



The Government American Federation of Government Employees, AFL-CIO STANDARD

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AFGE RESPONDS TO PRESIDENTIAL OUTCOME

National President **Bobby L. Harnage** issued the following statement on the presidential election on December 14, 2000: "Our union looks forward to the opportunity to get to know President-elect **George W. Bush**. We are confident that once President-elect Bush becomes better acquainted with both the quality and the range of work our members perform every day, we will be able to form a good working relationship.

(See **Presidential Outcome** on page 7)

Locals Win National Partnership Awards

Winning seven of the possible nine awards, AFGE Locals swept the *2000 John N. Sturdivant National Partnership Awards*. Announced in mid-November by the Office of Personnel Management (OPM), AFGE National Partnership Award Winners include: **Local 1415** at the Naval Surface Warfare Center, Crane Division, Ind.; **Local 51** at the U.S. Mint, San Francisco; and **Local 3599** at the EEOC Birmingham District Office, Ala. (see **Partnership Awards** on page 4)

New AFGE Membership Cards



New AFGE membership cards are in the process of being printed. The cards

will be mailed to each member's last known home address beginning the first part of 2001. Please watch the mail for your card.

GAO Endorses TRAC Concept

The General Accounting Office (GAO), the investigative arm of Congress, has endorsed a key concept behind AFGE's Truthfulness, Responsibility, and Accountability in Contracting (TRAC) Act—tracking the work performed by contractors. (see **GAO on TRAC** on page 6)

AFGE/Congress to Fight Texas AFB Decision

The U.S. Air Force reversed an A-76 job competition at Lackland and Kelly Air Force Bases (AFBs) in late October, saving the jobs of more than 900 DoD employees and canceling (see **Texas AFB Decision** on page 5)

AFGE Improves DVA Nurses' Pay

AFGE, which represents some 125,000 Department of Veterans Affairs (DVA) employees nationwide, has heavily lobbied Congress for the past couple of years to improve the pay of nurses and DVA employees. In late October, Congress finally took away the discretion of DVA Medical Director's to deny nurses an annual pay raise. In November, President **Clinton** signed the bill into law.

Our work is far from done. Now we must renew our fight to improve the pay for all DVA workers.

(see **AFGE Improves Nurses' Pay** on page 7)

AFGE, Your Source to Handle Discrimination Cases



Are you experiencing discrimination in the workplace? AFGE, the human rights advocate for federal employees, is the first place to go for assistance.

"I want AFGE to be known as *the* Human Rights union," declares Women's/Fair Practices Departments Director **Andrea Brooks**. (see **Discrimination Cases** on page 5)

Members & The 2000 Election

AFGE and other union members were decisive at the polls in November—voting overwhelmingly in favor of the Democratic ticket by a margin of 63 percent to 32 percent. Union households made up a record high 26 percent of voters on Election Day, up from 23 percent in 1996 and 1998, according to a national survey of union members conducted by the independent polling firm **Peter Hart Research Associates**. (see **The 2000 Election** on page 2)

AFGE NEWS FLASH. . .AFGE NEWS

AFGE had a great year. Turn to the **2000 ACCOMPLISHMENTS** insert, starting on page A1.



New AFGE member **Rosa Nelson (l)** with **Local 376 Vice President Deborah Talbert** during the Phoenix Metro. See insert for more 2000 Metro details.

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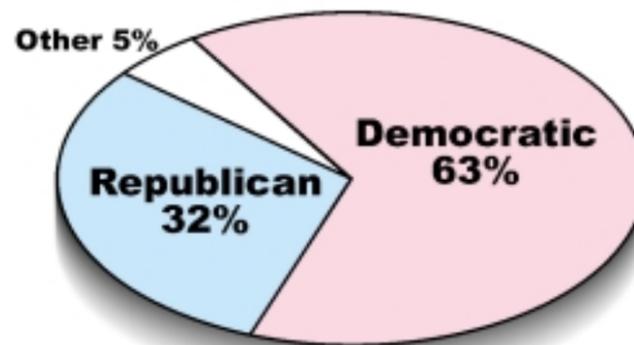
The 2000 Election (continued from page 1)

According to the poll, 62 percent of union members say that they made their decision on issues—not on personality or other factors. Issues cited as most important to union members were the economy, Social Security and health care.

In this election cycle, AFGE and the union movement launched its largest grassroots mobilization effort ever—the Labor 2000 program—which activated the nation's union members in political activities to influence crucial working family issues such as Social Security, health care, and education. AFGE and other union members added 2.3 million people in union households to the voter rolls—up from half a million added in 1998. More than 1,000 Labor 2000 coordinators (compared with 400 coordinators in 1998) trained and organized hundreds of thousands of union volunteers to help educate union members about the candidates and get out the vote, with an additional 500 coordinators joining the effort in the final few weeks. All told, Labor 2000 activists made 8 million personal phone calls (up from 5.5 million in 1998) and sent out 12 million pieces of mail—not including the phone-banks and mailings conducted by individual union affiliates and state labor federations.

"I'm proud of AFGE members who participated in record numbers during this election in support of Republican and Democratic members of Congress who will stand up for federal and D.C. employees in the 107th Congress," said National President **Bobby L. Harnage**. Editors Note: President Harnage's column can be found on page A1.

Election 2000: Union Members' Presidential Vote



For U.S. House, members voted 70% Democratic, 29% Republican.

Union Insights... Union Insights... Union Insights Have you signed up for the AFGE Action News?



Coffee Howell
Local 2041 Sec.-Treas.
General Services Administration
(GSA)
Burlington, N.J.

Yes, I have signed up for the Action News on AFGE's Web site. As a dues-paying member, I want to be up on the latest news—I want to be informed.



Agatha Joseph
Local 1395 President
Social Security Administration
(SSA)
Chicago

Our Local gets a great deal of information off of the Web site, www.afge.org. We'll certainly sign up for the AFGE Action News for legislative information now that the Action News has replaced the legislative blast fax.



Carol Foss
Local 1969 President
Department of Veterans
Affairs (DVA)
Minneapolis

Yes, I signed up for the AFGE Action News when it first came out this year. The instant e-mails help me keep up with what's going on with AFGE nationally. I also encourage Local members to subscribe to the AFGE Action News.



Stay on top of the latest AFGE news—sign up for the AFGE Action News. The AFGE Action News exclusively provides AFGE members with the most current AFGE information available. To date, over 1,200 AFGE members have signed up for AFGE's newest communications tool. Have you?

AFGE Action News delivers legislative, grassroots and organizing news right to your computer screen. Go to the *Members-Only* section of AFGE's Web site, www.afge.org, to subscribe. Sign up today and urge your AFGE sisters and brothers to do the same. Additionally, AFGE's blast fax went out of operation effective January 1, 2001. AFGE's *Legislative Dateline* alerts are now being distributed through the AFGE Action News.

Member Survey

AFGE's National Executive Council's Communications Committee is looking into developing additional features to the AFGE Web site such as: 1) online seminar registration for Human Rights Conferences, Multi-District Trainings, and Legislative Conferences; 2) online discussions; and 3) AFGE Local e-mail directory.

Are you in favor of AFGE accepting online advertising dollars from union-related vendors and services to subsidize these additional features—yes or no? Please respond with your yes or no answer to survey@afge.org.

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Winners "Replay" in Bonus Bucks 2000

The *Nobody Does It Better* Bonus Bucks campaign yielded 5,524 federal and D.C. workers through the efforts of current members recruiting new members. First place winner, for a second straight year, was **John Lynady** of **Local 1647** out of the Tobyhanna Army Depot in Pa., who single-handedly signed up 272 new members. As the top recruiter, Lynady won the seven-day trip for two to Jamaica but opted instead to cash in his trip and contribute the winnings back to Local 1647.

Barbara Whitson of **Local 2054** out of Little Rock, Ark., was the second-place recruiter, winning a new personal computer with free Internet service for one year. Listed below are the top recruiters per District:

2	Local 2001	Claudio A. Clarke	37
3	Local 1647	John Lynady	272
4	Local 2065	Terri L. Bely	14
5	Local 0987	Ritter C. Leaptrot	34
6	Local 1138	Pamela McGinnis	15
7	Local 1658	Patrick Dolan	86
8	Local 3669	Jane Nygaard	45
9	Local 2054	Barbara Whitson	104
10	Local 2142	Randolph Wilson	44
11	Local 3197	Ernest Chamberlain	39
12	Local 1482	Chris M. Moya	58
14	Local 2725	Nel Cole	20

Winning the *Bonus Bucks Challenger's Cup* for a second straight year was **District 10** for signing up the most new members (954) in an AFGE District. Below is a listing of how each District fared:

District 10	954
District 3	717
District 9	676
District 12	558
District 11	435
District 14	423
District 7	413
District 5	402
District 2	332
District 8	273
District 4	216
District 6	125

Members Win With Web Awards

Local 1916 & Council 220 Win Top Awards

Whether we choose to participate in the Information Age or not, personal computers (PCs), the Internet, and the World Wide Web (WWW) are here to stay. Information technology will continue to change our work and personal lives, as well as the labor movement.

To recognize our brothers and sisters who have embraced technology, and to encourage more to do the same, AFGE held its first Web Site Contest at last year's convention. The contest awarded first place, second place and honorable mention winners in two divisions. The winners, who were notified in July, received their awards at AFGE's 35th National Convention in August.

"The award winners for Web-based information are our greatest forward thinkers of all leaders," said **Gerry Swanke**, 11th District National Vice President and Chair of the National Executive Council's (NEC) Communications Committee.

The three-judge panel, made up of representatives from the American Federation of Teachers, Planetgov.com, and AFL-CIO's Union Privilege, judged the AFGE Web site entries on clarity and creativity, and whether the site provided valuable information to current, potential, and retired members.

In the all Local Web sites category (Division I), **Local 1916** received first place. Local 1916, representing 500 employees of the U.S. Department of Energy's National Energy Technology Laboratory and the Centers for Disease Control and Prevention-National Institute of Occupational Safety and Health (CDC-NIOSH) Pittsburgh Research Laboratory, greets visitors to their site with animated graphics and music. Before visiting the winning site at www.afge1916.org, be sure to turn up your computer's speakers.

Second place was awarded to **Local 1687**, federal employees at the Department of Veterans Affairs (DVA) Regional Medical Center Mountain Home in Tennessee. Local 1687 members designed the Web site with the hope that visitors would use it as a resource to help save veterans' health care. Be sure to visit www.afge1687.com.

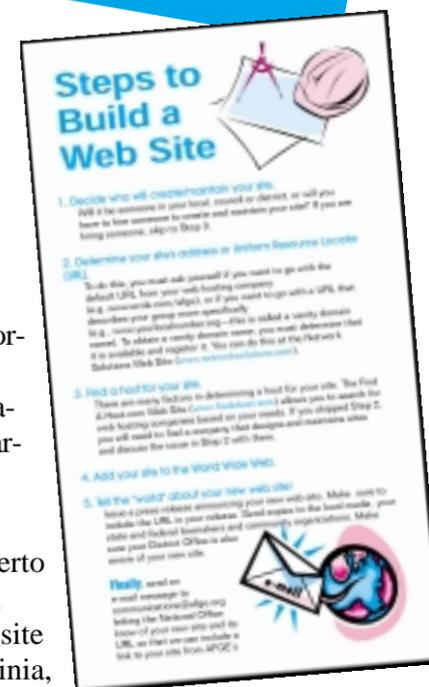
Local 2187, which picked up an Honorable Mention, designed their page to be a valuable source of information to better serve the members of the Local. Visit Local 2187's site at <http://members.nbc.com/local2187/>.

All of the winning Web sites provide visitors with valuable, user-friendly information. From grievance forms to Local meeting notices and minutes, the user is kept current on AFGE-related information. National Office news, benefit information, steward contacts, as well as classified members-only areas, are common characteristics in the winning sites.

Council 220, representing 25,000 Social Security workers in field offices and teleservice centers across the United States, Guam, American Samoa, Puerto Rico and the Virgin Islands, walked away with the first place award in the all Council/District Web sites category (Division II). Take a look at the winning site at <http://afge220.org/>. **District 4**, which represents AFGE members in Virginia, Maryland, West Virginia and North Carolina, was awarded second place with their site, www.kreative.net/dist4. Receiving Honorable Mention honors in Division II was **Council 83**, the National Border Patrol Council (NBPC), with their site, www.nbpc.net. NBPC represents all (currently 8,250) non-supervisory Border Patrol employees.

"The information hunger of AFGE members is growing. The more information we can provide, the more they want. Leaders, such as the Web award winners, recognize this need and they are setting the pace for the rest of us to follow," added Swanke.

For more information on how your Local, Council or District can build a Web site, contact the AFGE Communications Dept. at (202) 639-6419, or by e-mail at communications@afge.org, for an "Explore AFGE on the Web" brochure. The brochure is filled with valuable tips and ideas on easy steps to build a Web site.



WORKING TOGETHER

AFGE's Conclusion Supported by EPI Report

A recent study supports AFGE's long-held conclusion that contracting out savings are due to contract workers receiving less pay and benefits—a practice that continues to undercut the morale, wages, and benefits of federal employees.

“AFGE has been compiling information from front-line federal workers and providing it to Congress on the ‘pseudo-savings’ of contracting out,” said National President **Bobby L. Harnage**. “*The Forgotten Workforce: More Than One In 10 Federal Contract Workers Earn Less Than A Living Wage*, supports AFGE's conclusion that contracting out is nothing more than a smoke and mirrors show that pays poverty-level wages.”

More than one in 10 contract workers—at least 162,000—earn less than a living wage and the majority of contractors paying poverty-level wages are defense contractors.

According to the Economic Policy Institute's (EPI) latest report, the federal government saves money by contracting work to employers who pay less than a living wage (\$8.20 per hour). Even the federal government jobs at the low end of the pay scale have historically paid better and have had more generous benefits than comparable private sector jobs. As a result, workers who

work indirectly for the federal government through contracts with private industry are not likely to receive wages and benefits comparable to federal workers.

The report notes that more than one in 10 contract workers—at least 162,000—earn less than a living wage and that the majority of contractors paying poverty-level wages are defense contractors.

“At the same time,” said Harnage, “a significant number of federal employees are also working below the annual living wage of \$17,050—this is outrageous.”

AFGE took the lead for federal employees in 1999 and 2000 (the 106th Congress) against privatization and contracting out with the introduction of H.R. 3766 and S. 2841. The two bills [which are referred to as the Truthfulness, Responsibility and Accountability in Contracting (TRAC) Act] received over 220 cosponsors in the House and Senate. AFGE is prepared to once again take the lead on this issue in the 107th Congress. For a copy of the report, visit www.epinet.org.

Local 738 Member Thankful for Support



Spencer Long (left), a member of AFGE Local 738, on the floor of the 2000 Democratic Convention in Los Angeles with members of the Kansas delegation.

I congratulate AFGE for giving the membership—and especially me—the financial opportunity to attend a national political convention.

I was searching for ways to help my political party in the upcoming election and learned about the Kansas delegate selection process for the 2000 Democratic National

Convention. I later learned that if I ran for a seat as delegate to the Convention, AFGE would sponsor my trip.

I thank AFGE-PAC for bravely sponsoring the ‘little people’ in the Districts and Locals—people who rarely get a chance to observe our democratic process in action. Additionally, I would like to thank the AFGE staff for their professionalism.

I encourage members of AFGE to support the political action committee (PAC) by contributing to AFGE-PAC. I have joined AFGE-PAC and I will always contribute.

AFGE-PAC helps to elect Senators and Representatives committed to passing legislation that is in the best interest of working and retired members. Since Congress approved the Hatch Act and our union became un-Hatched, members can and should get involved in the political process.

By getting involved in the delegate selection process, I've become inspired to become more involved in my local government. Thank you!

Join with Spencer and thousands of other AFGE members who know the difference a strong PAC can make. To join AFGE's PAC, call (202) 639-6457 or visit the *Members-Only* section of AFGE's Web site, www.afge.org.

Partnership Awards (continued from page 1)

AFGE Honorable Mentions include: **Local 2814** at the Department of Transportation (DoT) Federal Railroad Administration; **Locals 2110** and **1620** at the Palo Alto, Calif., Department of Veterans Affairs (DVA); **AFGE Locals 3511, 4032, and 2281** at the South Texas Veterans Health Care System, DVA; and **Local 1869** at Charleston, S.C. Air Force Base. A total of 10 AFGE Locals won three National Partnership Awards and four Honorable Mentions in 2000. In 1999, 12 AFGE Locals won four Awards and three Honorable Mentions.

“AFGE Locals continue to walk away with awards at the *John N. Sturdivant Partnership Awards*,” said National President **Bobby L. Harnage**. “The awards represent the hard work and sacrifice federal employees put into labor-management partnerships in the federal government,” added Harnage.

Forty-one nominations were submitted for the 2000 Awards with one repeat winner from AFGE, Local 51. The Awards were renamed in 1998 to honor the late **John N. Sturdivant**, former President of AFGE and one of the driving forces behind labor-management partnerships.

YEAR 2000 ACCOMPLISHMENTS



THE TIP OF THE ICEBERG

NATIONAL PRESIDENT BOBBY L. HARNAGE

AFGE is the largest federal and D.C. employees union in the United States. For the AFGE members who are reading these accomplishments, you are the reason we had a great year. Your involvement, activism and commitment are second to none. Thank you for your hard work and for allowing AFGE to represent you on the work site. For others who are reading these accomplishments, let me say one thing: With **you** as a member of AFGE, we'll have an even better 2001 and an even stronger voice.

In 2000, AFGEs 1,100 Locals, 12 Districts, and 74 Councils provided federal and D.C. employees with the most effective resources available. It is this ongoing, collective, nationwide effort that has made AFGE the strongest and most influential federal employees union in the United States—a union to be reckoned with.

The 2000 Accomplishments listed in this insert are only the tip of the iceberg. There are thousands more in the way of accomplishments which were achieved by all facets of AFGE, but are simply too numerous to print here. In 2000, AFGE continued to be in the middle of every battle involving the well-being of federal and D.C. employees and their families. AFGE worked everywhere. We lobbied the White House, worked in agencies, litigated in court, and lobbied in the halls of Congress. AFGE is about producing results that positively affect our members' lives. And, if the results we achieved in 2000 are any indication of the success we will experience in 2001 and beyond, hang on to your bootstraps. In 2000:

Our union's strength grew as our membership increased.
 AFGE-authored legislation was introduced and debated in Congress.
 Legislative and regulatory attacks on federal employees were defeated.
 Court battles were won.
 Workplace partnerships were strengthened.

Through AFGE representation, it is clear that government employees have a stronger voice on the job on issues such as fair treatment and the best way to get the job done. And, AFGE members are making America work better while playing a leading role on their own time in the legislative and political process—a process that continues to greatly improve the lives of countless Americans.

Federal and D.C. employees still face an uncertain future due to the growing influence of contractors via their campaign contributions. In 2001 and beyond, AFGE will certainly remain engaged in every battle that matters to government workers. Please enjoy reading AFGE's 2000 Accomplishments. Though they are just the tip of the iceberg, they say a great deal about who we are and why we will continue to be the largest and most influential federal and D.C. employees union in 2001 and beyond.

Bobby L. Harnage

GROWING STRONGER EVERY DAY



Membership in AFGE grew in 2000. Just four years ago, AFGE ended the year with 178,155 active members. By the end of 2000, the active membership grew to just under 200,000, resulting in a 20,000 member net increase in four years. Combined with 18,000 retired members, our total membership is nearly 220,000 strong.

AFGE is a dynamic union. More and more employees recognize AFGE as their voice and want to join so long as we make the effort to invite them to be part of our family. Over 35,000 new members joined last year alone. Over 42 local unions that had belonged to an independent union decided to become part of AFGE.

AFGE also added five additional professional units to our consolidated unit of Department of Veterans Affairs (DVA) professionals. And, AFGE will finally go to election for the 13,000-member unit in the DVA.

The AFGE convention delegates established the goal of 300,000 active members by 2005 and together we can meet that goal and increase our strength.

THE BENEFITS OF BEING AN AFGE MEMBER

From buying a first home to having access to free legal assistance, AFGE members receive Union Privilege benefits 24-hours a day through AFGE's state-of-the-art, toll-free, telephone benefits line. Since the toll-free number was introduced three years ago, **over 60,000 calls have been received.**

Results: AFGE has added over 10,000 members to the AFGE credit card portfolio. Programs generated by the card include annual scholarships ranging between \$400 and \$4,000. The Legal Services program, which provides free and discounted legal services, has provided a conservative estimate of 13,000 consultations to AFGE members. The Mortgage and Real Estate Program has provided members more than \$40 million in mortgage loans and, the Loan Program—providing members with unsecured personal and home equity loans—has lent over \$22 million to over 4,000 AFGE members.

SAVE MONEY

Call AFGE's
BENEFIT HOTLINE
(888) 844-AFGE

(D.C. Members call (202) 639-6491)

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ACCOMPLISHMENTS

WWW.AFGE.ORG

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With the SWAMP Campaign and the TRAC Act, AFGE was clearly the leader in the fight against indiscriminate contracting out and privatization in the federal and D.C. governments in 2000.

IMPROVING WORKER LIVES THROUGH LEGISLATIVE & POLITICAL ACTION

In 2000, AFGE protected and promoted the interests of federal employees and retirees through the legislative process. AFGE members continued to play the greatest role to date in the legislative arena by lobbying members of Congress at an unprecedented level. The lobbying and grassroots skills members learned at the heavily attended 2000 Legislative and Grassroots Mobilization Conference had a positive impact on how legislation evolved in the 106th Congress—legislation that affected the jobs of D.C. and federal workers.

Despite strong resistance from the White House and Capitol Hill, AFGE has repeatedly extracted pay increases for government workers from the Administration and Congress. Attacks on the earned retirement and health care benefits of government workers have been beaten back. The successful grassroots-driven SWAMP (Stop Wasting America's Money on Privatization) Campaign led to the Truthfulness, Responsibility and Accountability in Contracting (TRAC) Act.

The TRAC Act was introduced in the House of Representatives on February 29 (H.R. 3766) and a Senate version was introduced on July 10 (S. 2841). The two AFGE-authored bills drew the support of 220 members of the House and Senate. A D.C. version of the legislation was also drafted and introduced. With the SWAMP Campaign and the TRAC Act, AFGE was clearly the leader in the fight against indiscriminate contracting out and privatization in the federal and D.C. governments in 2000.

FEDERAL PAY

Leading up to 2000, AFGE's grassroots pay postcard campaign forced Congress and the President to provide the largest General Schedule (GS) pay raise to federal employees since 1980. The 2000 pay raise, which ranged between 4.7 and 5.59 percent, was possible thanks to the thousands of pay postcards AFGE members sent to the White House. How do we know so many postcards were sent? The White House called AFGE's National Office and requested that AFGE members, "Stop the postcards. AFGE is flooding our office."

Justice for federal workers in the Federal Wage System (FWS) is a top priority for AFGE in 2001 and beyond. AFGE keeps working at lifting the caps that have been unfairly holding down pay increases for the federal government's FWS employees. In December of 1999, AFGE held its first Blue Collar Pay Conference and began planning a long-term campaign to improve blue collar pay. More than 140 members attended and were briefed on the current system.

AFGE was the leading force behind legislation to improve the quality of care in Department of Veterans Affairs (DVA) facilities by appropriately compensating health care workers. The legislation, signed by President Clinton in 2000, guarantees that DVA nurses and other health care workers receive the same increase GS workers receive, plus locality pay.

AFGE also successfully bargained pay contracts for non-appropriated fund (NAF) and Army and Air Force Exchange Service (AAFES) employees. And, continuing to represent AFGE members who work for contractors, AFGE negotiated a five-year contract in February of 2000 with Raytheon. The final AFGE/Raytheon agreement will run through April of 2005 and will provide a total wage package of over \$1.35 million—an increase of \$5,375 per employee. Although enacted prior to 2000, a 20-year goal was realized when AFGE won legislation to improve firefighter pay.

The following are some notable legal pay wins. AFGE continued to process a number of overtime Fair Labor Standards Act (FLSA) cases in the Social Security Administration (SSA), DVA, the Bureau of Prisons (BoP) and the Immigration and Naturalization Service (INS). In 1997, AFGE won a \$30,000,000 recovery in SSA—the largest FLSA win in the federal sector. Today, AFGE can proudly report that the SSA/FLSA recovery has grown to \$151,300,000 for over 45,000 AFGE bargaining unit members. Without a doubt, this is the largest, most notable FLSA recovery ever.

Here are a few additional legislative highlights from 2000:

- *Retirement Contribution Increase Rollback* was enacted. The rollback places an additional half a percentage point of pay back in federal workers' pockets starting in January for two years.
- *Groundbreaking Child Care Subsidy* language was enacted for 2000 and is expected to be enacted for a second year, laying the foundation for future success.
- *Needlestick Prevention* legislation was passed by Congress and signed into law.
- Raised visibility of *FEHBP Premium Increases* through Congressional hearings.
- Blocked, through administrative and legislative action, the adverse impact on health insurance and retirement benefits for employees at *D.C. Parole and Probation*, which is now an independent federal agency.
- Blocked privatization attempt of government-owned *Hydroelectric Power Plant* at Sault Ste. Marie, Mich., through the Water Resources Development Act.
- AFGE's imprint in the *Department of Defense* (DoD) was widely seen. AFGE:
 - a. Put an end to legislatively-imposed acquisition work force reductions (a long-sought goal).
 - b. Established the most systematic Congressional reporting requirements for contracting and downsizing of any federal agency.
 - c. Prevented OMB's effort to squelch Army efforts to track contracting out and personnel costs.
 - d. Blocked the Administration from going forward on bad contractor travel and relocation expenses.

**HONOR OUR
WORK
RECOGNIZE OUR
SACRIFICES**

merican Federation of Government Employees, AFL-CIO





CHALLENGING CONTRACTING OUT & PRIVATIZATION

In August of 1999, AFGE successfully launched the SWAMP (Stop Wasting America's Money on Privatization) Campaign. The SWAMP Campaign is AFGE's major grassroots mobilization effort to stop the contracting out that is destroying federal jobs and federal programs. SWAMP has mobilized thousands of AFGE members to call, write and meet with their members of Congress. In 2000, over 200,000 SWAMP-Grams were sent to Capitol Hill, hundreds of meetings were held with members of Congress, and over 2,000 AFGE members rallied on Capitol Hill in February in support of AFGE-authored H.R. 3766—Truthfulness, Responsibility, and Accountability in Contracting (TRAC) Act.

The TRAC Act, with over 220 cosponsors in the U.S. House and Senate, would temporarily suspend new service contracting until agencies establish systems to track costs from contracting out, subject all work to public-private competition before giving it to contractors, eliminate any arbitrary personnel ceilings that prevent federal employees from competing for work and subject contractors to the same public-private competitions as federal employees. A similar bill has been introduced for the District of Columbia.

In 2000, AFGE also made advances in combating privatization and contracting out with a seat on the new Housing and Urban Development (HUD) Oversight Board and the passing of DoD laws demanding an accounting of contractor cost to prove savings exist in contracting out. There is also legislation pending to prevent privatization of federal prisons.



FIGHTING FOR MEMBERS' RIGHTS IN THE COURTS

Time-and-time again in 2000, AFGE attorneys took on and won critical court cases to protect the jobs of front-line federal workers. AFGE's primary litigation focus in 2000 was anti-privatization. However, the stunning decision in *AFGE v. Glickman* in June by the U.S. Court of Appeals in favor of AFGE's 5,300 federal food inspectors was a major highlight. The D.C. Circuit Court stated that the law requires inspections be conducted by federal inspectors who will make the critical determination whether a product is adulterated or unadulterated.

Additional cases that AFGE worked tirelessly on in 2000 include:

In *AFGE Local 2119 v. Cohen*, the Seventh Circuit reversed the Illinois District Court and found that AFGE and its members did have standing to sue over contracting out completed in violation of the Arsenal Act. In this pending case, the Local and its members are challenging the Army's decision to contract out certain weapons production instead of producing the items more efficiently at Rock Island Arsenal.

Had laws been followed by the Air Force Materiel Command (AFMC) in a civil engineering contract at Tinker Air Force Base (AFB) in Oklahoma City, federal employees would have been awarded a contract rather than DynPar Corporation. In *Tinker v. Air Force*, AFGE is challenging the government's decision to give the contractor an unlawful higher level "second bite of the apple" after the in-house bid won the initial A-76 competition. The contractor won the second review.

In *Barstow, Calif., EG&G*, a defense contractor with over a half-billion dollars in revenue, won a contract over federal employees at the Defense Distribution Depot because of an unfair procurement process. As a result, AFGE filed a lawsuit in the U.S. Court of Federal Claims in Washington, D.C., for violations of the FAIR Act and A-76 cost comparison laws and regulations. Contracting officials played with the numbers, improperly calculating the in-house cost estimates, and awarded EG&G a contract worth approximately \$12 million dollars. The case is now pending on appeal before the U.S. Court of Appeals, Federal Circuit.

AFGE is using the Barstow case in an effort to establish the precedent that employees can challenge adverse A-76 determinations. AFGE contends that even if the employees in-house bid is not "direct" enough to make them akin to "disappointed bidders," the in-house bid at least makes the union/employees "interested parties," who can challenge the A-76 determination under the Alternative Disputes Resolutions Act just like subcontractors. AFGE is committed to make judicial and GAO review of adverse A-76 decisions an immediate priority while pursuing TRAC. A detailed account of all of AFGE's anti-privatization litigation efforts can be found on AFGE's Web site by clicking on the SWAMP section at www.afge.org.



Also in 2000, AFGE continued its successful record processing Fair Labor Standards Act (FLSA) grievances and worked closely with the Bureau of Prisons Council to conclude a \$120 million settlement. In *Raney v. Bureau of Prisons*, the Federal Circuit ruled en banc, in a landmark 7-5 decision, that union staff lawyers can charge the government "market rate" fees when union represented employees win their adverse action cases. These fees help fund future lawsuits on behalf of AFGE members.

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ISSUES AFFECTING D.C.S WORKERS

AFGE also offers ongoing support and assistance to D.C. Locals, notably through participation in the D.C. Task Force. Through this forum, AFGE has provided advice to D.C. Locals that helped formulate an effective response to issues such as managed competition, drug testing, and legislative proposals aimed at restricting the rights of D.C. workers. Recognizing that not all problems can be resolved through informal procedures, AFGE has demonstrated a strong commitment to vindicating employee rights through litigation. Most recently, AFGE celebrated a stunning victory in *AFGE v. D.C. Financial Control Board*, a case that challenged a legislatively-imposed pay cut that culminated in the District agreeing to settle for nearly \$1 million. The U.S. District Court ruled that D.C.s Control Board could not repeal collective bargaining agreements.



IN THE CENTER OF PARTNERSHIPS, BARGAINING & PERSONNEL DECISIONS

In 1993, at the urging of AFGE, President Clinton issued an Executive Order establishing union-management partnerships as a new workplace vehicle to give employees, through their union, a much larger voice over the important issue of how the work you do can best be accomplished.

Some agencies and some local managers followed the directive. As a result, employees have had greater access to information and a real voice in important decisions. At the U.S. Mint, the union and top management oversaw the agency's direction and processes through a strategic planning process. The successful "State Quarters" program is a by-product of that joint process. Employee complaints about mistreatment on the job have fallen dramatically. At Crane Naval Base, the union and management have jointly designed and controlled an employee-involved review of every part of the operation for improvements. A safety net was created to protect workers who may need to work in a different job as improvements were made.

In 2000, at the urging of AFGE, the President required agencies for the first time to report formally on their progress in opening up the decision-making process. Unfortunately, there are not enough Mints or Cranes, which is why AFGE wanted more accountability. Interestingly, about eight out of every 10 National Partnership awards have gone to AFGE Locals and Councils and their management counterparts. Even the award itself bears the former AFGE President's name—the **John N. Sturdivant Award**.

In the Department of Labor (DoL), many of the field employees' jobs were reviewed through the union-management partnership between DoL and the National Council of Field Labor Locals. As a result, many of the employees received upgrades. New contracts in a number of agencies have improved working conditions for tens of thousands of AFGE members.

AFGE has consistently derailed a number of personnel proposals offered by the Office of Management and Budget, Office of Personnel Management and DoD. For example, DoD wanted to take away all the employees' rights in one action, when it announced the proposal to move all employees from Title 5 to Title 10, where DoD could do as they pleased regarding pay, performance, reductions-in-force, discipline without appeal, etc.

Another well-publicized case is the General Services Administration. In 1999, the horrendous first proposal was to close all but one warehouse. Through partnership, bargaining and litigation, not one warehouse was closed.

It was AFGE's brief that helped sway the Supreme Court to uphold the union's right to bargaining over issues not covered by the contract. AFGE also won a huge victory for federal employees when the Supreme Court held that an employee is "entitled to union representation" when being questioned by the Inspector General. This case was very important to our law enforcement members.

PROMOTING CIVIL RIGHTS

The Supreme Court quoted from AFGE's brief in ruling to establish that compensatory damages were available to federal employees in certain EEO cases. AFGE also pushed through the Administration a more equitable process for employees in their EEO cases despite strong opposition from most agencies.

TAKING THE LEAD IN THE INFORMATION AGE



In 2000, AFGE launched the AFGE Action News on its Web site, www.afge.org. The AFGE Action News provides "special new alerts" exclusively to AFGE members with the most current, up-to-date AFGE information available. The free news service delivers legislative, grassroots, and organizing news right to our members' computer screens. AFGE also made significant changes to the Web site in 2000. Sections added include the Health & Safety and AFGE-DVA Reunification sections in the public portion of the site. The A-76/Fair Act Resources, SWAMP, Legal Rights Fund Report and Benefits sections were added in the *Members-Only* portion of the site. Online training programs are also now available.



Health & Safety Watch—AEDs

By Milagro Rodriguez,
AFGE's Health & Safety Specialist

President **Bill Clinton** has directed the Department of Health and Human Services (HHS) and the General Services Administration (GSA) to develop guidelines on the use of Automated External Defibrillators (AEDs) in federal buildings. This directive came on the heels of the passing of H.R. 2498, the Cardiac Arrest Survival Act, which calls for placing AEDs in federal buildings. The President signed this legislation in November.

There are more than 250,000 deaths from cardiac arrest each year. According to the American Heart Association, most can be prevented by using an AED within the first few minutes after someone suffers sudden cardiac arrest. The first ten minutes after a cardiac arrest are crucial because many 911 emergency units cannot respond in 10 minutes or less. By the time the units arrive, it may be too late.

AEDs work by delivering an electric shock to the cardiac arrest victim. Sudden cardiac arrest is often caused by ventricular fibrillation—an abnormal, chaotic rhythm that keeps the heart from pumping blood. The AED delivers an electrical shock to “jump-start” the heart.

Automatic external defibrillators are easy to use. The operator starts the machine, places the pads on the victim's body (a drawing tells you where), and follows the instructions. The device determines whether the person will benefit from a shock and instructs the operator what button to push to deliver the shock. The device checks the rhythm again and instructs the operator to deliver another shock. There is no harm to a person by over-shocking or by shocking someone who doesn't need it—the machine will determine that. Most devices are voice operated, directing the operator as to which buttons to push and when. H.R. 2498 includes “Good Samaritan” protections.

Though easy to use, a person still requires instruction. AFGE wants to make sure that if employees other than first responders are required to use AEDs, they will have appropriate training. Training is offered by the American Heart Association, the National Safety Council and other organizations.

If your agency is planning to install AEDs in your facility, make sure the union is involved. Employees need to know what is expected of them. For example, will employees be expected to use the AED to assist a member of the public or will there be someone designated to assist? In some cases, the designated first responder will be called when needed. Where will the AEDs be placed? Make sure they are available not only in public areas but also in employee work areas.

For more information on AEDs and training, go to www.americanheart.org, www.nsc.org or e-mail AFGE's Public Policy Department at pp_dept@afge.org.



Andrea E. Brooks

Discrimination Cases (continued from page 1)

Too often, federal employees in bargaining units are seeking outside assistance to resolve alleged discrimination cases in the workplace, sometimes from law firms unfamiliar with federal employee civil rights issues. To change this trend, a new policy has been submitted to AFGE's National Executive Council (NEC) to develop a network of attorneys—one attorney per AFGE District—who will represent AFGE members. National Vice President's (NVP's) and Local and Council Presidents would nominate an attorney by sending a recommendation to the Women's/Fair Practices Director.

Currently, there are three attorneys in the Fair Practices Department who are available to accept appropriate cases referred by Local Presidents through NVPs, Coordinators and Council Presidents. The Women's/Fair Practices Departments' goal to provide more quality assistance to members includes adding a paralegal, additional legal interns, and providing legal training for support staff.

“An ambitious training schedule, including several EEO clinics, is being developed and will be conducted throughout the country for Local Coordinators and Stewards who process discrimination cases,” said Brooks.

AFGE is your union and your first stop for assistance with discrimination cases in the federal workplace. Contact your Steward, District NVP or District Fair Practices Coordinator for more assistance. For more information, contact AFGE's Women's/Fair Practices Departments at (202) 639-6417 or by e-mail at eeo@afge.org.

NEWS YOU CAN USE

Texas AFB Decision (continued from page 1)

an outsourcing contract worth hundreds of millions of dollars. With the holidays approaching, all were happy. Then, in mid-December, the Air Force reversed its earlier decision and awarded the more than \$300 million, five-year contract back to Computer Sciences Corporation (CSC) of El Segundo, Calif.

The Air Force claims \$8.6 million was miscalculated in the Most Efficient Organization's (MEO) bid. (An MEO in this case refers to the in-house workers, AFGE members). According to *The San Antonio Express News*, Capitol Hill lawmakers are demanding an investigation.

“Twelve days before Christmas, nearly 900 Lackland and Kelly employees were notified that their contract had been reversed, effectively sending them into the New Year unemployed,” said U.S. Representative **Ciro Rodriguez**, (D-Texas). “The Air Force is playing the Grinch.” Rodriguez would like to see the General Accounting Office launch an investigation.

According to Representative **Henry Bonilla** (R-Texas), “This is a great disap-

pointment for the Lackland Air Force Base community. I will be working closely with the entire San Antonio delegation to make sure all the facts are considered. Saving these jobs is a top priority.”

AFGE's **10th District** National Vice President **Roy Flores**, whose district includes Texas, questioned the Air Force's figures. “How is it possible that these numbers were missed, overlooked and miscalculated two times?”

At the time the MEO was awarded the contract in October, it was AFGE that found flaws in the way the Air Force conducted the A-76 process. “Senator **Kay Bailey Hutchinson** (R-Texas) and Rep. **Rodriguez** (D-Texas) joined in AFGE's concern about the way the Lackland competition had been handled,” Flores noted.

AFGE will work with the Texas delegation, as well as other Democratic and Republican members of Congress, to right this most terrible wrong.

AFGE Rips Clinton's Alternative Pay Announcement

“President Clinton has again failed to fulfill the mandate of FEPCA—the 1990 Federal Employees Pay Comparability Act—to bring federal wages up to the levels paid in the private sector,” said National President **Bobby L. Harnage**. The statement by Harnage came on December 1, 2000, in response to Clinton’s issuance of a 3.7 percent alternative pay plan for federal workers in 2001, instead of the 15 percent increase, due under FEPCA.

For eight consecutive years, Clinton has broken the promise of carefully-crafted compromise legislation (FEPCA) that would have restored dignity and fair wages to GS federal workers. Under the FEPCA formula, federal workers should receive an overall raise of 15 percent in 2001 to close at least part of the large gap between federal and private sector wages.

“By limiting 2001’s raise to a 2.7 percent nationwide increase and a one percent locality adjustment, the President has assured that the federal government will be an employer of last resort for the best and brightest,” said Harnage. “The double-digit increases in health insurance premiums for federal employees, coupled with this woefully inadequate pay adjustment, exacerbate the government’s widely-discussed difficulties in recruitment and retention.”

Harnage continued: “To add insult to injury, in his alternative pay plan transmittal, the President conjures up the bizarre argument that obeying the law, and allowing the 15 percent pay increase to go forward, would seriously disadvantage private sector employers and ‘shock’ the labor markets. This argument is absurd. The only reason the FEPCA raise would be large is because the pay gap is large. Putting an end to shortchanging federal workers does not hurt the labor market or private firms. It merely restores the dignity of federal employment and some of the lost purchasing power of federal salaries since 1973. Further, the 15 percent raise due under FEPCA in 2001 is intended to close only 90 percent of the pay gap. It simply cannot have anything other than a positive impact on the economy.”



TRAC Supporter Lands in Senate

Senator Debbie Stabenow (D-Mich.)

In one of 2000’s most hotly-contested races, not decided until the morning of Wednesday, November 8, 2000, **Debbie Stabenow** was declared the winner in what was called a “stunning Senate upset.” Stabenow’s victory makes her the first woman ever elected to the U.S. Senate from Michigan.

Stabenow has the values and real life experiences to represent AFGE families in the U.S. Senate. A Michigan newspaper said, “Debbie Stabenow is connected to the issues that affect families every day.” She has raised two grown children and has never forgotten her own roots growing up in the small town of Clare, Mich.

Through determination and just plain hard work, she’s gotten results for people, like stopping the closure of Ingham County’s senior medical care facility and passing laws to toughen enforcement of child support. As a member of Congress, she sponsored a law to cut the cost of prescription drugs by 40 percent. Her tax plan will make up to \$12,000 in college tuition deductible for middle class families and provide a \$3,000 tax credit for families caring for an aging parent at home. She’s been an aggressive defender of Social Security and Medicare, two of the most important government programs created by the New Deal and the Great Society.

One of the first cosponsors of AFGE’s Truthfulness, Responsibility, and Accountability in Contracting (TRAC) Act (H.R. 3766), Stabenow will continue to promote the TRAC Act to ensure that the federal government provides for public accountability, efficient delivery of services, and reasonable cost savings.

Stabenow understands the issues AFGE members care about, and AFGE welcomes her as a federal-employee-friendly member of the United States Senate.

GAO on TRAC (continued from page 1)

According to GAO’s Competitive Contracting report issued September 2000 (GAO/NSIAD-00-244, p. 21): “Data on the full range of agencies’ activities, whether performed by federal personnel or **contract** (emphasis added), could inform managers and other decision makers about how they are performing their mission and mission support activities, and how they have currently allocated their resources.”

National President **Bobby L. Harnage** eagerly greeted the news that the GAO agrees with AFGE that contractors should finally be held to the same scrutiny as federal employees. “It’s time for all federal agencies to shine the light of truth on the unaccountable ‘shadow work force’ by carefully monitoring the work of the federal government’s four million service contractor employees,” he stated.

Harnage pointed out that earlier this year the staff in the Department of Defense’s (DoD) Office of the Inspector General reviewed 105 Army, Navy and Air Force contracting actions, valued at \$6.7 billion, and found

problems with every one of the 105 actions. Harnage noted that even the Under Secretary for Acquisition and Technology—one of the most fervent proponents of privatization at the Pentagon—admits DoD needs significant improvements in the services contracting area.

The Federal Activities Inventory Reform (FAIR) Act requires agencies to keep detailed information about precisely how many federal employees perform certain activities. However, the FAIR Act only tracks work performed by federal employees, not contractors.

“Although we have too often been a lonely voice in a public policy wilderness, our efforts are generating more supporters, including the Department of the Army, social scientists like **Paul Light** of the Brookings Institution and now the GAO,” Harnage added. “Most policy makers support AFGE’s TRAC Act requirement that agencies monitor all of their contracts for work force and cost information.”



GAO Report Offers DVA Soup Kitchen Fare For America's Veterans

A FGE released the following statement on the heels of a December GAO study on proposed changes to the Department of Veterans Affairs (DVA) Food Services Operations:

“GAO considers three routes the DVA might utilize in an effort to save a projected \$67 million per year on the provision of food and nutrition services to hospitalized veterans. The first strategy is simply to cut wages for the federal employees who prepare, deliver, feed, and clean up meals for ailing veterans. Although this is perhaps the cruelest option considered, at least it has the virtue of being straightforward.

“The second proposed strategy is to close down numerous on-site hospital kitchens, and to move food service productions to remote, centralized

locations where food will be mass-produced, frozen, and brought by truck to veteran medical centers.

Although this strategy eliminates jobs and will thereby save the DVA money, the negatives must be considered as well: increased transportation costs, patient dissatisfaction, quality control difficulties, and the disappearance of fresh foods from patient diets. This half-baked scheme to save a small amount of money would come at the cost of turning our backs on the issue of providing high quality, nutritious, edible food to our nation's ailing veterans.

“Finally, the GAO considers contracting out to corporate food service providers. Again, this proposal's potential for saving money is dubious at best, and would come at the expense not only of the jobs and incomes of the employees of the Veterans Food Service (36 percent

of whom are veterans themselves), but also of the quality of service AFGE believes America's veterans deserve.

“Providing food service to hospitalized veterans is labor-intensive. Reducing the cost of this service means cutting the wages of those who perform this unglamorous but vitally important work. DVA's food service workers are among the federal government's lowest paid workers today. To even consider a further impoverishment of dedicated federal employees such as these is unconscionable.

“AFGE represents 125,000 workers at the DVA, including many whose jobs and incomes are the target of the GAO report. Our union finds the money-saving proposals endorsed in the GAO report to be despicable and damaging to the generally credible reputation of GAO.”

AFGE Improves Nurses' Pay (continued from page 1)

On the day the President signed the bill, National President **Bobby L. Harnage** issued the following statement:

“The enactment of the pay provisions in the Veterans Benefits and Health Care Improvement Act of 2000, means that Medical Directors can no longer get away with giving registered nurses no pay raise or a negative pay adjustment. AFGE has fought to change this pay system for many years.

“AFGE has kept our promise to DVA nurses by fighting for and achieving a change in the law governing their pay. As of January 2001, DVA registered nurses will be guaranteed at least the annual nationwide pay increase that is provided to General Schedule (GS) employees.

“We have corrected an injustice to those dedicated caregivers who faithfully serve our nation's veterans. But our work is far from done. Now we must renew our fight to improve the pay for Licensed Practical Nurses and wage-grade employees and all DVA workers who are key to high quality and safe medical care for veterans.”

Presidential Outcome (continued from page 1)

“President-elect Bush can be assured that throughout the transition and his leadership of the federal government, the federal workforce will continue to be a world-class provider of services to the American people, as we have been under all of his predecessors and we will be under all of his successors.

“In the past month many of the political institutions of our government have come under intense pressure. We are hopeful that the President-elect will grow to appreciate America's civil service, which throughout history and around the world stands as one of the most important pillars of any democracy. Government employees have continued to do our nation proud during this difficult period. No senior has missed a Social Security check, no veteran has had to go without care, the protection of our food supply, our borders, and our transportation systems have all continued uninterrupted.

“We are encouraged by President-elect Bush's description of himself as a uniter, not a divider. Our union will continue to work hard for progress on the many pressing issues that federal employees and their families struggled with throughout this election season. We hope to meet with him soon to work to find common ground on federal pay, health insurance and contracting policy.

“AFGE will continue to work to ensure that federal employees are treated fairly in their work places, rewarded justly and adequately for their extraordinary efforts and involved meaningfully in the decision about how important public services are delivered to the American people.”

The Hill

Celebrating AFGE Organizing Win in California



(l-r bottom row) Local 1857 VP Dayle Lewis, Local 2110 Trustee Randy Boyd, and Local 1764 Pres. Jerry Hall. (l-r top row) Local 1546 Pres. Frank Payan, 12th District Natl. Rep. Melvin Smith, Local 2110 Pres. Bruce Chorjole, and Natl. Org. Joel Zamora.

AFGE won an election in September against the Laborers' Intl. Union of N. America (LIUNA) at the Tracy/Sharpe Defense Logistics Agency (DLA) Army Depot in Calif. The election was conducted as a result of a DLA reorganization plan that combined the Sharpe unit (represented by AFGE Local 1546) with the Tracy unit (represented by LIUNA). Local 1546 received assistance from Local 1764 [Travis Air Force Base (AFB)], Local 1857 (McLellan AFB) and Local 2110 (VAMC Palo Alto).

2001 Human Rights Training Conference Scheduled

The 2001 AFGE Human Rights Training Conference will be held in St. Louis May 7-11, 2001, at the St. Louis Radisson Hotel & Suites. For more information, contact AFGE's Women's & Fair Practices Departments by e-mail at eeo@afge.org or by telephone at (202) 639-6417 or 6418.

New FEMA Local Elects Officers



Thirty-five of the 43 eligible employees of the Federal Emergency Management Agency's (FEMA) Regional Office in Philadelphia voted in 2000 to have AFGE as their exclusive bargaining agent. Local 304 members recently elected **Woody Brzowski** President of the new Local, **Dug Salley** Vice President, **Gail Gary** as Secretary and **Henry Skoczalek** as Treasurer.

2001 Legislative Conference

AFGE's 2001 Legislative Conference will be held in Washington, D.C., between April 1- 4, at the Omni Shoreham Hotel. Look for more information about the Conference in future issues of *The Government Standard* and on AFGE's Web site,



AFGE Local 1997 Hits 40



Local 1997 in Minneapolis celebrated 40 years of unionism on Sept. 21, 2000. Of the 44 charter members, seven were in attendance: 1st VP **Jerry Thune**, 8th District Natl. Rep. **Don Rud**, **Jose Alberio**, **Dick Frane**, **Otto Greier**, **Wally Hanson** and **R.J. Smith**. Congratulations.

All in the AFGE Family

J. Lydia Kennedy of Pittsburgh is a member of Local 2187 in AFGE's 3rd District. She worked for the Army Corps of Engineers for 21 years, retiring on Dec. 31, 1978. Thank you **Kathleen Kennedy** of Local 3974 for sending in this article about your mother.



J. Lydia Kennedy

In the past 22 years since my retirement, I have worked with the American Red Cross as a teacher/volunteer at the West View Elementary School. I have traveled extensively—visiting Hawaii, Ireland, Austria, Germany and France. I am a graduate of Duff's Iron City College. I have four children, all college graduates, and four grandchildren. My service and contacts with the Corps of Engineers have given me many fond memories in retirement.

We Want To Hear From You

Your friends and union brothers and sisters wonder how you're doing. Let them know through *The Government Standard*. Send a photo and note to: *The Government Standard*, 80 F Street, NW, Washington, D.C. 20001.



AFGE NEWS

Correction Officers Take a Stand in Colorado

Approximately 300 members and supporters of Locals 1300, 1301, and 1302 held an informational picket at the Federal Corrections Complex in Florence, Colo., on Oct. 18, 2000. The picket was over several issues of concern to federal correction officers such as the practice of security posts being vacated to save money (a practice which places officers at risk), and the Department of Justice (DoJ) denying officers due process rights.



According to Local 1301 Pres. **Steve Browning**, "We are mobilizing in the community to promote public safety as our top priority. We recognize our responsibility to keep the citizens of Florence safe." AFGE represents 24,000 Bureau of Prison employees. AFGE Nat. Sec.-Treas. **Jim Davis** spoke at the informational picket.