



# THE GOVERNMENT STANDARD

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for current and retired government workers and their families since 1933  
American Federation of Government Employees, AFL-CIO

## Building a Better Government—

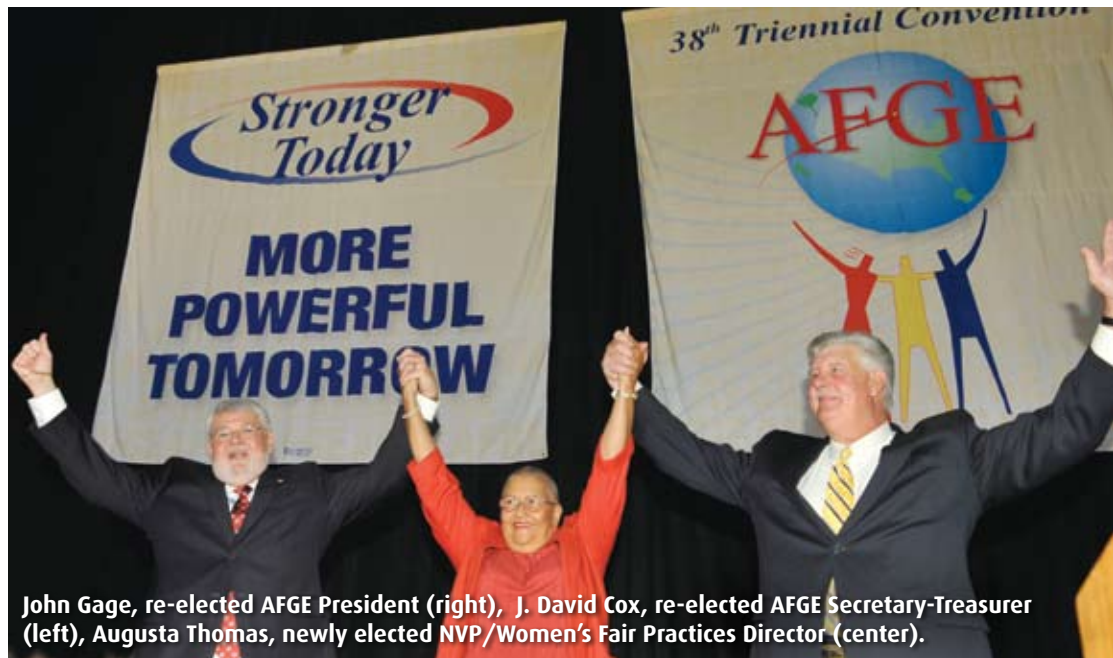
## WE ARE UP TO THE TASK

A government of the people, by the people—thanks to efforts by AFGE and its activists, the Obama administration has introduced new platforms to make the goal of better government for federal and DC employees and for the people it serves closer to reality.

### Insourcing

For more than 10 years, AFGE has battled to stop the outsourcing of government work and our work on this issue finally has come to fruition. In August, President Obama issued government-wide guidelines directing federal agencies to end their overreliance on contractors, which he said “can lead to the erosion of the in-house capacity that is essential to effective government performance.”

“Insourcing government work will best serve the public interest because that work, which is mission-essential to each agency, will be performed by government



John Gage, re-elected AFGE President (right), J. David Cox, re-elected AFGE Secretary-Treasurer (left), Augusta Thomas, newly elected NVP/Women's Fair Practices Director (center).

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employees within a defined chain of command and will be subject to vigorous oversight,” said AFGE National President John Gage.

“By supporting full funding, staffing and insourcing for all agencies, the union is improving the way services and benefits are delivered to the American public,” he added.

AFGE’s national office has continuously worked to convince Congress and the White House that federal employees are the best guardians of public service. Here are a few ways you can get involved in the process:

- Draft letters to your agency seeking information about contracts, suggesting functions that should be brought back in-house, and explaining why the over-reliance on contracting has eroded your agency’s mission;

- When you find that internal control of mission and operations is at risk due to an improper reliance on contractors, you can suggest to agencies how they can develop and execute a hiring plan to work with acquisitions in order to secure necessary funding to support the needed in-house activity; and

- Engage in good old fashioned lobbying and media outreach. Respond to media stories about contractor horror tales. Go to your congressional leaders with your arguments for insourcing. If you are friendly with management, bring up in conversation how the agency would be better served with an in-house workforce.

*continued on page 3*



# Building a Better Government

When President Obama took the oath of office as the 44th president of the United States, AFGE proudly proclaimed that we were ready for good government. After eight years of an administration determined to eviscerate the public sector, privatize everything it could, undermine the merit-based civil service, and silence the voice and stifle the rights of federal employees, it was time to make our government work again for the American people.

Nine months later, this process is well underway. Rather than just undoing the damage of the last administration, we can focus more of our efforts on forging positive change. Indeed, AFGE's challenge now is to work together to build a better government.

Better government means that workers are empowered with the tools, support, rights and staffing to serve our real bosses, the people. That administrative decisions are infused with the wisdom that only front-line workers possess and that our members' voices are heard. And that inherently public functions are performed in-house, utilizing the unique range of

government employees' talents and skills efficiently and with full accountability.

This is what AFGE members have sought our entire professional lives. And it is what we are on the verge of achieving, thanks to several major developments in recent weeks.

First, President Obama issued government-wide guidelines in August directing federal agencies to start the process of insourcing work. Noting that overreliance on contractors "can lead to the erosion of the in-house capacity that is essential to effective government performance," the White House ordered every government agency to identify where contractors are being over-used and show how those jobs can be brought back in-house.

The more work that is done by federal employees, the better our government will be. Agencies will regain the technical expertise and institutional memory needed to manage and provide all functions necessary to meet their missions. Transparency and accountability will be revived. Agencies will place greater importance on acquiring, developing, and retaining employees with the knowledge, skills and experience needed to meet agencies' missions. And where the use of contractors is retained, agencies will have to beef up staff for proper oversight.

This is government the way it should be run! Better, more efficiently and more productively, while our members' jobs become more fulfilling.

Another important step forward was taken when President Obama issued a draft Executive Order establishing labor-management forums along similar lines as the partnerships that proved so successful under the Clinton administration, resulting in agencies such as the Social Security Administration, U.S. Mint, and FEMA consistently outranking companies like Disney and Nordstrom's in customer service.

Clearly, rebuilding labor-management partnerships will not be easy after so many years, but the potential rewards are huge. Our members are mission driven and their expertise will be invaluable in transforming the government's ability to better deliver services to the public. Labor-management forums will be an incredibly useful tool in restoring dignity and respect to the federal workforce. And the

more management hears our concerns and listens to our ideas for improvement, the better everything will work.

Another key area in which we are building a better government is by fighting to restore fundamental rights to Transportation Security Officers. They must be empowered through collective bargaining, due process, and full whistleblower protections if they are to be able to protect the flying public to the best of their ability. Over the past nearly eight years, without these rights, TSOs have had to deal with unhealthy and unsafe workplaces, discrimination, selective hiring practices, nepotism, management intimidation, and reports of lax oversight. Only AFGE has been there to stand between them and arbitrary, capricious management. The Obama administration's intended nomination of a new TSA administrator, Erroll Southers, is an essential step forward, and one that should soon result in the restoration of TSOs' bargaining rights. With a new administrator and workplace protections, TSOs will have the full weight of civil service due process rights and labor law to add to the union protections AFGE has secured throughout the past years. But to make this a reality, we must win what will be the largest representation election in the history of the federal government. And that will require greater unity than ever on our part.

We are proud of what we have achieved so far, but we are not satisfied. We must keep fighting to build a better government. In the process, we must overcome substantial obstacles, not the least of which is the large number of Bush administration political hacks who have burrowed into many nooks and crannies of the government with the sole intention of obstructing progress and blocking President Obama's agenda. It is critical that we root them out, expose them, and disarm them.

As proud members of AFGE, we share not only the labor movement's values of workplace democracy, human and civil rights, and economic and social justice, but also the dedicated professional's mission of making our government work for the American people. We are united in these causes, and now we must act as one, in total solidarity. If we do—and I know that we can—we will achieve dreams that not long ago seemed far beyond our reach. Let's do it—together! ●

## AFGE—The Government Standard

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# We Are Up To The Task *continued from page 1*

One thing has become clear in AFGE's efforts to insource: this process will not be a bottom-up initiative. But that doesn't mean that AFGE Locals can't play a role. AFGE needs to look carefully at how agencies are structured and document the waste, fraud and abuse that always seem to accompany the overuse of contractors. And AFGE needs to be proactive and prepared to cooperate with managers in suggesting candidates for insourcing.

## Labor-Management Forums

AFGE's partnership with management will be crucial to its success with insourcing and building a better government. AFGE is no stranger to these partnerships as the union and management successfully have worked together throughout AFGE's history.

President Obama recently has embraced this legacy by issuing a draft Executive Order to establish labor-management forums. These forums are designed to foster cooperation between federal employees and management with the goal of building a better government. Early in the transition process, AFGE was in the forefront of advancing a working relationship between labor and management based on a keen understanding that the knowledge and foresight of frontline employees will be critical to any agency's mission. We are ready to move away from the counter-productive, adversarial relationships of the previous administration.

"AFGE recognizes that rebuilding labor-management relationships will be a great challenge, but the rewards will be even greater. Our members are mission

driven and their expertise will be invaluable in transforming the federal government's ability to better deliver services to the American public. Labor-management forums will be an incredibly useful tool in restoring dignity and service of the federal workforce," said J. David Cox, AFGE Secretary-Treasurer.

With the Obama administration's actions to insource government functions and new, productive labor-management partnerships on the horizon, AFGE is significantly poised to rebuild a better government and continue to serve the American public with the passion, proficiency and dedication for which it is known.

For more information on insourcing and labor-management forums, go to [www.afge.org/insourcing](http://www.afge.org/insourcing). ●

## What You Need to Know About National Health Care Reform and the Federal Employees Health Benefit Program (FEHBP)

None of the major bills to change our nation's health care system would affect federal employees in FEHBP for at least five years. The first five years after enactment essentially leaves employer-based private plans alone, and the FEHBP would fall under that category.

However, in the longer term, FEHBP plans could benefit from some of the regulatory changes that the bills propose. The House bill envisions both a "public plan" and regional "insurance exchanges" that would be available to the uninsured. The public plan would be a national not-for-profit plan run by the federal government and be modeled on Medicare. Like Medicare, it would provide government-negotiated payments to health care providers and thus "keep the private insurers honest," as President Obama has said. The insurance exchanges would consist of private plans that agreed to compete with the public plan, and they would all offer the same "standard benefits package."

The goal is for the competition from the public plan and the regional exchanges to put downward pressure on all health insurance prices. If that goal is met, then FEHBP premiums would either decline or rise by less than they would without any reform.

One of the many ways the House bill seeks to lower overall health care costs is to establish for every American an electronic medical record. The hope is that electronic medical records will lower costs in the long run by reducing medical errors

and avoiding unnecessary duplication in tests and procedures. Federal employees would likely pay more initially to have these records established, but eventually reap a financial and health benefit in the future.

The cost of covering the uninsured is unlikely to be paid directly by federal employees in FEHBP. The House bill imposes new taxes on high income earners, businesses that do not provide health insurance, and the uninsured. Although some senators have come out in support of taxation of the value of health insurance benefits (which currently are exempt from taxes for both employers and employees), most plans for taxing benefits would exclude benefits up to the value of plans in FEHBP. President Obama has proposed taxing insurance companies that charge the highest prices for coverage rather than the individuals and businesses that must pay those high prices. Whatever ultimately passes, it is therefore highly unlikely that federal employees would have to pay any new or higher taxes for health care reform.

Many changes are expected to the bills that Congress was considering prior to the August recess. At this point, federal employees are unlikely to suffer any financial harm from what is being proposed. However, like all Americans and taxpayers, federal employees have much to gain from a reform of the health care system that preserves what works but makes health care more accessible, more affordable, and more effective for everyone.



# Augusta Thomas Elected National Vice President for Women's and Fair Practices Department

Augusta Thomas, AFGE's 6th District National Fair Practices and Affirmative Action coordinator, was elected national vice president for Women's and Fair Practices at AFGE's 38th national convention in Reno, Nev. Thomas began her career as a nursing assistant at the VA hospital in 1966 where she quickly became involved with AFGE.

"I knew there was a union. I had seen the notices on the walls and in going to school you learned about the unions. But my family was never union," said Thomas. "I wanted to help folks that couldn't help themselves. So I joined the union."



Thomas' first convention was in 1968, when AFGE's Fair Practices Department was created.

to go further with helping the EEOC cut down on discrimination cases. We need more training in the field and we need to continue to build upon our volunteer list.

**"I wanted to help folks that couldn't help themselves. So I joined the union."**

"We wanted a civil rights department," Thomas recalled. "Over the years it has grown and grown and AFGE has helped with so many EEO cases.

Having this department has really helped our members."

Thomas is looking forward to bringing her years of experience to the Women's and Fair Practices departments. "We need

We need to get back to the basics and work in conjunction with all of the other departments at AFGE headquarters to continue to help our members, to stabilize their jobs, and work toward everyone being treated the same," Thomas said.

"I've always said that you should do for others what they can't do for themselves and I'm bringing that philosophy with me to Washington," Thomas concluded. ●

## D.C. Parks and Recreations Employees Local Sues D.C. Mayor Adrian Fenty

*AFGE Claims Fenty Violated Workers' Due Process and Civil Rights*

AFGE Local 2741, the union representing workers at the D.C. Department of Parks and Recreations (DPR), filed a lawsuit Sept. 3 against D.C. Mayor Adrian Fenty, claiming that the government of the District of Columbia violated workers' due process and civil rights under 42 USC § 1983.

The lawsuit also seeks declaratory and injunctive relief, along with monetary damages, based on the District's misuse of public funds and failure to comply with both federal and District of Columbia law.

Earlier this summer, DPR management moved to eliminate the agency's child care services division, known as the Office of Educational Services. DPR representatives claimed that it was due to a \$4 million deficit. However, DPR's declaration was directly contrary to District law; as illustrated by a statement provided by the Budget Director of the D.C. City Council who stated that there were sufficient funds in the Office of the State Superintendent of Education budget to provide for the program.

According to the D.C. Council Budget Director, "In June 2009, an emergency and temporary legislation was passed stating that Mayor Fenty shall withdraw all requests for offers and not issue future requests for child care services until the Executive Branch analyzed the reports on DPR day care employees." Bill 18-275, the 'Day Care Facility Emergency Act of 2009,' passed by a 13-0 vote and expressly prohibited the D.C. Executive Branch from issuing bids to contract out daycare services offered by DPR, such as the services offered through the Office of Educational Services.



# AFGE TSOs Busier Than Ever

Every day that passes puts Transportation Security Officers one day closer to getting the bargaining rights they are so long overdue. As AFGE National President John Gage said, “bargaining rights are not a matter of if, but of when.” And AFGE TSOs aren’t wasting one minute of that time.

In July, a group of AFGE TSO leaders joined President Gage, Legislative Representative Charity Wilson, Staff Counsel Chad Harris and National Organizer Peter Winch for the first-ever formal labor-management meeting at TSA, sitting down with TSA acting Administrator Gale Rossides, Chief of Staff Art Macias and other senior leadership.

Topics discussed included TSA’s pay-for-performance system, leave policies, disciplinary actions, field management culture, and organizing environment.

The TSOs who attended were Local 332 President Kim Kraynak, Local 556 President Don Thomas, Local 558 Steward Bridget Knighton, Local 777 President Ricky McCoy, Local 1040 President Justin McCrary, Local 1046 President Melissa Sandoval, Local 1234 President Cris Soulia, Local 2222 Secretary Bob Marchetta, and Local 2617 President AJ Castilla.

In September, more than 30 AFGE TSA activists flew to Washington, D.C., and attended the House Oversight and Government Reform Committee markup for H.R. 1881, the Transportation Security Workforce Enhancement Act of 2009, which would give TSOs the right to bargain collectively and would move the workforce under the GS system.

In his opening statement, Committee Chairman Ed Towns (D-N.Y.) recognized the AFGE TSOs, thanking them for their hard work and dedication. Later, while the hearing was still in progress, U.S. Rep. Patrick Kennedy (D-R.I.) got up and shook the hand of every TSO in the room.

One week later, AFGE Local 332 Women’s Coordinator Shawn Williams spoke at the AFL-CIO convention in Pittsburgh, telling the more than 2,000 attendees that “For eight long years, TSOs have dealt with issues of health and safety, discrimination, intimidation, and lax oversight at the agency with only AFGE to stand between us and an unpredict-



U.S. Rep. Ed Towns (bottom, center) welcomed AFGE TSOs to the Oversight Committee hearing on H.R. 1881.

able management. But AFGE secured a promise from President Obama to ensure collective bargaining rights would be granted at TSA, and we will not rest until that happens.”

Also during the AFL-CIO convention Williams and Kraynak met with U.S. Labor Secretary Hilda Solis, sharing with her the working conditions at TSA.

“We only want what other federal employees—including those in the rest of the Department of Homeland Security—already have,” Williams told Solis. “We are not looking for special treatment; we only ask for the basic workplace protections that have been stolen from us.”

For more information on AFGE’s work at TSA, visit [www.tsaunion.net](http://www.tsaunion.net). ●

## FLRA Decision Paves the Way for More Consolidation of Bargaining Units

**I**n a landmark decision, the Federal Labor Relations Authority recently agreed to consolidate units of AFGE Local 1764 at Travis Air Force base in California. The FLRA ruled that the units, including employees under National Security Personnel System (NSPS) and those whose jobs are not funded by Congress (Non-Appropriated Funds) also could be consolidated and the Local could bargain under one contract. The decision paves the way for other agency union Locals to consolidate.

AFGE Membership and Organizing Assistant Director Cathie McQuiston handled the case at Local 1764, which involved five units with separate bargaining contracts. McQuiston is pursuing similar cases.

“The Authority determined that AFGE had the right to file a petition for consolidation of units of its constituent Local as the parent organization,” said McQuiston. “Further, the FLRA ruled that the union would be able to negotiate proper conditions for all of agency’s employees regardless of job title in a fair and proper manner.”

In making its determination, the FLRA said that the overall effectiveness of labor relations would be improved, that the consolidation would promote efficiency of agency operation, would be more cost efficient and a benefit to all parities.

“This provides us with an opportunity to bargain more efficiently, and to resolve manager/employee problems more effectively,” said AFGE President John Gage, “In fact, this decision allows for the transparency and the flexibility that the Defense Department has sought under the misguided the NSPS decision,” Gage added.



# VA Health Care Worker Rights at Risk

## Pending VA Personnel Legislation

On behalf of the 180,000 VA employees represented by AFGE, more than two-thirds of whom work in the VA health care system, the union is lobbying Congress to amend proposed legislation that would impact the pay and employment rights of VA health care employees covered by “pure Title 38,” (including registered nurses and physicians) and “Hybrid Title 38” personnel systems. Currently, there are two bills, H.R. 919 and S. 252, which contain language that would improve pay and scheduling rules for VA nurses and expand tuition assistance. However, in the same bills there is disturbing language that would expand the problematic Hybrid Title 38 personnel system, resulting in the loss of veterans’ preference protections for VA nursing assistants and other employees transferred from Title 5 to hybrid, as well as needlessly expand the bonus structure for executives.

AFGE is working closely with Chairman of the House Committee on Veterans’ Affairs Bob Filner and Chairman of the House VA Subcommittee on Health Michael H. Michaud. AFGE hopes that the committee chairs will support amend-

ments to the legislation that will strengthen provisions that support frontline employees. AFGE also wants the committee chairs to strike the provisions that increase the pay and bonuses of medical executives and exempt management physicians and dentists from the fair pay setting process Congress established in 2004.

In a letter to the two congressional leaders, AFGE laid out several of its arguments. First, AFGE asked the representatives to support an amendment to the legislation that would require the VA secretary to prove recruitment and retention problems prior to converting VA nursing assistants from Title 5 to Hybrid Title 38. As the bill is written now, it would automatically convert all VA nursing assistants to Hybrid Title 38, resulting in the loss of their veterans’ preference rights without any opportunity for notice to Congress, the Office of Management and Budget, or comments from labor organizations.

Secondly, AFGE asked Filner and Michaud to support amendments to block excessive, unnecessary bonus increases



and pay raises for VA health care executives, including nursing executives, pharmacist executives, and executive physicians and dentists. As written, the bill would provide up to \$100,000 each year in bonuses to nurse executives and \$40,000 each year to pharmacist executives, and allow supervisory doctors and dentists to return to a

secret pay setting process. These executive pay increases would unnecessarily divert VA health care dollars away from direct patient care dollars and tools for more effectively recruiting and retaining frontline personnel. It is simply unacceptable to funnel much needed resources to medical executives who do not treat patients, while denying frontline employees the resources they need to treat the burgeoning veterans’ population.

Despite these troubling provisions, there remain significant parts of the legislation that will go a long way to support frontline employees. AFGE supports a statutory definition of “emergency” for mandating overtime. AFGE supports management training and data access for registered nurses locality pay. AFGE also is fighting for legislation to provide full collective bargaining rights to RNs, physicians and other “pure Title 38” employees to enable them to enforce these provisions, for example, requiring management to conduct third party locality pay surveys, as well as other employment matters. These provisions, already included in the bill, will resolve longstanding issues in the VA that have had a disparate impact on the VA’s ability to recruit and retain frontline employees. Provisions also will make it easier for frontline employees to pursue additional educational opportunities that will help them move up the VA’s career ladder.

AFGE has been invited by the House VA Committee to introduce alternative language to this legislation. AFGE also is reaching out to the veterans’ community to garner more support in developing a more meaningful VA personnel legislation. ●

## Congratulations to Newly-Elected AFL-CIO Officers

National President Gage led a delegation of NEC members and AFGE activists to the 26th Constitutional Convention of the AFL-CIO in Pittsburgh. Newly-elected AFL-CIO President Richard Trumka, Secretary-Treasurer Elizabeth Shuler and Executive Vice President Arlene Holt Baker will lead the AFL’s national and international labor unions.

“Having known Rich, Liz and Arlene for years, I know they have the ability and skills to strengthen and unify America’s labor movement in the coming years. AFGE welcomes the new AFL-CIO executive team,” said AFGE National President John Gage, who serves on the federation’s Executive Council with AFGE 10th District National Vice President Roy Flores. AFGE also was represented at the convention by Ron Demicheli, Local 1916; Tom Webb, Local 3615; Dan Doyle, Local 1995; Patty Viers, Local 1148; Phil Glover, Local 3951; Everett Kelly, Local 1945; 7th District NVP Dorothy James, 12th District NVP Eugene Hudson; 14th District NVP Dwight Bowman and 3rd District NVP Keith Hill.

AFGE Activist Darlene Tinsley received the AFL-CIO’s Activist of the Year Award (see story on page 7). AFGE TSA member Shawn Williams also addressed the convention delegates.

# AFL-CIO Recognizes AFGE Activist

At its 26th convention in Pittsburgh, the AFL-CIO honored AFGE activist Darlene Tinsley with the Political Hero Award for her outstanding work in advancing organized labor's political mobilization program. Tinsley has been a member of AFGE since 1989 and currently serves as the secretary-treasurer of Local 3448. In addition to her responsibilities as an officer, Tinsley carves time out of her busy schedule to volunteer. She was first inspired to volunteer after attending a political training event hosted by the AFL-CIO in 2004. Since then, Tinsley has been on the move giving her time and energy to support issues that are important to AFGE members. Through manning



phone banks, participating in walk-knock-talk campaigns and other volunteer activities, Tinsley not only talks about change but is out in the field making a difference. "If you're interested in a change for the better, not only for working conditions, but for America, you have to get out and volunteer," said Tinsley. She encourages all AFGE members to volunteer and emphasizes that "you can't just talk about it, you have to take action." With busy schedules, it often is difficult to find time to volunteer, but Tinsley states that any time

you can contribute through contacting members, preparing mailings and other activities will be a tremendous help in implementing a positive change for the future.

## I Pledge:

To Make AFGE Stronger Today,  
More Powerful Tomorrow.



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

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	AFGE Member? <input type="checkbox"/>	<input type="checkbox"/>
Local #	First Name	Last Name	Last 4 Digits of Social Security #	Yes	No
<input type="text"/>		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Home Address		City	State	Zip	New Address <input type="checkbox"/>
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	
Home Phone	Work Phone	Ext.	Agency		
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## I PLEDGE

I pledge to work for good and effective government by:

Lobbying Members of Congress;

Organizing Potential AFGE Members;

Educating co-workers about legislative issues; and

Mobilizing AFGE members to take action.

For More Information call AFGE's Legislative and Political Action Department at (202) 639-6457

# AFGE Engages **Feds Under 40**

**D**uring the 38th triennial convention, AFGE launched a new initiative to attract, educate, and energize younger federal employees. The new program, Young and Organizing Unionists for the Next Generation or Y.O.U.N.G., includes union members and staff who met during the convention to identify specific tactics that would resonate with federal employees under-40. The group tackled issues including recruitment, education, membership participation, and leadership development. The new under-40 group is being spearheaded by AFGE's Women's and Fair Practices departments.

AFGE plans to reach out to current and prospective members by leveraging its presence on social networking sites such as Facebook and Twitter. It also plans to organize events and programs geared towards younger federal workers and recent college graduates looking to the federal government for first time employment.

"By connecting with individuals early in their career, we have a real opportunity



*"By connecting with individuals early in their career, we have a real opportunity to continue our strong legacy of workplace advocacy and political involvement."*

to continue our strong legacy of workplace advocacy and political involvement," said AFGE National President John Gage, who developed the initiative.

While AFGE continues to experience an unprecedented amount of growth in membership, the union is working to prepare itself to train the next generation of federal employee advocates. Millions of federal employees and thousands of union members are nearing the age of retirement. Through education and outreach, Y.O.U.N.G. plans to groom the next generation of AFGE leaders by soliciting the mentorship of more experienced union leaders.

The initiative marks another area where AFGE is taking action as a leader in the larger labor movement. "What lies at the crux of our ability to positively affect change in the federal government and throughout the country is our ability to educate the next generation about the progress made through labor's many hard fought victories," said Gage. "Without a doubt, this program will go a long way in educating younger members of the federal workforce about the need for a strong vibrant labor movement." ●



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# AFGE 38<sup>th</sup> Triennial Convention RENO, NEVADA





# AFGE Alumni Making a REAL CHANGE in Labor Relations

The Obama administration has not disappointed in the area of labor relations since taking over back in January. The anti-union Federal Service Impasses Panel (FSIP) under President Bush was dismissed and an entire new panel was appointed to carry on the work of the panel with integrity, skill and fairness to federal employees—something which it had been lacking for years.

The role of the FSIP is to resolve negotiation impasses over conditions of employment between federal agencies and unions representing federal employees. “AFGE worked closely with the White House to ensure that the new panel would be comprised of individuals who are familiar with and support collective bargaining in the federal sector,” said AFGE National President John Gage.

Several former AFGE employees and allies have been appointed to key positions in this administration:

- Mary Jacksteit, former AFGE deputy general counsel, as the new FSIP chair.



- Susan Grundman, the general counsel of the National Federation of Federal Employees, as the chair of the Merit Systems Protection Board (MSPB).
- Anne Wagner, former AFGE assistant general counsel, as vice chair of the MSPB.
- Julie Clark, former general counsel to the International Federation of Professional and Technical Engineers, to the Federal Labor Relations Authority (FLRA), as general counsel.

- Ernie Dubester, former AFL-CIO legislative counsel, as the 3rd member of the FLRA.

“It’s a new era for labor relations,” concluded Gage. “We are looking forward to repairing the damage of the past and we know that labor-management cooperation will be a big part of it.” ●

## SAVE THE DATE

### AFGE's

### LEGISLATIVE AND GRASSROOTS MOBILIZATION CONFERENCE

*Sunday, February 21 – Wednesday, February 24, 2010*

Hyatt Regency Washington on Capitol Hill

400 New Jersey Avenue, NW

Washington, DC 20001

Hotel rate: Single/Double Occupancy: \$303.42 (including tax)

Invitation letter and additional details will be forthcoming!



## The Latest Information on Swine Flu

**W**e encourage all members to stay engaged, knowledgeable, and updated on the H1N1 Flu outbreak to stay better prepared.

AFGE is at the forefront of monitoring the current H1N1 Flu outbreak in order to provide our members with the most up-to-date information. We encourage all members to visit [www.afge.org/H1N1](http://www.afge.org/H1N1). You also may find the following websites useful:

**Centers for Disease Control and Prevention (CDC):**

[www.cdc.gov/H1N1FLU/](http://www.cdc.gov/H1N1FLU/)

**FLU.Gov:** [www.flu.gov/](http://www.flu.gov/)

**Medline Plus:**

[www.nlm.nih.gov/medlineplus/h1n1fluswineflu.html](http://www.nlm.nih.gov/medlineplus/h1n1fluswineflu.html)

**WebMD:** [www.webmd.com/cold-and-flu/swine-flu](http://www.webmd.com/cold-and-flu/swine-flu)

**World Health Organization (WHO):**

[www.who.int/csr/disease/swineflu](http://www.who.int/csr/disease/swineflu)

**CNNhealth.com:**

[http://topics.cnn.com/topics/swine\\_flu](http://topics.cnn.com/topics/swine_flu)

### What to do if you contract swine flu

If you experience symptoms of the swine flu, stay home from work and get immediate medical attention.

If you are found to have contracted swine flu while on the job, file a CA-2. If you are refused a claim form, go to the DOL website and get the form ([www.dol.gov/library/forms](http://www.dol.gov/library/forms)). Fill it out and submit it to DOL with a note stating that your agency refused to provide one. ●

## Possible Class Action Lawsuit Against Employees Working Under NSPS

*Would you like to take part in a class action discrimination lawsuit against NSPS?*



**NSPS continues to fail.** The Defense Business Board's NSPS Task Group found NSPS to be seriously flawed:

- The NSPS pay pool process is complex, lacks transparency and the payout formulas for salaries and payouts are confusing;
- The NSPS pay bands are too broad with limited promotion activities;
- The implementation of NSPS has broken down the level of trust between supervisors and employees threatening to undermine the mission of DoD;
- The Task Group said NSPS could not be fixed and should be reconstructed from scratch; and
- In addition, DoD's own internal evaluation of NSPS showed that those making less than \$60,000 have a negative net draw or "lost money."

AFGE is interested in the experience you have had with NSPS and has posted a survey online at [www.stopnsps.org](http://www.stopnsps.org). This survey should take no longer than 15 minutes to complete. This survey should not be completed using government equipment, read during duty time or sent to others using government equipment.

**For information you can go to [www.afge.org](http://www.afge.org) or [www.stopnsps.org](http://www.stopnsps.org). For questions or comments, email [nspsurvey@afge.org](mailto:nspsurvey@afge.org)**



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