



The Government

American Federation of Government Employees, AFL-CIO
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STANDARD

for current and retired government workers and their families since 1933

www.afge.org



AFGE GIVES CAP REPORT A FAILING GRADE

The General Accounting Office's (GAO) Commercial Activities Panel (CAP) released its report on May 1, 2002, and to no one's surprise, it favored the federal contracting community. AFGE's National President **Bobby L. Harnage**, a member on the Panel, graded the report an *F-*.

"The Panel's report does almost nothing to ensure that federal employees have the opportunity to compete for their jobs, for new work or for work that has already been contracted out," said Harnage. "The Panel's report is extremely narrow. There are no specific rec-

ommendations for tracking contractor costs or strengthening the acquisition work force. It doesn't establish an equitable appeals process and ignores the negative impact of arbitrary privatization quotas and FTE ceilings on agency sourcing decisions."

The Panel was convened to look at the Department of Defense's (DoD) service contracting policies and procedures on May 8, 2001, and was charged by Congress to provide recommendations on service contracting by May of 2002. Eight of the 12 seats on the Panel were held by allies of the federal contracting community.

(see *CAP Gets an F-* on page 7)



Turn to page 6 for more photos from the 2002 AFGE Legislative & Grassroots Mobilization Conference.
PHOTO CREDIT: Jocelyn Augustino

Federal Employees Compete & Win

Local 1486 Saves 500 Jobs

Members of **Local 1486** at Offutt Air Force Base in Omaha cheered on March 22 when they learned nearly 500 jobs would remain in-house and would not be contracted out. The positions included in the A-76 competition were plumbers, painters, mechanics, welders, carpenters, boiler plant operators, cooling specialists, electricians and bus drivers. "These jobs would have been gone if it weren't for the work of so many, including Pres. **Kay Balaban** and Chief Steward **Lloyd Richards**," said 8th Dist. Natl. Rep. **Char Rains**.

Local 1764 Wins Two A-76 Studies

Local 1764 at Travis Air Force Base, Calif., won two A-76 studies. A transportation study, which was the largest in the Air Force, will add about 60 new employees. For the directorate of personnel study, approximately 18 new employees will be added to take the place of departing military. This is a big victory for AFGE and Local 1764.

(see *Local 1764 Wins* on page 5)

AFGE Wins Settlement for 16

"Whether it's 16 computer specialists or 16,000 carpenters, ten months or ten years, AFGE will continue to be relentless in its efforts to bring greater justice to federal workers," said AFGE National Pres. **Bobby L. Harnage** on the settlement agreement between AFGE and the Veterans Cemetery Administration (VCA).

The settlement involves 16 workers and \$75,030.31 in back pay covering the period from Oct. 25, 1991, to Feb. 25, 2001. It was on the latter date that the VCA,

an agency in the Department of Veterans Affairs (DVA), changed the Fair Labor Standards Act (FLSA) status of the computer specialists from exempt to nonexempt.

AFGE anticipates an arbitration in the future to decide whether all DVA employees are entitled to more back pay. The settlement, which the DVA signed in April, is part of AFGE's comprehensive attempt to assure that all DVA employees receive the full amount of pay they are entitled to under FLSA.

For more Legal News, turn to page 3.



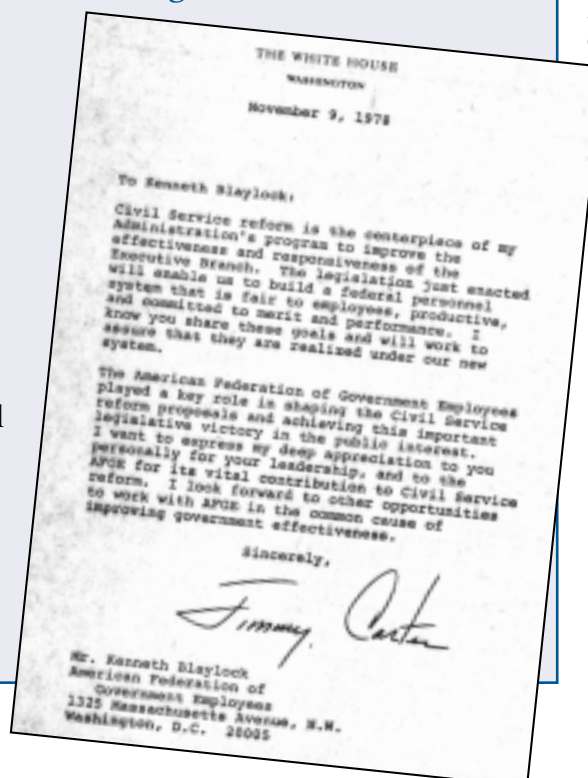
AFGE Time Capsule

Part 5: AFGE Expansion & Reorganization (1972-1982)

The *Government Standard* has been counting down to AFGE's 70th anniversary on August 18, 2002, with "AFGE Time Capsule." This issue

covers Part 5: AFGE Expansion & Reorganization (1972-1982) and the leading role AFGE played in securing crucial employee protections in the Civil Service Reform Act of 1978—many protections federal employees are fortunate to have today.

(see *1972-1982* on page 4)



AFGE Proudly Defends Federal Employees

Contractor Sent Visas to Terrorists

"Experienced INS workers who have been working 12-hour shifts to fight the war on terrorism should not be wrongly accused for a contractor's serious error," said Natl. Pres. **Bobby L. Harnage** in March. AFGE quickly defended federal employees after it was confirmed that the Affiliated Computer Services (ACS), Inc., sent **Mohamed Atta** and **Marwan Alshehhi** stu-

dent visas six months after they hijacked two airplanes and flew them into the World Trade Center. The media agreed with AFGE. *Federal Computer Week's* **Milt Zall** said in his April 8 column that "He's [Harnage] right." And a *Washington Post* editorial on March 14 correctly identified the "contractor" as the responsible party.

A Message from President Bobby L. Harnage



Over the course of the last decade, our nation has experienced a torrent of change in nearly every sector of daily life. Nothing has gone untouched by this wave of change—not the economy or politics. Faced with this new environment, AFGE's National Executive Council (NEC) recognizes that if AFGE is to successfully represent the interests of our members and their families now and in the years ahead, the union must reshape itself.

Be a Part of AFGE's Historic National Leadership Meeting

AFGE has a proven track record for legislative and work place accomplishments. The strength of that success affords us a unique perspective on how the social, economic and political environments have changed, and how we must adapt to these new circumstances. While we want to continue to fulfill our responsibilities to represent our members well at the work place, it is in the vital interest of AFGE's members to transform AFGE into one of the most powerful legislative and political forces in America.

Throughout 1999, 2000 and 2001, the NEC solicited input from AFGE leaders through a variety of Future Forums, Leadership Forums, Town Hall meetings, District meetings, and a number of meetings with Bargaining Council leaders, asking for their ideas for the course we might chart for our future. After considerable deliberation and arrival at a general consensus with the Bar-

gaining Council leaders, the NEC formally adopted a Strategic Plan for the fundamental change required at all levels in our union.

In 2000, I started talking about the need to have a national leadership conference to talk about the needs of those we represent and how this union would address those needs. A conference of grassroots leaders gives us the time and opportunity to reach consensus on those issues that a convention environment does not allow. Internal politics aside, we tend to do great things.

The NEC has called for a special National Meeting of AFGE leaders in August to discuss ways to bring our goals to reality and to jointly craft a greater vision for our union—one that will carry us through the year 2010. Nothing quite like it has ever been seen inside the labor movement.

We hope that every Local will attend—we want to build the best AFGE possible. What better way to build the right kind of union for the future than by coming together and figuring it out together? Imagine a gathering from which everybody leaves with a complete understanding of our union's direction—with the tools necessary to get the work done, and, most importantly, with the unified willpower to do what we need to do to be successful in the face of an environment which has grown increasingly hostile?

This is why I have indicated that this may be the second most important meeting in AFGE's history. The first was AFGE's founding convention seventy years ago in 1932.

Enter AFGE's 70th Anniversary Essay Contest

Receive a FREE copy of the AFGE 70th Anniversary Album

AFGE celebrates its 70th anniversary on August 18, 2002. Join the thousands of current and retired AFGE members who will be celebrating this milestone by submitting a 100-words or less essay on how AFGE has changed you. How has AFGE changed your direction at work or at home? How has AFGE opened the door for more opportunities? How has AFGE helped you to connect with someone in the work place or in the community? How has AFGE affected the way you approach life as a whole? Or, how will your activism change the future of AFGE?

The Editorial Board of *The Government Standard* will judge the 100-words or less essays and only one winner will be selected. Every current and retired AFGE member who submits an essay will automatically receive a free copy of the *AFGE 70th Anniversary Album*—a special collection of memorable *Government Standard* front-pages dating back to the first days of the union. The winner will receive



an official AFGE leather-sleeved varsity jacket and will be notified before the printing of the July/August 2002 issue. The winning and selected essays will be reprinted in a special "70th Anniversary Essay" section in the July/August 2002 issue of *The Government Standard*.

The deadline is June 15, 2002. Submissions may be sent by mail, e-mail or fax. **Mail:** "70 Year Essay Contest," AFGE—*The Government Standard*, 80 F St., NW, Washington, D.C. 20001. **E-Mail:** 70years@afge.org. **Fax:** (202) 639-6441. All submissions must include your name, home postal address, home e-mail address (if possible), Local number, years you have been a member or years retired, job title, agency or department name, and a daytime and evening phone number.

Submissions by current and retired AFGE members will become property of the AFGE Communications Department and are subject to editing and verification.

Don't delay, the deadline to enter is June 15, 2002!

NOTICES:

- Log onto www.afge.org for Caucus Election results and information
- Union Insights will return next issue

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Legal News

AFGE Files Lawsuit Against DVA Officials

AFGE has filed a lawsuit in the U.S. District Court in Washington, D.C., against officials in the Department of Veterans Affairs (DVA). The lawsuit (*AFGE Local 446 v. Principi et al.*) was filed against the DVA's Secretary and Under Secretary for Health after they misused their statutory powers to prevent enforcement of an arbitrator's award that directed payment of premium pay to registered nurses (RN's).

The suit was filed on behalf of RN's at the DVA Medical Center in Asheville, N.C., who were deprived evening and weekend premium pay for overtime work performed on nights and weekends. AFGE **Local 446** won an arbitration award for the RN's to receive back pay and future pay in accordance with law and

the contract. While the medical center could have sought review of the legal correctness of the arbitrator's award by filing 'exceptions' to the award with the Federal Labor Relations Authority, the center failed to do so in a timely manner.

The lawsuit maintains that the DVA's effort to void any enforcement effort of an arbitration award that is already 'final and binding' constitutes a deprivation of property without substantive due process of law in violation of the Fifth Amendment to the U.S. Constitution. AFGE is optimistic that the U.S. District Court will be able to issue a decision on the merits of this lawsuit by the end of 2002. AFGE represents 125,000 DVA employees. For a copy of the lawsuit, log onto www.afge.org.

AFGE Office of General Counsel Holds Training

The Office of General Counsel held a comprehensive training for national and field office legal staff in Washington, D.C., recently. In addition to listening and learning for three days, legal staff—which have over 208 years of combined experience—also received achievement awards from **Mark Roth**, AFGE's General Counsel.



(seated l-r) **Carolyn Williams**, Legal Asst.; **Sandy Adams-Choate**, Asst. General Counsel (AGC)-Legislation; **Mark Roth**, General Counsel (GC); **Judy Galat**, AGC-Litigation (AGC-L); **Tamara Metz**, Field Atty., 4th Dist.; (standing l-r) **Chuck Hobbie**, Dpty. GC; **Lauri Smith**, Admin. Sec.; **Monroe Johnson**, Paralegal Splst.; **Stuart Kirsch**, AGC-L, 5th Dist.; **Kevin Grile**, AGC-L, 7th Dist.; **Anne Wagner**, AGC-L; **Rita Kirschner**, Sec. to the Dir.; **Martin Cohen**, AGC-L, 3rd Dist.; **Joe Goldberg**, AGC-L.

AFGE is Organizing

DCAA Mid-Atlantic Region Votes



AFGE Yes!

AFGE won the election for some 675 eligible employees of the Defense Contract Audit Agency (DCAA) Mid-Atlantic Region in a recent mail ballot. Employees in more than 40 offices spread across six states (Va., Md., Del., Pa., N.J. and N.Y.) went for AFGE in a vote of 274 to 65. The vote was tallied by the Federal Labor Relations Authority's Boston office on

March 19, 2002.

Employees in 'professional' job series voted to be included with the 'non-professional' unit in a vote of 240 to 79. They join existing AFGE units in New England and the Mid-West, as well as the recently organized employees of the DCAA Western Region.

DCAA Mid-Atlantic employees are signing up in large num-

bers to be charter members of **Local 309**. Natl. Org. **Archie Wilmer** reports that the large showing of interest and consistent level of employee support, including the large margin of victory for AFGE, should result in plenty of new members and a strong union presence for DCAA Mid-Atlantic Region employees.

NEC Votes to Organize TSA

AFGE's National Executive Committee voted to take on the job of organizing the employees of the new Transportation Security Administration (TSA) in early March. The new agency is part of the Department of Transportation (DoT) and is charged with providing security at America's 429 airports.

The American people clearly want this work done by competent federal employees in the aftermath of the September 11th attacks and AFGE—as the federal workers union—is the clear choice to represent this crucial new work force. TSA will also handle security for

other modes of transportation, like maritime shipping and trucking. TSA, which will be hiring more than 40,000 new employees this year, is believed to be the largest agency started from scratch since World War II.

Every AFGE member has a stake in how well this work force does its job and how well they are treated, both as Americans and trade unionists. Security at five airports is being left to private contractors, serving as a benchmark to tell how well TSA's federal screeners are doing and to determine if the whole mission of airport secu-

rity should be reprivatized in the future. As AFGE works hard to defeat contracting out government wide, AFGE has a chance to make sure that this new agency has union protection from the beginning.

During an outreach campaign to see if airport security workers would be interested in union representation, AFGE received an overwhelmingly positive response. TSA employees will have to be U.S. citizens, with at least a high school diploma or one year of relevant experience. They will get a base pay of \$23,600 to \$40,700, plus locality pay and benefits.

Fly With AFGE Air

If you, as an AFGE member, are putting in for a job with TSA, know someone who is or would like to help AFGE in its efforts, please fill out the form below. Please clip it and send it to: *AFGE Membership & Organization Dept.*, 80 F Street, NW, Washington, D.C. 2001. To find out more about AFGE's TSA Campaign, visit AFGE's Web site at www.afge.org.

Fly AFGE
Boarding Pass

Name: _____
Address: _____
Phone #: _____
Home and work e-mail: _____
Local #: _____
Airport you are applying to work: _____

AFGE Metro Updates

AFGE's Metro season has begun and here's what's happening. San Antonio, 280 new members; Los Angeles, 325 new members; New Jersey, 40 new members; Bay Pines, Fla., 48 new members; Jeffersonville, Ind., 61 new members; Jacksonville, Fla., 95 new

members; Little Rock, Ark., 105 new members; New York, 132 new members; and, Raleigh-Durham /Fayetteville, N.C., 340 new members.

Check the *Events Calendar* in the *Members-Only* portion of AFGE's Web site, www.afge.org.

for the complete schedule of 2002 Metros. If your Local is in the area of an upcoming Metro and you wish to participate, contact your District Office or the Membership & Organization Department at (202) 639-6410.

AFGE Highlights (1972-1982)

Jan. 27, 1973

AFGE's National Office Building officially opens at 1325 Massachusetts Ave., NW, Washington, D.C.

May 30-June 1, 1973

Over 5,000 members attend Legislative Day and Day of Conscience in D.C.

June 23, 1976

"Let's Fight Back!" 3,000-plus AFGE members were joined by 23 members of Congress on the steps of the Capitol Building to call for an end to the **Gerald Ford** Administration's abuse and criticism of the federal work force.

Aug. 11, 1976

AFGE quits Federal Employees Pay Council in protest and rejoins in July, 1977.

Sept. 20-24, 1976

More than 3,500 delegates attend AFGE's 25th Convention in Las Vegas.

June 14, 1979

On Awareness Day, AFGE led more than 100,000 federal workers in more than 40 cities to protest the attack on federal pay and benefits. The AFL-CIO and independent unions joined AFGE to reject **Jimmy Carter's** plans to change the pay system, to protest the 5.5 percent pay cap and the threat to their retirement and other hard-won benefits.

Aug. 29, 1980

AFGE wins a 9.1 percent raise for GS employees, effective Oct. 1.

April 12, 1981

America's first space shuttle, *Columbia*, takes off. 300 AFGE members of **Local 2498** (Kennedy Space Center, Fla.), 270 members of **Local 2284** (Johnson Space Center, Texas) and approx. 200 members of **Local 1953** (Edwards Air Force Base, Calif.), played a large role in the historic first mission.

May, 1981

AFGE, as the exclusive representative of federal grain inspectors, called upon OSHA to investigate a grain elevator accident that killed six. Over five years, 99 workers died and 187 others were injured from grain elevator accidents.

Summer of 1981

AFGE members marched, rallied, demonstrated and protested the policies of **Ronald Reagan** and his Administration. 100's of members mounted a demonstration in Salt Lake City on June 19, while in Augusta, Maine, hundreds of members from the Togus DVA protested the contracting out of medical facilities. In July, AFGE's 5th District brought 100's of members to D.C. to lobby lawmakers. On July 16, over 1,000 AFGE members from the D.C.-area, chanting "Reagan Says Cutback, We Say Fight Back," marched from the Washington District Building to the White House.

Aug., 1981

Leaders of the Professional Air Traffic Controllers (PATCO) are jailed as Reagan declares war on government workers. AFGE **Locals 1960, 476 and 32** join dozens of Locals across the country to help PATCO workers.

Sept. 19, 1981

Over 6,000 AFGE members joined 500,000 union members in Washington, D.C., for Solidarity Day. AFGE played a leading role in organizing Solidarity Day demonstrations to protest the Reagan Administration's assault on vital social programs and to assert demands for jobs and justice. Several AFGE Locals attended, including **96, 110, 383, 476, 547, 1000, 1061, 1364, 1411, 1629, 2074, 2089, 2113, 2369, 2437 and 3181.**

Aug. 18, 1982

AFGE celebrates its 50th anniversary.

AFGE Expansion & Reorganization

Part 5: AFGE Between 1972-1982

After the great organizing spurt of the 1960's, AFGE responded to membership demands and began to emphasize expansion of its services under a series of leadership changes. This occurred in addition to the added responsibilities under the Civil Service Reform Act (CSRA) of 1978.

For reasons of health, National President **John F. Griner** resigned shortly after re-election in 1972 and was succeeded by **Clyde M. Webber**, who had been Executive Vice President (EVP) for six years. Webber died unexpectedly in 1976 and was succeeded for a few months by EVP

Dennis Garrison. That year, the convention elected **Kenneth T. Blaylock** National President.

In the early eighties, the Legislative Department added more staff and was renamed the Political Affairs and Legislative Department. Greater emphasis was placed on voter registration, getting out the vote and fundraising under the Committee on Federal Employees Political Education (COFEPE), which was later renamed the AFGE Political Action Committee (AFGE-PAC).

The General Counsel's Office (GCO) was

moved in-house and GCO staff were added to several District offices. The Labor Management Services Department was enlarged, as was the Pay and Classification Department, the Fair Practices and Education Departments, and the Public Relations and Publication Departments. In addition to *The Government Standard*, AFGE began publishing *Political Action* and *The AFGE Leader*. A Data Processing Department was created and the Department of Organization was re-instituted by action of the National Executive Council (NEC).



AFGE is Responsible for Many of the Protections We Have Today

"Structures under the Act, like the independent Merit Systems Protection Board, the Federal Labor Relations Authority, the statutory Federal Service Impasses Panel, and more, are innovations designed to protect you."

Editors' Note: *The following article, which appeared in the November 1978 issue of The Government Standard, was written by National President **Kenneth Blaylock** about the Civil Service Reform Act of 1978.*

At this writing, the reform plan is awaiting the President's signature. Once it becomes law, it will cause the federal personnel system to undergo the first change that it has faced in 97 years, since the civil service was created. Despite all the abuse that AFGE has taken on the issue—both

internally and externally—one thing is quite clear; We've taken another giant step forward as a union.

AFGE took the responsible position on civil service reform—the only position that would have an impact on the legislation. We carved out a place for ourselves at the bargaining table to allow the needs of federal workers to be heard. We realized that if we didn't become involved we could really get hurt. And as a result, we achieved some of the major legislative goals that AFGE has been seeking for decades. Had we not

done this there would have been no Title VII, and many adverse changes proposed by the administration and right wing representatives and senators could have been adopted.

Sections of the bill will revolutionize protection of whistleblowers, breathe new life into the merit system and punish those who violate it. Structures under the Act, like the independent Merit Systems Protection Board, the Federal Labor Relations Authority, the statutory Federal Service Impasses Panel, and more, are innovations designed to protect you.



Did you know AFGE played a leading role in the women's movement? **Esther Johnson**—shaking the hand of President **John F. Kennedy** at the White House—was not only AFGE's Secretary-Treasurer between 1956-1970 but was also a founder of the National Organization of Women (NOW). She later served on JFK's National Commission on the Status of Women. Attorney General **Bobby Kennedy** is also pictured in the photograph. Thank you **Jim Mastracco** in AFGE's Legislative Dept. for submitting the photograph.

Body Parts of Federal Employees Are Expendable

AFGE hosted a rally and informational picket on April 26 to urge the Department of Labor (DoL) to issue an enforceable ergonomics standard that protects federal employees and other workers in the U.S. Over 100 labor activists turned out.

The event—which was sponsored by AFGE **Local 12**, AFGE **Council 73** (National Council of Field Labor Locals), and the Washington Metropolitan Council of the AFL-CIO—was held on the steps of the DoL on Constitution Ave. in Washington, D.C.

“Federal employees are prime candidates for developing ergonomic injuries because their positions require excessive, repetitive computer work or manual lifting,” said AFGE Natl. Pres. **Bobby L. Harnage**, who spoke at the rally. “Until an enforceable ergonomics standard is enacted, DoL continues to send the message that federal employees—along with their hands, wrists, limbs, necks and backs—are expendable.”

Ergonomic injuries, such as carpal

tunnel syndrome and tendonitis, are the single most common job safety hazard. An estimated 1.8 million workers in the U.S. suffer these kinds of injuries every year.

After a decade of study and debate, the Occupational Safety and Health Administration (OSHA) issued an ergonomics standard in 2000. In early 2001, Congress and President **Bush** overturned the standard. OSHA’s recently announced plans to develop voluntary guidelines for industries with high ergonomic rates—starting with nursing homes—offer no real protection and do little to reduce ergonomic injuries.

Senators **John Breaux** (D-La.) and **Arlen Specter** (R-Pa.) introduced AFGE-supported legislation (S. 2184) on April 17, 2002, that would require DoL to issue a new ergonomics standard. To find out more about AFGE’s position on ergonomics and other health and safety issues, log onto AFGE’s Web site,

www.afge.org.

AFGE Newsletter Template Now Online

AFGE has developed a newsletter template in Microsoft Word to assist Locals in publishing a newsletter. The template is located in the *Member Resources* section inside the *Members-Only* portion of AFGE’s Web site, www.afge.org.

National Office Conducts Local Secretary-Treasurer Training



(front row, l-r) **Grace Palmer**, USAF Local 1401; **Margaret Hart**, DVA Local 3344; **JoAnna Greer**, DoD Local 1922; **Karen Vanover**, DVA Local 507; **Sharman Powell**, Archives Local 2578; **Althea Thompson**, DoC Local 3810; “Coffee” **Howell**, GSA Local 2041; **Evelyn Shaw**, Census Local 2782; **Jim Davis**, Natl. Sec.-Treas. (NST); **Cathy Butz**, Admin. Asst. to the NST. (back row l-r) **William Fitch**, DoE Local 1103; **Bob Havens**, DVA Local 1020; **Latoine Wallace**, D.C. Child Center Local 383; **Stephanie Pember**, USAF Local 1401; **Leo Haar**, SSA Local 1760; **Sherry Everhart**, BoP Council 33; **Mark Stephenson**, BoP Local 3048; **Sandy Williams**, Special Asst. to the NST; **Irvin Dickerson, Jr.**, DVA Local 1133. Photo: Jocelyn Augustino

NCFLL & DoL Sign National Agreement

Delegates to the April 27 Presidents Meeting of the National Council of Field Labor Locals (NCFLL) voted to ratify the terms of a recently-negotiated national agreement with the Department of Labor (DoL) after eight hours of review and discussion of its contents. The agreement, which covers some 8,000 field personnel in DoL, is one of the largest contracts negotiated this year. Labor

Secretary **Elaine Chao** and other DoL officials met on May 1 and formally signed the contract.

“Overall, the new agreement is a positive document that preserves employee rights and reinforces the union’s role in implementing those rights,” declared NCFLL President **Ron Yarman**.

The parties agreed to strengthen the union’s arbitration rights, to

improve communications between the union and workers, to increase DoL’s transit subsidy to a maximum of \$100 per month, adds provisions for employees to use DoL computers to access lifelong learning programs during work time, gives better access to information in cases of employee discipline, and increases union monitoring of contracting out.



AFGE’s NCFLL & DoL Sign Agreement. The Executive Board of the National Council of Field Labor Locals (NCFLL) was joined by AFGE Natl. Pres. **Bobby Harnage** at a formal contract signing of the national agreement with the Department of Labor (DoL) on May 1. From left: NCFLL VPs **Hugh Smith** (Ratcliff Creek, Ky.), **Richard Coon** (Denver), **Frank Dancy** (Jacksonville), DoL Secretary **Elaine Chao**, NCFLL Pres. **Ron Yarman** (Columbus, OH), Harnage, NCFLL EVP **Jim Weyrauch** (Philadelphia), VPs **Ken Maglicic** (Cleveland), **Scott Wilkinson** (Weare, N.H.), **Bill Henson** (Sparta, Ill.) and **Roger Jackson** (Kansas City).

AFGE Statement of Revenue & Expenditures for the Year Ended 12/31/01

REVENUE:		EXPENDITURES:	
Per Capita Tax	\$30,085,101	Salary and Employee Benefits	\$17,925,902
Building & Garage Income	1,812,154	Building & Rental Expenditures	3,162,904
Death Benefit Income	992,302	Affiliations and Donations	2,701,337
Miscellaneous Income	531,894	Administrative Expenditures	1,730,747
Interest Income	460,037	General Programs	1,716,072
Income in Restricted Funds	414,816	Operational Expenditures	1,540,631
Royalty Income	348,889	Death Benefit Premiums	1,163,743
Educational Income	230,377	Special Organizing Programs	1,055,346
Sale of Organizing Materials	74,655	Travel Expenditures	803,379
Sale of AFGE Supplies	19,312	District Organizing Programs	536,282
Less: Funds Set Aside for Inflation	(2,311,260)	TOTAL EXPENDITURES	\$32,336,343
TOTAL REVENUE	\$32,658,277	NET REVENUE	
		OVER EXPENDITURES	\$ 321,934

Local 1764 Wins Two A-76 Studies

(continued from page 1)

On Aug. 21, 2001, it was announced that the federal employees cost comparison bid—the Most Efficient Organization (MEO)—was selected as the winner of the cost comparison with Pride Industries. Pride filed an appeal. The Air Force reviewed the appeal and announced on Nov.

1, that the appeal had no merit. On this same day, the Transportation A-76 victory was announced.

“We saved the jobs of the 35 civilians currently working in transportation and we’ll be hiring 60 or more new federal employees to take the place of departing military,” said

Local 1764 VP **John P. Saltry**. According to a Local 1764 press release, the base was in a terrible downward trend because of the cutting of more and more federal positions. “We’ll be hiring, not cutting,” added Saltry. “It was a lot of hard work but it was well worth it.”

AFGE Members Take Capitol Hill

Hundreds of AFGE members met with their members of Congress in Washington, D.C., as part of AFGE's 2002 Legislative & Grassroots Mobilization Conference between March 3-6. The conference, which was held at the Omni Shoreham Hotel, included two days of lobbying, issues briefings and workshops on contracting out reform, pay and health care. Guest speakers at the Conference included **Angela Styles** of the Office of Management & Budget and Rep. **Brad Sherman** (D-Calif.). **Wade Henderson**, the Executive Director of the Leadership Conference on Civil Rights, spoke at AFGE's Civil Rights Luncheon.



Top row: (left) AFGE's Women's/Fair Practices Director **Andrea Brooks** and **Wade Henderson**, Executive Director of the Leadership Conference on Civil Rights, after AFGE's Civil Rights Luncheon. (right) Rep. **David Bonior** (D-Mich.) spoke at AFGE's Congressional Reception.

Center row: (left) Senator **Joseph Lieberman** (D-Conn.) and AFGE Natl. Pres. **Bobby L. Harnage** at the AFGE Congressional Reception. (center) Rep. **Shelley Berkley** (D-Nev.) and Harnage at the Reception. (right) **Angela Styles** of the Office of Management & Budget addressed the Conference.

Bottom row: (left) Rep. **Brad Sherman** (D-Calif.) and Harnage following Sherman's Conference speech. (right) Harnage arrives at the Senate TRAC hearing on March 6 to a rousing AFGE welcome. Hundreds of AFGE members attending the Conference sat in on the Senate hearing. See "Senate Held Service Contracting/TRAC Hearing" on page 7.

PHOTO CREDIT: Jocelyn Augustino.



On The Hill

For more information on these and other legislative issues, log onto www.afge.org.

Senate Approves Pay Parity

As a result of AFGE's urging, the Senate Budget Committee included pay parity language in its budget resolution in March. AFGE commends Senator **Paul Sarbanes** (D-Md.) and other members of the Committee for their support. The full House passed similar language.

Senate Held Service Contracting/TRAC Hearing

The U.S. Senate Government Affairs Committee held a hearing over the serious and longstanding problems in federal service contracting on March 6. Over 200 AFGE members turned out to support Natl. Pres. **Bobby L. Harnage**. "Should more government functions and jobs be handed over to big business, the government will soon be 'out of business,'" said Harnage. Senators **Joseph Lieberman** (D-Conn.) and **Richard Durbin** (D-Ill.) focused on the **Bush** Administration's arbitrary contracting out quotas imposed on all federal agencies and on AFGE-backed legislation—S. 1152, the Truthfulness, Responsibility & Accountability in Contracting (TRAC) Act.

OPM Report

"Simply put, merit pay invites favoritism and favoritism invites corruption," said AFGE Natl. Pres. **Bobby L. Harnage** on April 24 about OPM's *A Fresh Start for Federal Pay: The Case for Modernization*. AFGE contends that OPM's report on federal compensation misses the mark and ignores funding and fairness.

AFGE Testified Before Senate on Work Force Changes

AFGE's Natl. Pres. **Bobby L. Harnage** testified before the Senate Governmental Affairs Subcommittee on International Security, Proliferation, and Federal Services on March 18, regarding federal work force change proposals. Harnage said that the "draft proposals offer little substance that will affect the rank and file federal employees AFGE represents." Harnage offered solutions that focused on creating an attractive work place that included providing comparable pay to employees, investing in the work force with proper equipment and training, and valuing workers so they reach their maximum potential, in turn helping to attract a new generation of workers.

AFGE Lobbies for Security & Fire Fighting Positions

In a March letter to lawmakers, AFGE expressed its strong opposition to the **Bush** Administration's attempts to weaken or eliminate safeguards against contracting out the important work performed by fire fighters and security guards at Department of Defense installations. The letter stated that security and fire fighting are inherently governmental functions and should be performed by federal employees.

Paycheck Fairness Act

In its continuing efforts to seek economic justice for all federal employees and in observance of Equal Pay Day (April 16), AFGE urged Congress to support the Paycheck Fairness Act (S. 77 and H.R. 781).

AFGE Hosts Prison Policy Briefing

AFGE hosted a prison privatization policy briefing luncheon on April 17 in the U.S. Capitol Building. Leading correctional policy experts and more than 60 Legislative Assistants (LA's) from Republican and Democratic offices attended. **Phil Glover**, President of the AFGE Council of Prison Locals, and Rep. **Ted Strickland** (D-Ohio), sponsor of *The Public Safety Act* (H.R. 1764), were two of the several correctional experts who briefed the LA's.

AFGE Opposes SARA

Shortly after the Service Acquisition Reform Act (SARA)—H.R. 3832—was introduced by Rep. **Tom Davis** (R-Va.), AFGE Natl. Pres. **Bobby L. Harnage** sent a letter to House lawmakers outlining AFGE's opposition. "SARA would drastically reduce government oversight of service contractors, create many additional possibilities for service contractor conflicts of interest, substantially reduce competition between service contractors, and significantly increase the losses to taxpayers from service contractor waste, fraud, and abuse."

AFGE Opposes the Digital Tech Corps Act

AFGE believes the Digital Tech Corps Act (H.R. 3925) is just another form of contracting out. Instead of hiring and training the necessary in-house staff, the work is given to short-term contractor executives. Sponsored by Rep. **Tom Davis** (R-Va.), the bill establishes an exchange program to encourage

agencies to temporarily assign contractor executives to manage agencies' information technology programs and information technology service contracts. The bill passed the House, but only after much controversy and extensive debate, and is now being considered in the Senate.

Stalemate Called on Defense Bill

Lawmakers on the House Armed Services Committee split along party lines at a markup of the Defense Authorization bill in early May. With few exceptions, Democratic legislators supported the pro-federal employee amendment by Representatives **Tom Allen** (D-Maine) and **Rob Andrews** (D-N.J.). The Allen-Andrews Amendment would have ensured that federal employees could compete in defense of their own jobs, for at least some new work and for contractor work. With no exceptions, Republican legislators supported a pro-contractor substitute amendment offered by Rep. **Joel Hefley** (R-Colo.). That amendment would have replaced a cost-based competition process with a subjective, pro-contractor process called *best value*. Neither amendment was voted out of the committee. Senator **Edward Kennedy** (D-Mass.) will offer an amendment similar to the one offered by Allen and Andrews to the Senate Defense Authorization bill when it goes before the floor.

CAP Gets an F- (continued from page 1)

"The Panel was stacked with a pro-contractor majority and it submitted a pro-contractor report. The Panel's recommendation to replace A-76 with an entirely untested and subjective FAR-based approach—and to do so immediately and without a trial period—is irresponsible," said Harnage.

"The A-76 process needed pro-taxpayer improvements to close the loopholes that allow agencies to avoid competition and send their work straight out the door," commented Harnage.

Contractors, agencies and federal employees all agree that A-76 needs improvements that would speed up public/private competition. Yet the Panel's recommended alternative to A-76 fails to address any of

the loopholes—even proponents of the FAR-based process acknowledge it will be no faster than A-76.

AFGE stresses that this untried, radical departure from current practice has been rejected repeatedly by both Republican and Democratic administrations over the last fifty years. Even the Acquisition Reform-minded **Clinton** Administration rejected this approach when contractors attempted the same maneuver in 1998.

The recommendations are bad news for taxpayers and the federal government. If implemented, they would worsen the human capital crisis that was caused in part by indiscriminate contracting out and privatization.

AFGE is disappointed that the Panel's re-

port excluded an alternative approach—the Competition with Oversight, Responsibility and Equity (CORE) proposal. Several elements of the proposal were supported by at least five panel members. CORE recommended: (1) public/private competition prior to outsourcing, absent national security rationales; (2) public/private competition for new and currently contracted government work; (3) pilot projects for numerous alternatives to A-76; (4) tracking the cost and quality of contracted work; (5) strengthening the civilian acquisition work force; (6) establishing an equitable appeals process; and (7) repudiating arbitrary quotas and personnel ceilings.

The National Presidents of AFGE and the National Treasury Employees Union (NTEU)

represented the interests of rank-and-file federal employees and taxpayers on the Panel. **Robert Tobias** (retired NTEU National President and current American University professor) and former Senator **David Pryor** (D-Ark.) served as independent panelists.

The Panel conducted three hearings. The first was in Washington, D.C., on June 11, 2001, and the second and third were held in Indianapolis on August 8, 2001, and in San Antonio on August 15, 2001, respectively. AFGE's Public Policy, Legislative, PAC & Issues Mobilization Departments, and General Counsel's Office represented AFGE on four staff working groups established by the Panel. For a copy of the report and AFGE's dissenting view, log onto AFGE's Web site at www.afge.org.

AFGE NEWS

Calling All Guards

Local 1631's Mauri is Over Afghanistan

Mark Mauri, a member of AFGE **Local 1631** at the DVA Medical Center in Chillicothe, Ohio, was activated for one year to serve in the Army Special Forces in the skies over Afghanistan. Mauri, who is active in the Local, is a social worker at the medical center. Thank you Pres. **Jeaneen G. Summers** for sending in the information.



Steve and Vicki Sanderson.

Local 1612's Sanderson Serves Country

Local 1612's Steve Sanderson is a Correctional Officer at the Medical Center for Federal Prisoners in Springfield, Mo. He's also with the Missouri Army National Guard, 1138th Military Police Company. He was activated on Oct. 1, 2001, and is currently stationed at Fort Leonard Wood, Mo.

Five Members of DoD Local 1900 Are Called Up

The following members from **Local 1900** in Roslindale, Mass., were mobilized in 2001: **Sharon Thompson**, effective Oct. 18; **Vincent Campos**, effective Nov. 4; **Jeffrey Keane**, effective Nov. 26; **Diane Mobley**, effective Nov. 30; and **Sharon Stucky**, effective Dec. 2. Thank you Pres. **John M. Esposito** for the information.

The Government Standard would like to continue recognizing AFGE members, or loved ones of members, who serve in the Reserves or the National Guard and have been called up to active duty. If you know of such a person, please send details and your contact information to: *The Government Standard*, ATTN: Calling All Guards, 80 F Street, NW, Washington, D.C. 20001. All photos become property of the AFGE Communications Dept.



Register Online— Save This Date

AFGE's *2002 Human Rights Training Conference* and the *2002 Collective Bargaining Institute* will take place in Portland, Ore., **October 14-17, 2002**.

Log onto www.afge.org to register. For more details and information, call the AFGE Women's/ Fair Practices Departments at (202) 639-6417.



Bob Mauger

Mauger Hits 30

Congratulations to **Bob Mauger** who has been President of **Local 3342** for 30 consecutive years, effective February of 2002. The Local has 375 members working as Claims Reps, Service Reps, Technical Experts and Secretaries at 20 Social Security Field Offices in upstate and western N.Y. Mauger is also the N.Y. Regional VP of **AFGE Council 220**.

AFGE DFAS Council Formed

Elections for the newly formed AFGE Council of Defense Finance and Accounting Service (DFAS) Locals (**Council 171**) were held Feb. 1-2 in Springfield, Va. Congratulations to the newly elected officers: **Kelley Dull**, President; **Constance Townes**, Exec. VP; **William Roach**, Sect.; **Charles Warlick**, Treasurer; **George Burt**, Regional Vice President (RVP)-South; **Victor Davis**, RVP-Central; **Robin Smith**, RVP-Mid Central; and **Charles Coates**, RVP-West.

We're Here to Report What You're Doing

What's your Local or Council up to? Send a photo and a short note to: *The Government Standard*, 80 F Street, NW, Washington, D.C. 20001. All photos become property of the AFGE Comm. Dept.



(l-r) Brigadier General **Daniel Perugini** and **Local 1033** President **Thomas Sternberg** sign labor agreement.

Local 1033 & Brooke Army Medical Center Sign Agreement

Local 1033 and the Brooke Army Medical Center (BAMC) in San Antonio have signed a labor agreement signifying that a continued relationship between labor and management as partners is essential to the organization and to the future in the competitive era of providing health care.

Local 1033 President **Thomas Sternberg** is looking forward to working with management as it pertains to this significant document. Brigadier General **Daniel Perugini** stated that he is in total support of this agreement and on the issues it contains. AFGE members who worked on the final agreement included **Sherry Cardenas**, **Donna English**, **Ella Gordon**, **William Armstrong** and **Brenda Bowersox**.

National Office Conducts Local President Training



Participants of the April training included: **Richard Barnes**, DVA Local 517; **Avis Buchanan-Whitmore**, Census Local 2782; **Eddie Burnette**, DVA Local 1739; **Larry Drake**, DoL Local 12; **Ghulam Dastgeer**, DVA Local 218; **Octavia Hall**, USAF Local 1401; **Mark DeUnger**, DoD Local 1922; **Eyvone Petty-Callier**, EPA Local 3331; **James Fleming**, DoD Local 1770; **John Walker**, D.C. Govt. Local 383; **Phyllis Frizzle**, Local 522; **Beverly Garrett**, HHS Local 1336; **Ronnie Gibson**, HHS/SSA Local 3887; **Alvis Hicks**, DVA Local 1206; **Teri James**, DVA Local 609; **Cheryl Jones**, DVA Local 862; **Brian Leonard**, DoD Local 1951; **Amie Pounds**, DVA Local 1963; **Steve Remenar**, DoD Local 2263; **Demetrios Stroubakis**, USCG Local 43; **Beverly Wilmer**, HHS Local 2006; **Betty Withrow**, DVA Local 498; **Kenneth Jones**, RRB Local 375; **Mary Steineger**, HUD Local 3294; **Rocky Tasse**, USAF Local 1942; **Donald Thompson**, DoD Local 987; **Jeannette Wilson**, DoD Local 1920; **Jennifer Grigsby**, DoD Local 2429.

Photo: Jocelyn Augustino