

THE WAR

On Federal Employees Continues...

Pentagon Plan Threatens Rights of All Federal Employees.

The Department of Defense (DoD) is ramming legislation through Congress that would place civilian DoD employees under a completely new personnel system. The House, under intense lobbying pressure from the Administration, has included the so-called National Security Personnel Plan in the 2004 Defense Authorization Bill (H.R. 1836). The Senate version of the Defense Authorization Bill does not contain the new personnel system and we are fighting to keep it that way. Final votes on the Plan are scheduled in both the House and Senate for next week, the week of May 19.

If the so-called National Security Personnel System becomes law, other federal agencies will push for similar personnel changes. That means this is a fight for the pay and rights of all Federal Employees. Under the DoD Plan:

DoD has Your Rights in its sites!



You will **LOSE** your annual pay raise and step increases, because your supervisor will have the power to decide whether and how much to increase your pay each year.



You will **LOSE** the right to appeal disciplinary actions, and you will **LOSE** the right to a performance improvement period if your supervisor says you're a "Poor performer."



You will **LOSE** the right to bargain collectively over Employment conditions, and you will **LOSE** the process for resolving disputes between employees and management.



You will **LOSE** the right to overtime pay when you are asked to work on Sunday.

You Can Help Stop This Attack

Your lawmaker needs to hear from you today. Does it make a difference? Yes. It's your calls and letters that got a 4.1% pay parity raise for federal employees last year. And remember, we may not win every fight, but each fight paves the way for the next one. The more lawmakers hear from us, the more they will listen to us.

**Call your member of Congress toll free at 1-888-280-6279.
Urge them to oppose the National Security Personnel System Act.**



REQUEST FOR PAYROLL DEDUCTIONS FOR LABOR ORGANIZATION DUES

Form 1187/Revised 1997

Section 5525 of title 5 United States Code (Allotments and Assignments of Pay) permits Federal agencies to collect this information. This completed form is used to request that labor organization dues be deducted from your pay and to notify your labor organization of the deduction. Completing this form is voluntary, but it may not be processed if all requested information is not provided.

This record may be disclosed outside your agency to: 1) the Department of the Treasury to make proper financial adjustments; 2) a Congressional office if you make an inquiry to that office related to this record; 3) a court or an appropriate Government agency if the Government is party to a legal suit; 4) an appropriate law enforcement agency if we become aware of a legal violation; 5) an

organization which is a designated collection agent of a particular labor organization; and 6) other Federal agencies for management, statistical and other official functions (without your personal identification).

Executive Order 9397 allows Federal agencies to use the social security number (SSN) as an individual identifier to avoid confusion caused by employees with the same or similar names. Supplying your SSN is voluntary, but failure to provide it, when it is used as the employee identification number, may mean that payroll deductions cannot be processed.

Your agency shall provide an additional statement if it uses the information furnished on this form for purposes other than those mentioned above.

Please print in **BLOCK UPPERCASE LETTERING** using black ink.

1. LAST NAME FIRST M.I. [Grid for name entry]

2. HOME ADDRESS APT. OR SUITE NO. [Grid for address entry]

CITY STATE ZIP + FOUR [Grid for city, state, and zip entry]

3. EMPLOYEE SSN 4. DATE OF BIRTH 5. HOME PHONE NUMBER: [Grid for SSN, birth date, and phone number entry]

6. NAME OF AGENCY [Grid for agency name entry]

7. OFFICE PHONE NUMBER AND EXT. EMAIL ADDRESS: [Grid for office phone and email entry]

Section A—Authorization By Employee

I hereby authorize the agency named above to deduct from my pay each pay period, or the first full pay period of each month, the amount certified below as the regular dues of the (Name of Labor Organization and Local #):

L [Grid for local number entry]

and to remit such amount to that labor organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted which is certified by the below named labor organization as a uniform change in its dues structure.

I understand that this authorization, if for a biweekly deduction, will become effective the pay

period following its receipt in the payroll office of my employing agency. I further understand that Standard Form 1188, Cancellation of Payroll Deductions for Labor Organization Dues, is available from my employing agency, and that I may cancel this authorization by filing Standard Form 1188 or other written cancellation request with the payroll office of my employing agency. Such cancellation will not be effective, however, until the first full pay period which begins on or after the next established cancellation date of the calendar year after the cancellation is received in the payroll office.

Contributions or gifts (including dues) to the labor organization shown at the left are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.

GENDER (OPT.) M F DATE SIGNATURE OF EMPLOYEE [Form for gender, date, and signature entry]

FOR COMPLETION BY AGENCY ONLY—The above named employee and labor organization meet the requirements for dues withholding. (Mark the appropriate box. If "YES" send this form to payroll. If "NO" return this form to the labor organization.) YES NO

Section B—For Use By Labor Organization

Name of Labor Organization (Indicate Local) AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO, LOCAL: [Grid] I.D. CODE: [Grid]

I hereby certify that the regular dues of this organization for the above named member are currently established at \$ _____ per biweekly pay period.

SIGNATURE AND TITLE OF AUTHORIZED OFFICIAL DATE COUNCIL # [Form for signature, date, and council number entry]

REBATE RECEIPT

Recruiter: _____ Date: _____

Rebate Amount: _____

Sign for receipt