what has become a multi-year ordeal.

With Local 1998 representing passport adjudicators at 28 different facilities around the country, negotiations often move between facilities. When negotiations began, they were staged at the Charleston Passport Agency in South Carolina. Since then, the negotiations have moved from coast to coast, with the most recent negotiations taking place at the Passport Agency's Washington, DC office.

For many, moving contract negotiations may seem like a logistical nightmare. However, for Local 1998, the roving negotiations allow for Local officers at each facility an opportunity to shape the ongoing negotiations. Local 1998 has worked extensively with the William W. Winpisinger Center staff to properly train and prepare its officers stationed throughout the country to play a significant role if and when negotiations reached their facility.



Local 1998 President Rob Arnold, VP Paul Barton and NFFE Assistant General Counsel Phil Snodgrass

"Negotiations can be difficult," said NFFE Business Representative Steve Flory, the chief negotiator. "However, when you have well-trained Union negotiators through the Winpisinger Center and other experienced members, it creates an outstanding team. We have real collaboration with management, and I hope that this successful relationship will continue. I feel confident that the finished contract will serve the Union and our membership very well."

Key outstanding articles needing resolving include resolving a flawed agency award system, employee rights, Union rights, safety and health, labor-relations training, and equal employment opportunity.

Local 1998's negotiating team consists of: Gerald Moore, Boyd Hinton, Rob Arnold, Gil Yap, Paul Barton, Lee Wentz, Josue Trinidad-Perez, Amanda Booher, Andrew Woodford and Steve Flory.

Negotiations are scheduled to continue through 2015.

NFFE-IAM Appointed to the AFL-CIO Young Worker Advisory Council

When the Young Federal Leaders (YFL) program was created in 2012, its enduring mission stated: “[YFL] is more than an effort to recruit new young members – it is a movement aimed at transforming our Union forever.” As the program evolved over the last two years, YFL saw vast changes.

For the first time, young federal workers from all over the country united at the first training for young NFFE-IAM members to discuss ways they can lead our Union today at their Locals. The number of YFL Chapters associated with Locals, Councils, and geographical location tripled in the last year greatly due to the inaugural YFL training in June. Many Local executive boards have increasingly prioritized secession-planning and mentoring of young stewards amidst likely continual waves of retirement in our Union leadership.

Yet throughout these groundbreaking changes that were witnessed at all levels of NFFE, it became evident early on that in order for young NFFE-IAM members to reach their full potential, we could not do this on our own. This last year, NFFE has engaged with the broader young worker movement through the AFL-CIO’s Young Worker Affiliate Point Person Committee (YWAPPC), a committee of individuals who run national young worker programs within AFL-CIO affiliate international Unions. The mission of the YWAPPC is to ensure that the national young worker programs address the needs and interests of young workers at the grassroots level and build strong young worker programs with a wide, cohesive network of shared resources and best practices. Many leaders of the YWAPPC recently formed the Young Worker Advisory Council (YWAC), a body of 30 appointed and elected officials that represent young workers throughout the international Unions.



NFFE National President William R. Dougan addressing the inaugural Young Federal Workers class at the Winpisinger Center

Recently, the IAM appointed a seat on the Young Worker Advisory Council to a NFFE-IAM member. The YWAC assists in clarifying the roles of young worker groups, shares their Unions’ young programming best practices with other young workers, and identifies and develops new leaders at the grassroots level. YWAC serves as the glue that binds the voices of young workers on the ground to the AFL-CIO elected Union leadership, ensuring that young workers are being heard and are included in deciding the course of the labor movement. In this capacity, the NFFE-IAM YWAC member will represent not only NFFE-IAM members but will also help develop young worker groups in different regions of the country. Being involved in YWAC, the only young worker entity that has a voice on the AFL-CIO general board, is crucial to all NFFE-IAM members as it means ensuring that our federal workers continue to be supported, that all of our Unions commit to developing the young workers

who must be equipped now with skills, training, and more in order to learn now to lead the future.

It is important that young NFFE brothers and sisters engage in the broader Young Worker Movement in order to lay the foundation for a strong labor movement for generations to come. The experiences and challenges of young workers bond us in our shared struggles. Young workers share concerns regarding student loan debt, work-life balance, and barriers to leadership in the Union and at the workplace. When we unite with our brothers and sisters across the various trades, much as we do as proud NFFE-IAM Union members, we have a stronger voice – we make a substantial difference in breaking barriers and expanding opportunities for a generation (and future generations of) diverse, innovative young workers.

A New Approach to Organizing Opportunities

Earlier this month, NFFE staff met with the NFFE National Executive Council (NEC) to conduct a yearly review of NFFE's Membership Building and Strategic Plan (MBSP).

The MBSP was designed to give NFFE Locals, officers and staff the necessary tools and information to lead successful recruitment drives. While Locals often face numerous challenges to recruitment such as pay freezes, furloughs and hostile management, NFFE works each year to account for these difficulties and makes the necessary adjustments to the MBSP to assist Locals in overcoming the many obstacles. The NFFE National Staff and NEC are dedicated to providing the most accurate and effective guidance to Locals to recruit new members – the lifeblood of NFFE.

Following an intensive review session that spanned three days, one of the most significant changes is an update to the methodology used to select organizing targets (geographical targets). The change includes a more collaborative process among Local leaders and NFFE staff to identify top recruitment opportunities around the country. Following identification, an appropriate amount of resources will be allocated to foster the development of a strong culture of organizing at the selected Locals. Ideally, upon the success of this program, NFFE will be able to replicate the process at a wider array of Locals across the country.

As NFFE works to adopt a culture of organizing, the time for collective action is now. Every NFFE-IAM member must



The AFL-CIO, headquartered in Washington, D.C., provides information and best practices for organizing

commit themselves to growing NFFE membership. Through the dedication of Locals and Councils, NFFE will take its memberships to new heights never before imagined. An updated model of collaboration and re-dedication to recruitment will undoubtedly lead to significant membership gains across the board.

However, none of this can be achieved if not for the hardworking NFFE-IAM members talking with their coworkers each and every day, explaining the benefits of being a member. Success in organizing starts with the individual NFFE-IAM member, and NFFE would be nothing without its dedicated membership.

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