



## Congress Federalizes Airport Screeners

*Compromise Excludes Employee Rights and Benefits*



"There is no plausible justification for denying federal employee screeners the rights and benefits afforded to other federal employees, such as health insurance, life insurance, retirement benefits, workers' compensation, veterans

preference, equal employment opportunity rights, rights to organize collectively, and be represented by unions and whistleblower protections," said National President **Bobby L. Harnage** on November 16, shortly after Congress' com-

promise on airport security.

*For more on airport security, see  
The Great Airport Security  
Debate on pages 6-7.*

## AFGE Leads Charge for Pay Parity—Succeeds

*AFGE-Backed Child Care Included*

AFGE lobbied members of Congress for pay parity between federal and military employees, noting that in many instances the two groups work side-by-side. AFGE's position prevailed. Congress approved, and the President signed in November 2001, the Treasury-Postal Appropriations bill that included a 4.6 percent pay increase for general schedule (GS) employees beginning in January 2002.

The Bush Administration originally proposed a 3.6 percent increase for federal workers while pushing for a 4.6 percent increase for military personnel. Throughout 2001, the Administration remained adamant that federal employees should receive only a 3.6 percent raise in 2002, claiming that "... civilian employees are already benefiting from several recent enhancements to their compensation package."

The 4.6 percent increase will be

divided between an across-the-board increase and locality-based increases. Based on past practice, federal employees will likely receive a 3.6 percent across-the-board increase. The remaining one percent would go to locality-based increases. Depending upon where you work—high-priced labor markets vs. rural locations/smaller metropolitan areas—your 2002 increase will be slightly higher or lower than the 4.6 percent average.

Also included in the bill were provisions to make permanent the child care assistance program. This AFGE-backed program was first established by Congress in 1999 as a pilot program to make child care more affordable for lower-income federal employees. But, reauthorization by Congress was required each year. Now that the plan has become permanent, it is expected that more employees will participate in the child care assistance program.

## Fighting Privatization—Winning Strategies

The for-profit private prison industry didn't even exist 20 years ago. But over the last two decades, Corrections Corporation of America, Wackenhut and other for-profit contractors turned the operation of private prisons into a growth industry. The track record shows that prison privatization is an experiment that has failed miserably. Study after study—including one by the General

Accounting Office (GAO)—have shown that private prisons fail to save money for the taxpayers. Private prisons have been poorly managed, with an appalling record of deteriorating conditions and violence that threaten corrections officers, prisoners, and surrounding communities. They also destroy good jobs.

*see Fighting Privatization—  
Winning Strategies on page 7*

## ELECTION NOTICE

Every three years, AFGE members elect the National Vice President (NVP), Fair Practices Affirmative Action Coordinator, and National Women's Advisory Committee Coordinator to represent their District. Under AFGE's Constitution, election caucuses must be held in May of this year in all Districts. Nominations are conducted at the District Caucus through the Locals' elected delegates in accordance with Appendix A of the AFGE Constitution.

Published on pages 4 and 5 in this issue are the Caucus Rules for 2002 and the dates and locations of all the District Caucuses. Union members who wish to participate should take note of this information and direct any questions to their respective NVP, whose telephone number is listed at the bottom of page two. If there are any last minute changes, Local unions will be notified directly by their NVP.



## AFGE TIME CAPSULE



*The Government Standard, Feb. 17, 1961*

*The Government Standard* is counting down to AFGE's 70<sup>th</sup> anniversary on August 18, 2002, with the "AFGE Time Capsule," a six-part series celebrating AFGE's colorful history. Part three in this issue covers: The AFL-CIO & JFK (1952-1962).

In 1957, just two years after the American Federation of Labor (AFL) merged with the Congress of Industrial Organizations (CIO), the 15 million-member-strong AFL-CIO endorsed AFGE's legislative program. The December 13, 1957 issue of *The Government Standard* reported the event.

## The AFL-CIO & JFK

*Third in a Six-Part Series*

### AFL-CIO Pledges Support—Legislative Aid Promised to Government Employees

Legislative representatives of the AFL-CIO will work side-by-side with the lobbyists of the AFGE and other Government unions during the second session of the 85<sup>th</sup> Congress. And **George Meany**, whose prestige as head of the American Labor movement has soared as a result of his uncompromising fight against corruption, will personally speak out and use his influence on Capitol Hill to get action on pay and fringe benefit legislation affecting government employees. That's the word brought back by the AFGE's three delegates to the Atlantic City Convention of the AFL-CIO this week. National President **James A. Campbell**, National Secretary-Treasurer **Esther F. Johnson**, and National Vice President **Timothy J. Kelly** represented AFGE and worked with delegates of other Government unions in lining up the support for the legislative program of the Government Employees Council. The Convention unanimously approved a statement calling on the Federal Government to meet its responsibilities to its employees. Conditions in the Government service, wages, hours of work and benefits "must be equal or better than those prevailing in private employment," the AFL-CIO Convention declared.

*[see The AFL-CIO & JFK (1952-1962) on page 3]*

# A Message from President Bobby L. Harnage



## AFGE's Legislative Priorities

*Legislative Action Benefits Every Single Federal and D.C. Employee*

In looking at AFGE's future, it's clear that more AFGE members must become more involved legislatively. The legislative process in the federal government is equivalent to the collective bargaining process in the private sector. Many AFGE members are legislatively involved because they understand that the way their member of Congress supports a bill ultimately affects their pay and benefits—in turn their jobs and families. Imagine if there were tens of thousands of AFGE members in regular contact with their Representative or Senators.

AFGE members can be proud of the legislative work accomplished in 2001. However, if more AFGE members had been involved, we would have had greater gains. AFGE members worked with Representatives **Steny Hoyer** (D-Md.), **Frank Wolf** (R-Va.), and other federal employee-friendly lawmakers to secure the 4.6 percent pay increase. Because AFGE members talked with their lawmakers, Senator **Richard Durbin** (D-Ill.) and Representatives **Al Wynn** (D-Md.) and **Ben Gilman** (R-N.Y.) had the support they needed from other members of Congress to reintroduce the Truthfulness, Responsibility, and Accountability in Contracting (TRAC) Act (S 1152 and HR 721 respectively). And, AFGE members forced the House leadership to hold a hearing on the TRAC Act, in turn making contractors spend money hand over fist to defeat a pro-federal employee amendment to the Defense Authorization bill.

In 2001, AFGE also aggressively supported bills in Congress to improve the pay for wage grade employees (HR 1262) and to reduce health care costs for federal employees (HR 1307). And, thanks in part to AFGE's influence on Capitol Hill, airport screening will be performed by federal employees.

In 2002, all AFGE members must apply a full-court press on lawmakers for their cosponsorship of the TRAC Act and other pro-federal employee bills to improve wage grade pay and health care.

We can accomplish this goal by waging a two front lobbying approach all at once—we must continue to effectively lobby lawmakers on Capitol Hill *but also in our hometowns*. Lobbying on two fronts simultaneously is the only way AFGE will be successful legislatively in the future.

And if your Representative or Senators turn a cold shoulder to issues important to your livelihood, these elected officials must be held accountable. Come November 5, AFGE members can improve their pay and health care—and help put an end to contracting out in the federal government—by electing legislators who will watch out for our jobs and families.

As we all know, the current Administration is determined to convert or compete at least 425,000 jobs in every agency by 2004. At the same time, the federal work force is facing massive retirements. If all remains equal this year, contractors and anti-government members of Congress will be ever closer to fully dismantling the federal work force. This is not rhetoric—it's a fact. Our jobs and families are at stake.

More federal employee-friendly members of Congress will help our agenda tenfold. The time is now for AFGE members and their Locals to redirect their energies and resources toward the legislative arena in their communities. Make sure your member of Congress hears from you regularly about your bread and butter issues.

## AFGE Loses a Leading Advocate



**Robert Cornel Nelson, District 7 National Vice President (NVP)** since 1986, died at his home in Park Forest, Ill., on November 7. "Bob worked tirelessly to better the lives of AFGE members and federal employees through organizing, legislation, and labor/management partnerships," said National President **Bobby L. Harnage**. "AFGE has lost a leading advocate."

Nelson began his AFGE career as a member, and later President, of **Local 375** (Railroad Retirement Board). From 1974 to 1980, Nelson served as President of the Chicago Area Council of AFGE Locals. In 1974, he was elected President of the AFGE Railroad Retirement Board

Council—a position he held until he was elected District 7 NVP in October 1986. He would be re-elected NVP five times. As a NVP, Nelson sat on AFGE's National Executive Council and chaired the Legislative and Legal Rights Committees. He chaired the Constitution and Rules Committee at several National Conventions and was also an elected Vice President of the Illinois State AFL-CIO.

Nelson was born in Chicago on Nov. 9, 1949, and is survived by his wife, the former **Judy Marshall**, five sons—**Robert, Jr.; Aaron; Daron; Eric;** and **Cornel**—and two daughters, **Erica** and **Shannon**.

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January/February 2002

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**Editors' Note:** Meet the Contractors (page 1) Union Insights (page 2) and Benefits of Being an AFGE Member (page 3) will return next issue.



# A Special Report for the 2002 AFGE Legislative & Grassroots Mobilization Conference

## The Bush Administration's Freedom to Manage Legislative Package

*Designed to Punish Rank and File Federal Workers and Enrich Top Management*

In the spring of 2000, top officials of some of the federal government's largest agencies began to admit publicly that the downsizing and contracting out of the last ten years had created a personnel crisis in the federal government. Dubbed a "human capital crisis" by the Controller General of U.S., **David Walker**—head of the General Accounting Office (GAO)—top officials began to scratch their heads over the fact that the average federal worker was nearing age 50. Not to mention the fact that almost half of all federal workers would reach full retirement eligibility within four years.

It's no wonder the federal government is facing a "human capital crisis." 375,000 federal jobs have been eliminated. Politicians continually insult the federal government. Blue- and white-collar federal employees have not been provided the pay increases promised by law. And, health insurance companies' outrageous premium increases in the Federal Employees Health Benefits Program (FEHBP) continue to be rubber-stamped.

In spite of the fact that it is evident that this "crisis" was self-inflicted, if not deliberately planned, one thing should be clear—a repeat of the same set of personnel policies will not solve this crisis; it will only worsen it. Nevertheless, that is precisely what the **George W. Bush** Administration has proposed.

The two-part legislation, which has been introduced on behalf of the Bush Administration by Senator **Fred**

**Thompson** (R-Tenn.), is called the *Freedom to Manage Act* and the *Managerial Flexibility Act*. These two bills dramatically increase the power of federal managers. At the same time, they increase the chances of federal workers losing their jobs to contracting out and sacrificing their pay raise to a manager's bonus.

**Major points in the *Freedom to Manage/Managerial Flexibility Acts*:**

1. Gives "Fast Track" status to any piece of legislation proposed by a President that he claims will improve the overall efficiency of government. There would be no hearings, no amendments, just an up or down vote on any proposal to eliminate a law, change a law, or create a new law, as long as the President says it improves government.
2. Creates a permanent government-wide buyout program that eliminates a job for every buyout taken.
3. Allows recruitment, retention, and relocation bonuses of up to 100 percent of salary to be paid to those in "hard to fill" positions as long as the person stays in the job for four years. Management decides which positions are "hard to fill." The money to fund these bonuses comes out of regular salary accounts. Someone else will have to pay for this with his/her job or pay raise.

4. Abolishes any limitation on the number or size of Demonstration Projects. Provides the Office of Personnel Management the right to declare an Alternative Personnel System tried in any agency a permanent change in that or any other agency. Currently, only Congress has the power to make permanent changes to Title 5, the law that grants federal workers all their rights and protections (including the pay system, FEHBP, collective bargaining, etc.).

5. Changes the accounting and budgeting rules for agencies so they have to fully fund the cost of the Civil Service Retirement System (CSRS) and health insurance benefits after retirement out of discretionary funds. Currently, these costs are considered mandatory. The upshot will be that, although the government's actual costs for CSRS or FEHBP coverage for retirees will not change at all, enactment of this law will make it appear that the costs have gone up dramatically. Agencies will have to absorb these enormous new costs, requiring cutbacks in either jobs, pay, or other programmatic spending.

For more information on the Bush Administration's *Freedom to Manage* Legislative Package—which has been designed to punish rank and file federal workers and enrich top management—log onto the *Members Only* section of AFGE's Web site, [www.afge.org](http://www.afge.org).



GET READY, get set, and these five gals of Defense Department Lodge 1658, Wayne, Mich., are rolling them down the alley. The ladies are in one of Detroit's top amateur bowling associations, the Women's Senior Bowling League. The girls represent more than 6,000 Department of Defense employees on this AFGE-sponsored team. From left to right: Lois Rouston of Detroit Arsenal, Capt. Millie Makowski of Detroit Ordnance District, Mary Ann Kocinski of Detroit Arsenal, Alida "Skip" Beatty of Ordnance Tank-Automotive Command and Mary Cizmas of Detroit Ordnance District.

The Government Standard, October 10, 1958



### The AFL-CIO & JFK (1952-1962)

*(continued from page 1)*

As AFGE gained greater support from the AFL-CIO, federal employees gained greater respect from President **John F. Kennedy** (JFK). One week before JFK was elected President in 1960, he stated that he has "always believed that the right of Federal employees to deal collectively with the Federal departments and agencies in which they are employed should be protected." The day following his inauguration, JFK sent a telegram to AFGE that read: "The American Federation of Government Employees has played a notable part in broadening and deepening the standards of career and merit service in our Government. I look forward to working with your members as I take on my new responsibilities."

Through AFGE's influence, retirement benefits were liberalized, the government began paying a portion of health benefits for workers and their families, and legislation was passed reforming the pay system. However, the most significant victory for AFGE members came in Executive Order 10988 issued by JFK in '62—it established rules and methods to enlarge the voice of federal workers.

The legislative gains made by AFGE, with the help of the AFL-CIO and JFK, increased AFGE membership by 47,000 in ten years. AFGE started its third decade in 1952 with 61,000 and finished in 1962 with 108,000.

Do you have any AFGE history you would like to add to the ongoing "AFGE Time Capsule" series celebrating AFGE's 70th anniversary? Send the information or photo to: The Government Standard, ATTN: AFGE Time Capsule, 80 F St., NW, Washington, D.C. 20001. If you're sending a photo, please be sure to identify everyone pictured. All photos and stories become property of the AFGE Communications Dept.

## 2002 Caucus Locations & Times

**District 2** (Conn., Maine, Mass., N.H., N.J., R.I., Vt.)

**May 10-11, 2002**

Registration: Fri., May 10, 4-9:00 p.m.  
Caucus/Election: Sat., May 11, 9:00 a.m.  
Location: Crowne Plaza  
State & Lodge Streets  
Albany, N.Y. 12207  
(518) 462-6611

### District 7 (Ill., Mich., Wis.)

**May 10-11, 2002**

Registration: Fri., May 10, 1-4:00 p.m. & 6-9:00 p.m.  
Sat., May 11, 7:30-9:00 a.m.  
Caucus/Election: Sat., May 11, 11:30 a.m.  
Location: Ramada Inn  
388 Eastgate Dr.  
Danville, Ill. 61832  
(217) 446-2400

### District 9 (Ark., Kan., Mo., Okla.)

May 11, 2002

Registration: Sat., May 11, 6-9:00 a.m.  
Caucus/Election: Sat., May 11, 10:00 a.m.  
Location: Sheraton Hawthorn Park Hotel  
2431 North Glenstone  
Springfield, Mo. 65803  
(417) 831-3131

**District 11** (Alaska, Idaho, Mont., Ore., Wash., Colo., Wyo., Utah, Guam, Okinawa)

May 10-11, 2002

Registration: Fri., May 10, 4-7:00 p.m.  
Sat., May 11, 8-10:00 a.m.  
Caucus/Election: Sat., May 11, 2:00 p.m.  
Location: Owyhee Plaza Hotel  
1109 Main St.  
Boise, Idaho 83702  
(208) 343-4611

**Locations not shown on map**

Alaska:	District 11
D.C. Metro Area:	District 14
Europe:	District 14
Guam:	District 11
Hawaii:	District 12
Okinawa:	District 11
Panama:	District 8
Puerto Rico:	District 5
Virgin Islands:	District 5

**District 12** (Ariz., Calif., Nev., Hawaii)

**May 3-4, 2002**

Registration: Fri., May 3, 6-9:00 p.m.  
Sat., May 4, 7:30-9:30 a.m.  
Caucus/Election: Sat., May 4, 10:00 a.m.  
Location: Hyatt Regency Long Beach Hotel  
200 South Pine Ave.  
Long Beach, Calif. 90802  
(213) 683-1234

**District 14** [D.C., Europe, Montgomery and Prince George's Counties (Md.), Arlington and Fairfax Counties (Va.), and the City of Alexandria (Va.)]

**May 17-18, 2002**

Registration: Fri., May 17, 4-8:00 p.m.  
Sat., May 18, 9-11:00 a.m.  
Caucus/Election: Sat., May 18, 1:00 p.m.  
Location: Holiday Inn, Washington, D.C., On The Hill  
415 New Jersey Ave., N.W.  
Washington, D.C. 20001  
(202) 638-1616

# 2002 District Caucus Rules

The National Executive Council (NEC) has approved these Rules to govern the 2002 District Caucus elections.

**Rule 1.** All National Vice Presidents, National Fair Practices Affirmative Action Coordinators, and National Women's Advisory Committee Coordinators of the American Federation of Government Employees are to be nominated and elected in 2002 at a District Caucus to be held within each of the 12 Districts as set forth in Article V, Section 3 of the AFGE National Constitution, as amended, subsequent to May 1, and prior to June 1. The National Secretary-Treasurer shall place in *The Government Standard* a complete list of the Caucus Rules and the place, date, and time of each Caucus no later than the February issue of *The Government Standard*. The elected National Vice President, National Women's Advisory Committee Coordinator, and National Fair Practices Affirmative Action Coordinator shall be installed prior to the adjourning of the Caucus.

**Rule 2.** The meeting place, exact time, and date of the Caucus shall be selected by the National Vice President of each of the 12 Districts no later than November 30 of the year preceding the election year. Written notices shall be mailed to each Local President and Treasurer within the District by the National Vice President, on or before March 1 of the election year. These notices shall specify the requirements for election of local delegates and the exact time, date, complete address of the meeting place of the Caucus, and exact hours of registration.

**Rule 3.** Locals in good standing within each District may participate through the medium of a delegate(s). The membership of the Local has the right to make the determination of participation in the Caucus after proper notification to the membership.

Each local is obliged by law to provide requisite notice to its members that a secret ballot election for delegate(s) will be held, even if the Local's officers perceive that the membership does not wish to send a delegate(s). A Local's membership then, in accordance with law, may vote not to send a delegate.

(a) The Local membership has the right to determine the number of delegates to send to the Caucus, within the above authorization. A decision by a Local to authorize funds for less than the full number of delegates elected does not preclude the remaining delegates from participating, at their own expense, as delegates.

(b)(1) If a Local is entitled to one delegate, the full voting strength is cast by that delegate.

(b)(2) In a situation where a Local has elected its full complement of delegates, but not all delegates appear at the Caucus, those who are seated are entitled to a proportional share of the Local's full entitlement of votes. If a Local is entitled to more than one delegate, the voting strength is divided equally among those properly elected delegates participating in the caucus.

(b)(3) If a Local is entitled to more than one delegate and the Local has not elected its full complement, the Local should conduct a delegate election to fill some or all of the remaining delegate slots. Or, the Local may vote not to conduct a delegate election so only its already elected delegate(s) may participate in the caucus. In order for the delegate(s) to cast the full membership strength of the Local, a notice of nomination must have been given and a Local membership meeting held to allow the membership to decide not to hold a delegate election and to designate the delegate(s) to represent it at the caucus. If the Local membership votes to have its delegate(s) cast its full complement of votes, a copy of the notice of nomination and a copy of the meeting minutes must accompany the delegate credential.

A plurality of the valid votes cast is required for election of delegates, alternate delegates, and proxy delegates.

(c) To be in good standing, a Local shall have submitted all membership and financial reports and remittances through the month of February of the election year to the National Office.

(d) Locals whose monthly membership report and per capita tax remittance through the month of February of the election year

have not been received in the National Office as of the date of the Caucus will be disqualified, except as provided in Rule 5(b).

**Rule 4.**

(a) The number of Caucus delegates a Local is entitled to is determined in the same manner as Convention delegates under Article VI, Sec. 2, of the AFGE National Constitution as follows: Locals having a membership of 100 or less shall be entitled to one delegate; 101 to 200 members, two delegates; 201 to 300 members, three delegates; 301 to 400 members, four delegates; 401 to 500 members, five delegates; 501 to 750 members, six delegates; 751 to 1,000 members, seven delegates; 1,001 to 2,000 members, eight delegates; 2,001 and over, ten delegates; provided that any Local whose charter has not been in existence for one year is entitled to representation at a District Caucus in accordance with the above, on the average of per capita tax paid monthly since its admission.

(b) Membership strength will be based on the average number of paid members for the previous 12-month period through December of the year preceding that year in which the Caucus is held.

**Rule 5.** The National Secretary-Treasurer shall furnish the National Vice President of each of the 12 Districts a list of Locals in good standing in the respective District showing the number of delegate(s) and the number of votes each Local is entitled to cast, along with a list of disqualified Locals, with reasons for disqualification.

(a) Each Local shall be notified by the National Secretary-Treasurer of its standing prior to April 1 of the election year.

(b) Locals delinquent in monthly membership reports and the payment of per capita taxes to the National Office shall be disqualified with the following exceptions: a Local owing a balance through February shall be eligible to participate if, at the time of the Caucus, the Local shows satisfactory evidence of payment to the National Secretary-Treasurer. A Local also



shall be eligible to participate in the Caucus if it presents all delinquent reports together with cash, a money order, a certified check, a cashier's check, or a check drawn on the Local's account which, at the time of submission, must be verified by the bank as having sufficient funds to cover the check, made payable to AFGE in the amount due, to the Caucus Chairperson at the time of the Caucus. It is a delegate's responsibility to provide the telephone number of the bank and to ensure that the bank is open for business for purpose of verification of sufficient funds at the time of registration.

Locals in which an alleged criminal act has resulted in the local being delinquent in per capita tax will not be listed as delinquent as long as all conditions of an approved repayment agreement have been and continue to be met. This exemption will only apply if criminal charges have been filed with local, state, or federal law enforcement officials. In a situation where the repayment schedule extends beyond three years, the Local shall be eligible to participate in the next Caucus, if otherwise eligible. This three-year period shall commence upon the date of the signed repayment agreement.

**Rule 6.** Delegates, alternate delegates, and proxy delegates to the Caucus must be elected by the local they represent. Officers of the Locals, by virtue of their election to office, may serve as delegates, if prescribed by the applicable local constitutions. The election must be by secret ballot after at least 15 days notice to all members of the election date, such notices to be mailed to each member's last known home address. Nominations and elections may be held at the same time provided such notice is given.

**Rule 7.** The National Office shall furnish official credentials to the President of each local. When the delegate(s) to the Caucus have been elected, the Local shall execute an official credential in triplicate. The Credential will show date, name of delegate, Local number, complete address, type of local meeting, whether a delegate, alternate delegate, or proxy delegate and name, location, and number of the Local if for a delegate or alternate delegate. It also shall contain certification that the delegate was elected by secret ballot in the Local after 15 days notice, in accordance with AFGE election rules and procedures.

Delegates must be elected in accordance with the requirements of the Caucus Rules, AFGE's National Constitution, the Local's Constitution and Bylaws, and the statutory requirements pertaining to union elections as interpreted by the Department of Labor.

(a) If the delegate is a proxy delegate, his/her credential must show the name, location, and number of the Local being represented by the proxy.

(b) A separate set of credentials must be executed for each elected delegate, alternate delegate, or proxy delegate.

(c) The original of the credential must be forwarded to the National Vice President of the District holding the election for which the credential is issued, with a certified true copy of the notice of the meeting which was mailed to each member, and a copy of the minutes and/or tally sheet of the delegate election meeting. Delegates who serve by virtue of their election to Local office must provide a copy of the approved Local constitution provision guaranteeing such "automatic" delegate status, as well as the notices of nomination and election, and the official record (i.e., tally or minutes) of the officer election. Individuals who are appointed (rather than elected) to officer positions which confer "automatic" delegate status must stand for election to delegate positions in their own right. Credentials will not be acceptable unless accompanied by these documents.

(d) The duplicate copy must be issued to the delegate and must be presented at the Caucus. Delegates who fail to produce their duplicate credential may be certified by the Credentials Committee upon presentation of proper identification and certification of their delegate status from the Credentials Committee records.

(e) The triplicate copy of the credential must be forwarded to the National Secretary-Treasurer with a certified true copy of the notice of meeting which was mailed to each member, and a copy of the minutes and/or tally sheet of the delegate election meeting.

(f) All copies of credentials and required documents should

be postmarked at least 15 days prior to the Caucus, except in the case of late conditions, when the Caucus Credentials Committee may waive the 15 day period.

**Rule 8.** Locals within the District may be represented by a proxy delegate provided, however, that such a delegate is an elected delegate of his/her home Local within that District and otherwise qualified in accordance with the AFGE National Constitution. The proxy delegate must be elected by secret ballot and by name. If only one proxy delegate is nominated, he or she will be elected by acclamation.

**Rule 9.**

(a) The National Vice President of each of the 12 Districts shall assemble all credentials and supporting documents received in individual file folders in numerical order by Local. He/she shall prepare a complete list of delegates by name and Local number for which credentials are received.

(b) Prior to the convening of the Caucus, a Credentials Committee shall be selected by the National Vice President. A temporary Sergeant-at-Arms also will be selected by the National Vice President. The Credentials Committee shall consist of delegates and shall be composed of at least three members, and if a larger Committee is required, it shall contain an odd number of members, so that the Committee can decide by majority vote any credentials questions presented to it, thus avoiding the possibility of tie votes of the Committee. The Committee shall be representative of the District, considering the location and composition of members and the geographical areas of the District.

In order for a candidate to have a representative on the Credentials Committee, the individual must notify in writing the National Vice President of the District holding the election of his/her candidacy at least 48 hours prior to the Caucus date.

(c) The National Vice President shall deliver to the Credentials Committee:

(1) The file of all credentials and supporting documents received, arranged in individual file folders in numerical order by Local number.

(2) The completed list of delegates.

(3) A list of Locals in good standing showing the number of delegates and the number of votes each Local is entitled to cast.

(4) A list of all Locals that are ineligible because of arrearages in submitting monthly membership reports and per capita taxes or other indebtedness.

**Rule 10.** There shall be an Election Committee consisting of delegates and composed of at least three members, and if a larger Committee is required, it shall contain an odd number of members. The members of the Election Committee shall be selected in the following manner: upon the convening of the Caucus, the Caucus will elect by majority vote a Chairperson, who will serve as Chairperson of the Election Committee. Each candidate will select one person to serve on the Election Committee. Any further members of the Election Committee shall be elected by majority vote of the Caucus.

The Caucus Chairperson will receive from the National Secretary-Treasurer a sealed election kit containing sufficient ballots, tally sheets, and charts for the names of the candidates and letter symbols for at least three ballots.

In the alternative, at the discretion of the National Vice President, the District may employ an independent organization to conduct the election under the direction of the Caucus Chairperson and the Election Committee.

The ballots will be issued in denominations of 500, 100, 50, 25, 10, 5, and 1 votes, and each denomination shall be of a different color. The candidates will determine their position on the ballot by drawing lots. The names of the nominees will be placed on the chart at the front of the Caucus room and designated alphabetically, according to the draw (A, B, C), large enough to be clearly read. A Voting Authorization (V-2) Form will be made available to a delegate who wishes to designate another delegate from the same local to cast his or her votes. The delegates then will vote their individual ballot as follows:

(a) When one or more of the delegates elected by a Local is not certified by the Credentials Committee, the total voting strength

of the Local shall be proportionately divided among those delegates who do receive credentials. The failure of a delegate to vote, after being certified by the Credentials Committee, does not allow distribution of that delegate's votes among his Local's remaining delegates, unless a properly executed V-2 Form has been given those delegates.

(b) The Election Committee will issue ballots in appropriate amount to delegates on presentation of properly authenticated credentials, immediately prior to the delegates entering the voting booth.

(c) The Union must provide a voting booth or enclosure where members can mark their ballots in complete privacy to assure secrecy of their vote.

(d) Marked ballots should be placed immediately in a sealed container by the voter, not to be opened until the votes are tabulated.

(e) After the tabulations of all votes, the results must be read, posted, or written on a board clearly stating the number of votes received by each candidate.

(f) Where there are more than two candidates for the office of National Vice President, National Fair Practices Affirmative Action Coordinator, or National Women's Advisory Committee Coordinator, and no candidate receives a majority of the votes cast on the first ballot, a runoff election shall be conducted between the two candidates receiving the largest number of votes.

(g) When only one candidate is nominated for an office to be filled, the Chairperson of the Election Committee shall cast an unanimous ballot for that candidate.

(h) The Caucus Election Committee must certify the eligibility of all candidates.

All records of the Caucus must be certified as complete and accurate by the Caucus Election Committee Chairperson and packaged, sealed, and forwarded to the National Secretary-Treasurer. The National Secretary-Treasurer shall retain the records for one year, or until any protest is resolved and applicable time frames for appeal have elapsed, whichever of these is later.

**Rule 11.** The Caucus Election Committee shall receive and resolve, by majority vote, any protest or challenge to the manner in which the election for National Vice President, National Fair Practices Affirmative Action Coordinator, or National Women's Advisory Committee Coordinator is conducted, including the eligibility of delegates and the qualification of candidates.

A Caucus Election Committee may only entertain an election complaint which has been delivered or postmarked to that Committee, or any of its members, prior to, during, or within five calendar days after the adjournment of the Caucus.

In any protest the Election Committee will determine whether the protest was timely, whether the alleged misconduct occurred, whether the misconduct was a violation, and whether the violation could have affected the outcome of the election. Only if the outcome could have been affected will the election be rerun. Any appeal from the decision by the Election Committee shall be submitted to the National President, pursuant to Appendix A, Part III of the AFGE National Constitution.

**Rule 12.** In order for a candidate to be elected as a District National Vice President, National Fair Practices Affirmative Action Coordinator, or National Women's Advisory Committee Coordinator, a candidate must receive a majority of the valid votes cast.

**Rule 13.** Councils shall not be permitted to send delegate(s) to the Caucus.

**Rule 14.** Full-time National Representatives and full-time paid employees of AFGE shall not be permitted to attend the Caucus as delegates, per Article VIII, Section 2(d), of the AFGE National Constitution.

**Rule 15.** Any Local wishing to merge with a local in another District must have all steps outlined in the *NEC Policy on Multi-District Locals* finalized and approved by the NEC no later than March 31 of the Caucus year, for purposes of voting at the appropriate District Caucus. (Copies of the *NEC Policy on Multi-District Locals* are available from the National Secretary-Treasurer.)



# On The Hill

## A Special Edition of *On the Record*

*The Great Airport Security Debate*

*AFGE played a leading role in the airport security debate, maintaining its position that airport screening should be performed by reliable and experienced federal employees. Although the Senate had voted 100-0 on October 11, 2001, in favor of legislation that would have federalized airport screening, the House did not vote on airport screening until November 1, 2001. A Democratic amendment to*

*provide for federalization failed narrowly, by a vote of 218-214, as the House split largely along party lines, with most Republicans siding with contractors and most Democrats supporting federalization. With the two chambers deadlocked, the debate shifted to a House-Senate conference to work out a compromise. On November 16, the House and the Senate agreed to a compromise that would ensure that almost*

*all screeners would be federal employees—at least for the first three years. President **George W. Bush** signed the bill on November 19, 2001—69 days after the September 11 attacks.*

*Below are the views of organizations and individuals who, in their own words, influenced the decision to federalize airport screening.*

The trend in terrorism against U.S. targets, according to the Federal Bureau of Investigation, is toward large-scale incidents for maximum destruction, terror and media impact... Among the most important safeguards in the U.S. and other countries against such attacks are airport checkpoints where passengers and carry-on items are screened for dangerous items, such as guns and explosives. However, U.S. screeners, generally contractor employees hired by air carriers, have historically had difficulty in detecting dangerous items. ... Concerns have been raised for many years by us and by others about the effectiveness of the screeners and the need to improve their performance. In 1978, the screeners were not detecting 13 percent of the potentially dangerous objects FAA agents carried through checkpoints during tests—a level that was considered 'significant and alarming.' In 1987, we found that screeners were not detecting 20 percent of the objects during FAA's tests. Two presidential commissions—established after the bombing of Pan Am Flight 103 in 1988 and the then-unexplained crash of TWA Flight 800 in 1996—as well as numerous reports by GAO [General Accounting Office] and the DoT Inspector General have highlighted problems with screening and the need for improvements.

*GAO on problems with contractor airport screening before September 11.*

No one would ever think contracting would help the Border Patrol. No one would think of contracting out the FBI. No one would ever think about contracting out the security and protection of the President, the Secret Service. No one would think about contracting out our security, the Capitol Police. ... No one would think about contracting out the Customs agents or any of these other security workers or the 669,000 civilian workers in defense. They are Civil Service, they get health care. They get retirement benefits. They are stable. They are reliable. They are professional. They are accountable. That is what we are trying to do in a bipartisan fashion ... Who is holding the Senate up? The lying, thieving lobbyists who said contract, contract, contract out ... We have federalization in the bill. I want to see who comes to take it out of the bill. The unmitigated gall of that crowd running around here after learning what we've learned for 15 years, and particularly after the September 11 hijackings and terrorist killings, they have the unmitigated gall to say that is what we ought to do again ... They don't have any idea of security. They have an idea of their political issue and their reelection because they pledged to downsize, get rid of the Government—the Government is not the solution, the Government is the problem.' So they can't viscerally, ideologically, or philosophically, even think in terms of security. They are like a chicken with the line in the sand: 'In my reelection, I pledged to get rid of the Government, and I'm not about to vote for 28,000 professionals.'

*Sen. **Ernest Hollings** (D-S.C.) speaking in support of his legislation (S 1447) to federalize screening.*

Aviation security should be a law enforcement function, not a lowest bid function. That is the bottom line. When we cut to the chase, that is really what this debate is all about. Baggage and passenger screening is a matter of national security, and national security should not be left to the lowest bidder ... I do not want the safety of the people of Minnesota put out for bids. We should not compromise the safety of our citizens. Let's do the right thing.

*Rep. **Jim Ramstad** (R-Minn.), a supporter of federalization legislation (HR 2951).*



Federal screeners cannot be federal employees in name only. This bill gives (management) broad discretion over pay, health care, whistleblower protection, veterans' preference, workers' compensation, and the right to organize. He must not use it to create a second-class status for these employees ... I intend to monitor the implementation of this legislation to ensure that federal employee protections and benefits are not undermined in the process.

*Rep. **Steny Hoyer** (D-Md.) speaking in support of airport screening federalization legislation.*



When it comes to the overriding and paramount interests of protecting American lives and our national security, I believe that we can trust and count on federal workers. They have proven themselves at the Defense Department, and at our borders with the Customs Service and the Border Patrol. We don't contract these jobs out because they are too important to leave in the hands of the private sector ... I ask my colleagues this question: if private security firms are so great, why not go with private security firms at the Customs Service or the Capitol Police Force? Maybe we should privatize the Secret Service protection of the President while we are at it. Why should the Congress and the President be protected by federal employees, while the rest of the country's security is provided by often poorly paid, poorly-trained 'rent-a-cop' outfits?

*Rep. **Chris Smith** (R-N.J.), a proponent of airport screening federalization legislation.*





As a Republican union official, I am appalled at your recent stand against federalizing our airport security. Your constant braying that these jobs would become union members if federalized is indicative of your obvious agenda to protect the business interests of the airlines more so than the security of the traveling public. Due to the Taliban-like action on your part and that of Majority Whip Tom Delay (R-Texas), I am renouncing my membership as a Republican and am switching to Independent status. You and Mullah DeLay have now made it plain that union members have no place in your party. Accordingly, my future goal will now be to do everything I possibly can to see that you will be the

Minority Leader and Tom DeLay the Minority Whip in the 108th Congress.

*Letter from **Bill Walls**, AFGE Local 2298 Legislative Representative, to Majority Leader **Dick Armey** (R-Texas).*



The House Republican leadership has been blocking a critical airport security bill for purely partisan reasons. And what's worse, although Armey clearly opposes union workers, he is completely wrong on the facts about federal unions. Federal law allows any worker to refuse to pay any part of union dues that may be used for political purposes; moreover, no federal worker can be compelled to join a union or to pay any union dues. The public, like the Senate, overwhelmingly supports creating a professional, highly trained federal airport security force. It is obvious that the Republican leadership is putting partisanship and fundraising ahead of the security of millions of American travelers and the

airline industry. If Democrats simply wanted security guards to pay union dues, they would advocate leaving airport security in private hands, where union dues can be mandatory. But Democrats, like millions of Americans, want safer airline travel, and that is why we are advocating federalization of airport security personnel.

*Rep. **George Miller** (D-Calif.), the Ranking Member on the House Education and Labor Committee, discussing his support for legislation to federalize airport screening.*

[S]uppose we are talking about federal aviation safety. We are talking about 31,000 employees who deem their jobs by government hiring and would not have to be efficient, polite or qualified . . . . Stop and think about how efficient any government operation is. Can we replace the FAA or the INS or Internal Revenue Service or even change their operating system when it becomes out of date. We tried but to no avail. Remember the reduction to government employees under President Clinton? Those reductions were nearly all Armed Forces. He could not touch civilian employees.

*Rep. **Cass Ballenger** (R-N.C.), an opponent of legislation to federalize airport screening.*

This is the Capitol. It's where Congress works. Keeping it safe is the job of federal law enforcement personnel. And why not? This is an airport. Where keeping the rest of us safe is the job of contractors paying barely the minimum wage, who sometimes even hire convicted felons. Congress deserves federal protection. So why not the rest of us? Call Congress. Tell them airport safety isn't a job for the lowest bidder.

*Script for television commercial paid for by AFGE, Association of Flight Attendants (AFA), American Federation of State, County and Municipal Employees (AFSCME), and the National Treasury Employees Union (NTEU), in support of airport screening federalization legislation. (Log onto [www.afge.org](http://www.afge.org) to view the TV commercial.)*

**Wayne Allard** (R-Colo.), **George Allen** (R-Va.), **Christopher Bond** (R-Mo.), **Jim Bunning** (R-Ky.), **Larry Craig** (R-Idaho), **Mike Crapo** (R-Idaho), **John Ensign** (R-Nev.), **Mike Enzi** (R-Wyo.), **Phil Gramm** (R-Texas), **Judd Gregg** (R-N.H.), **Jesse Helms** (R-N.C.), **Jim Inhofe** (R-Okla.), **Mitch McConnell** (R-Ky.), **Don Nickles** (R-Okla.), **Jeff Sessions** (R-Ala.), **Bob Smith** (R-N.H.), and **Craig Thomas** (R-Wyo.).

*U.S. Senators who voted in favor of the federalization of airport security on Oct. 11, 2001, but changed their positions because of pressure from contractors and the pro-contractor Bush Administration.*

The Administration insists merit system rights are a luxury, because it is impossible to fire government employees. That is not only false empirically; it is also a red herring. True, due process makes the federal government prove its case rather than permitting tenured employees to be fired on whim or unfounded accusations. But anyone who is not performing or undermines the new security mission can be reassigned from the front lines immediately, without cause, as a management prerogative. The point of the merit system is to shield against political betrayals of the public trust that are sustained by bureaucratic secrecy. Whistleblower rights protect those bearing witness against fraud, waste, abuse, or other corruption buried within agencies, which, in turn, protects us. By failing to protect employees who raise legitimate concerns we actually protect the worst sources of government breakdowns—mid-level supervisors or political appointees whose fiefdoms are enforced by vicious office politics carried out in a climate of repression and reprisal.

*Government Accountability Project, a government watchdog organization.*

The support for federalization is "all about union membership in a union that imposes compulsory dues that fund their campaigns."

*House Majority Leader **Dick Armey** (R-Texas) expressing his strong opposition to federalization of airport screening legislation.*



The eyes of the American public are focused squarely on this chamber. Just recently the American Federation of Government Employees commented, 'Airport security is a national defense concern. It should not be the responsibility of profit-driven companies to protect travelers, given the war-like dangers of today's world. For-profit contractors are notorious for cutting corners on essential services.'

*Rep. **Major Owens** (D-N.Y.), a proponent of legislation to federalize airport screening.*

[T]he best way to raise the standards of airport security workers is to transform them, as called for in the Senate legislation, into federal workers who fall under federal authority and control . . . . [T]he AFL-CIO calls on the (Congress) to federalize the airport security work force and make the security employees a part of the federal work force. We also call on the Congress to provide these new employees with the appropriate Title 5 rights such as federal sector health care and pension coverage, whistleblower protections and collective bargaining rights."

*AFL-CIO Executive Council*

**Kevin Brady** (R-Texas), **Howard Coble** (R-N.C.), **Mac Collins** (R-Ga.), **Ron Paul** (R-Texas), **Bob Schaffer** (R-Colo.), **Pete Sessions** (R-Texas), **John Shadegg** (R-Ariz.), **Bob Stump** (R-Ariz.), and **Charles Taylor** (R-N.C.).

*The only Representatives who voted against the compromise that federalized airport screening.*

## Fighting Privatization—Winning Strategies

*(continued from page 1)*

AFGE, other public sector unions, and their allies have found a way to fight back successfully against the prison privatization threat. The Public Safety and Justice Campaign (PSJC) is a cooperative national campaign created to stop for-profit private prisons. The campaign was founded by labor, community, student, criminal justice, religious, civil rights and prisoner advocacy organizations. Working together, the organizations cooperating in PSJC have adopted an impressive strategy that includes crisis intervention, direct action, coalition building, community education, research, and public policy development.

This strategy makes a difference. PSJC has proven that a broad-based, coalition approach to privatization can win. In less than two years, the organizations involved with the campaign have stopped private prison construction at three locations, introduced legislation in 18 states to restrict for-profit operations, passed laws making it illegal to import prisoners (N.C.) and operate for-profit prisons, mobilized students, and forced the largest private prison corporation to divest its shareholdings.

As AFGE members continue their fight against privatization, PSJC serves as a great model for a winning strategy. For more information on PSJC, visit their Web site at [www.stopprivateprisons.org](http://www.stopprivateprisons.org).

# AFGE NEWS

## Harnage Receives Diversity Award

National President **Bobby L. Harnage** was honored at the first National Diversity Gala, sponsored by the Business Women's Network and Diversity Best Practices. The award ceremony, held in Washington,

D.C., recognized corporate, government, international, human rights, disability, and sports leadership throughout the country for their efforts to help unite the many faces, colors, and minds that make up the diverse world

in which we live and work. Harnage received the award for helping to formulate many of the initiatives within AFGE to make it one of the most diverse organizations in the country.

### Members—Vote Online Today

Like you, AFGE's Discrimination Litigators work hard and deserve credit. AFGE's Women's & Fair Practices (WFP) Dept. would like you to nominate those union activists whom you have identified as experienced litigators in the discrimination arena. Every qualified nominee will receive a newly designed Equalizer (the WFP newsletter) T-shirt. Nominate your litigator by e-mailing the WFP Dept. at [eco@afge.org](mailto:eco@afge.org) or by logging onto the WFP section of AFGE's Web site at [www.afge.org](http://www.afge.org).



### Milton Graduates From National Labor College (NLC)

D.C. **Local 631** Pres. **Barbara Milton** and Natl. Pres. **Bobby L. Harnage**, with a bust of **George Meany** in the background, after the NLC's graduation ceremony in June. Milton graduated Summa Cum Laude and received a Bachelor of Arts degree in Labor Studies. Congratulations! For more information on the NLC undergraduate and graduate programs, log onto [www.georgemeany.org](http://www.georgemeany.org).



### Local 1156 Gets New Sign

Thanks Navy Depot (Pa.) **Local 1156** Pres. **Rocky Morrill** for sharing the Locals' new sign dedication with *The Government Standard*.



### Local 1336 Hits 50

Congratulations to Health and Human Services (HHS) **Local 1336** (Kansas City, Mo.) for reaching its 50th year. The Local, 1,175 members strong, celebrated the milestone with a semi-formal dinner/dance in November. Local 1336 2nd VP **Pat Smith** enjoyed the Local's 50th anniversary party with daughter **Deidre** and daughter-in-law **Tracey**.

### DVA Local 3197 Member Celebrates 30 Years

Congratulations to **Chris L. Wood** of AFGE **Local 3197** at Puget Sound DVA Health Care System, Seattle, for being an AFGE member for 30 years. Local 3197 presented Woods with a Certificate of Achievement and a \$100 gift certificate. Woods also received an AFGE watch from **District 11**.

### 2002 Human Rights Training Conference

Start planning to attend the 2002 Human Rights Training Conference, which will be held October 14-18, 2002, in Portland, Ore. Stay tuned for details.

### SSA Local 3615 Signs Up 100 in 2001

AFGE **Local 3615** in Falls Church, Va., is growing stronger every day. Since January of 2001, the SSA Office of Hearings and Appeals has signed up over 100 new members. Since 1997, they've added over 300 members. What's their secret? "We organize, publish a good newsletter and conduct two parties a year," says 1st Vice President **Barbara J. Jackson**. "Most importantly, we provide good service."

### Did You Know?

On February 18, 1998, all AFGE Locals became officially affiliated with their state AFL-CIO. Log onto [www.afge.org](http://www.afge.org) to find out more about YOUR union.

### We're here to report what you're doing!

What has your Local been up to? Send us a story and picture to: *The Government Standard*, ATTN: Local News, 80 F St., NW, Washington, D.C. 20001. Or, e-mail it to [communications@afge.org](mailto:communications@afge.org). If you're sending a photo, please be sure to identify everyone pictured. All photos and stories become property of the AFGE Communications Dept.