

# TO ALL DOD EMPLOYEES

Urgent Message 14 February, 2005 The Valentine's Day Slaughter of DoD Civilians

This message is being sent with the simultaneous publication of the proposed new DoD National Security Personnel System (NSPS) in today's Federal Register. It will dramatically reduce employee protections, eliminate annual pay increases and forever base your future as a Federal employee on performance evaluations by your next level supervisor. NSPS will effect everyone; workers, supervisors and managers. DoD officials responsible for the development of NSPS would like you and America to believe that workplace rights and protections; that have been earned by American workers over two centuries, are a threat to our national security. Veterans preference, years of service and areas of consideration will no longer apply during a reduction-in-force. Giving way instead to a process where your immediate supervisor will determine who stays and who goes based on the performance appraisal that they give you.

Disciplinary action will no longer be reduced by ANYONE! If you are fired or suspended, those actions cannot be changed to a lower penalty.

EVERYONE BECOMES A DEPLOYABLE ASSET. You can be assigned to perform work anywhere in the world, at any time; during peace or conflict; even if there is another qualified employee that has volunteered. You will have two choices; leave your families, friends and communities or quit your job as a Federal employee.

As a DoD employee and as an American worker, you must ask yourself if these changes are necessary to enhance National Security. You must ask yourself, "would I still take an oath of allegiance to work for the Federal Government under these conditions" and even more important; who will take such an oath in the future. Wal-Mart, McDonalds and Dunkin Doughnut employees will have more rights, protections and job security than you, as a Federal employee.

Please, I urge all of you, read it for yourself. Within the few days we will be providing a simple explanation of the rules and how they will affect you. Please keep in mind DoD's design feature of not providing specifics of how NSPS will actually work.

In addition, we will provide assistance and guidance on the proposal so that each and every DoD and Federal employee can provide comments on the new regulations. Pass this and all future information to everyone that you know. Stay informed, before it is too late to voice your opinions. We are about to engage in what will become the biggest grassroots mobilization of American workers ever seen.

Don Hale  
AFGE L2367, President  
USMA, West Point  
AFGE DEFCON, Chair

p.s. visit these web sites for info

[www.afgedefcon.org](http://www.afgedefcon.org)

[www.afge.org](http://www.afge.org)

[www.uniteddodworkerscoalition.org](http://www.uniteddodworkerscoalition.org)

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