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THE GOVERNMENT STANDARD

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American Federation of Government Employees, AFL-CIO

We Are Homeland Security

A Message from President Bobby L. Harnage

As a member of AFGE, your work for the American people is critical to the success of our nation. You should be proud of your service to your country.

It is almost Election Day. Please vote! It is your right *and* your responsibility. Get involved in election campaigns. This, too, is your right *and* your responsibility.

As you decide who will get your vote, or who to work for in the elections, I ask that you consider your life's work in the equation. In this issue, we have tried to pull together some of the most important issues being discussed that will absolutely impact your life in a very big way. I ask you to read this paper from cover to cover. The **Bush** Administration has recently said that they may very well put 850,000

back for the Department of Defense, the Veterans Affairs Department and all of the other agencies. This debate is about each one of you. In his effort to win the debate, the President has insulted each of you, calling your patriotism into question with phony, absurd examples of a purported drag on homeland security allegedly created by unions and employee protections. In the Senate, as we go to press, 49 Democrats, one Independent and one Republican have indicated that they will defend your rights.

I ask you to show that you care about yourself and your brothers and sisters. Find out what positions your Senators and Congressman or Congresswoman holds, and how they have voted on issues of importance to you.

We need a Congress—Senate *and* House of Representatives—that **values what you do for America**. Get involved and vote.

Bobby L. Harnage

government jobs into the mix for possible contracting out. This means that the livelihoods of virtually every member of AFGE—*your* livelihood—will be on the line over the next few years.

In addition, in the Department of Homeland Security (DHS), the President has publicly focused on only two issues: taking away your right to have a union and giving "political" managers the power to draft employee rules rather than have the rules spelled out in law. His Administration has said that they intend to win these changes for DHS first, and then go



The Homeland Security Fight

AFGE Mobilizes for Rights & Protections (see pages 2-5)

*This issue includes
AFGE's Official
Voter Guide
(see pages 11-14)*



Here's why the Homeland Security Bill Affected all Federal Employees

This fight has been for all federal employees and unions — not just those who would be transferred into the proposed department. President **Bush's** Director of the Office of Management and Budget (OMB), **Mitch Daniels**, intended to use a new Homeland Security Department as a wedge, an excuse, to ultimately do away with unions, collective bargaining and civil service protections in the federal government. The **Nelson-Chafee-Breaux** compromise in the U.S. Senate provides the President with new civil service "flexibilities."

However, to change the rules for employees in the bargaining unit, the agency would be required to negotiate those changes with the union. President Bush does not want to do that. He wants the authority to waive (to take away) union rights for the 50,000 employees who currently have them. The Nelson-Chafee-Breaux compromise would protect union rights.



The Bush Proposal

For months prior to June 5, President Bush publicly fought against the idea of a Homeland Security Department. Then, during a primetime TV address on that evening, Bush proposed a Homeland Security Department, challenging Congress to "move quickly, this year, before the end of the congressional session" to create this cabinet-level agency. Interestingly, Congress was not consulted on the reorganization proposal — learning of it that evening.

Once the White House finally disclosed which employees would be affected in the reorganization, AFGE put a plan in place to fight for the over 50,000 AFGE bargaining unit employees. Agencies involved included the Federal Emergency Management Agency (FEMA), the Coast Guard, the Immigration and Naturalization Service (INS), including the Border Patrol, and the Federal Protective Service.

In less than two weeks, White House officials delivered to Congress legislative language that included unlimited "flexibility" for the agency managers. Bush wants the agency managers to have unchecked, unilateral power to hire, fire, move, demote or promote any federal employee at will. Such a component goes against Title 5 of the Civil

Service Act that guarantees protections and collective bargaining rights in the federal government. Having seen what the Bush Administration had done to unionized workers in other federal departments in the past 18 months (see page 8 of this newspaper), AFGE began speaking out against Bush's latest attempt to harm federal workers who would be rolled into the proposed department.

AFGE Speaks Out Against House Bill and Process

"It is extremely dangerous to conclude that the war on terrorism must be fought by federal employees denied their basic labor and civil service rights and protections," said AFGE National President **Bobby L. Harnage** about the House bill on July 11.

It's important to note that the House Government Reform Committee originally adopted language that included unions and worker protections. To counter the Committee's vote, House Republican leaders created a Select Committee on Homeland Security chaired by **Dick Armey** (R-Texas). That committee passed a bill to strip away civil service protections and collective bargaining rights — a bill that was wholeheartedly supported by the White House.

On the floor of the House, Representatives **Connie Morella** (R-Md.) and **Henry Waxman** (D-Calif.) offered amendments to the final Homeland Security Act that would have protected the civil service and labor rights of homeland security employees. Though both amendments (results are listed below) and AFGE's efforts failed, AFGE did pick up several new allies for the battle in the Senate.

The Morella Amendment (For Union Rights)

	YES	NO
Republicans	5	214
Independent	1	1
Democrats	202	7
TOTAL	208	222

The Waxman Amendment (For Civil Service Protections)

	YES	NO
Republicans	1	216
Independent	1	3
Democrats	206	3
TOTAL	208	220

The Senate Acts

AFGE Lobbying Produces Senate Compromise

Late on Tuesday, September 24, an agreement was reached between Senate Democrats and Senator **Lincoln Chafee** (R-R.I.) which provides 51 votes for the provisions in the Homeland Security bill relating to union rights and civil service protections. Some Senate Republicans were so angry at AFGE at the time that they vowed to bring the entire bill down and prevent the Senate from finishing its consideration of the legislation.

"The Nelson-Chafee-Breaux compromise preserves the collective bargaining rights of the employees and will give employee representatives a seat at the table as management develops its personnel system," said Harnage.

The bipartisan amendment preserves the union rights of federal employees. It also

gives the power to AFGE to help shape any new pay system and/or personnel system affecting federal employees. The compromise is expected to be offered as an amendment to the original Senate Homeland Security bill.

The bipartisan amendment would bar the President from removing union protections from employees unless their primary job duty materially changes and consists of intelligence, counter intelligence or investigative work directly related to terrorism investigation. (This is the AFGE-supported Morella Amendment which was offered, but defeated, in the House of Representatives.)

The Secretary of DHS would also be prohibited from changing the provisions in Title 5 concerning merit system principles, premium pay, training, demonstration projects, allowances, labor-management relations, and appeals.

AFGE is supporting the Nelson-Chafee-Breaux compromise while the Bush Administration and the Senate Republican leadership have vowed to kill it. At press time, AFGE still needed the votes of every Democratic Senator, plus Senators **Jim Jeffords** (I-Vt.) and Chafee, to pass the amendment.

"If this compromise holds through con-



Safe at Home!

A Safe America. Homeland Security. It's Everyone's Goal.

End the War Against Homeland Security Employees

"The president's unreasonable demand has already forced Congress to delay creation of the new department and may kill the idea altogether. Presidential overreaching should not be allowed to harm national security."
Atlanta-Journal Constitution
September 9, 2002

The debate on Capitol Hill over homeland security should be about marshaling our forces to deal with the very real threat of terrorism. The employees who will soon be moved into the Department of Homeland Security are every bit as committed to America's security as the President—which is why those employees do not understand why the President and his advisors have engaged in an all-out assault against them using absurd hypothetical examples.

America's security depends on these employees just as it depends on the civilian employees in the Department of Defense who have supported our military through every crisis and war.

Not once has anyone raised a complaint that union rights or civil service protections have impeded our war efforts; they would never impede our homeland security efforts, either.

However, a lack of rules will hurt our security by bringing back:

- Cronyism
- Political Cover-ups
- Favoritism
- Demoralized Employees
- Fear
- High Turnover
- Intimidation

We are learning about the mission failures brought about by fear and intimidation within the FBI. We are learning that employees' concerns matter, and that bad management is not the solution.

USA Today has reported that the air marshals program is in disarray because employee concerns are being ignored. And they have no union rights through which to bring forth their concerns.

To create a Department of Homeland Security that protects America, Congress must preserve rights and protections for employees responsible for the security of our nation.

A message from the 500,000 government employees represented by the American Federation of Government Employees, AFL-CIO
www.afge.org

ference, then the new Department of Homeland Security will start off on the right foot by having a workforce that is energized to protect the American people—a better workforce will certainly make a better Homeland Security Department," added Harnage. Harnage reiterated this point on numerous TV talk shows such as MSNBC and C-SPAN. Additionally, AFGE's media outreach blanketed the newspapers, radio talk shows, and the major networks with its message.

Will the House & Senate Meet in Conference?

Will Bush Simply Veto a Bill?

White House Spins Another Lie

Bush Aide is a Disgrace to Veterans

On July 26, the same day the House voted on H.R. 5005, White House Press Secretary **Ari Fleischer** pulled yet another lie from his bag of daily fibs. He said a hypothetical drunken Border Patrol Agent who let a terrorist into the country could not be fired to illustrate the President's need for unlimited "flexibility" in the proposed Homeland Security Department.

"Fleischer is wrong," said Harnage. "If an employee were drunk on the job and allowed a terrorist into the country, he could be removed immediately as a national security risk."

The White House, which supports Fleischer's comments, makes a mockery of the seriousness of American security and also its veterans—a majority of Border Patrol agents proudly served in the military.

Committee Wisely Supports

Title 5

Deeply concerned with the direction the Republican-controlled House was taking on the proposed Homeland Security bill, the Democratic-controlled Senate—which actually had a Homeland Security bill in committee since the Spring—got more involved in the debate. The Senate Governmental Affairs Committee passed that bill in July (S. 2452), much to the pleasure of AFGE.

"Civil service protections and union representation ensure that speaking out about serious problems is encouraged, rather than punished," said Harnage on July 25. The efforts of Senator **Joseph Lieberman** (D-Conn.) and other Senators, to ensure civil service protections and collective bargaining rights in the proposed department, have elicited a veto threat from President Bush.

AFGE Mobilizes

The crowd cheered when Harnage pointed out that the Office of Personnel Management could not cite one single example of how unions have ever compromised national security. **District 7** National Vice President **Dorothy James**, National Border Patrol Council President **T.J. Bonner** and **Local 2367** President **Dan Hale** also spoke at the rally.

200 AFGE Members Turn Out for Senate News Conference

The Senate Democratic Steering Committee held a News Conference on Sept. 4, in the Senate Dirksen Office Building in support of S. 2452. Before 200 AFGE members and national radio and television reporters, **Denise Dukes**, President of **FEMA Local 4060** in Washington, D.C., shared her thoughts on Homeland Security with Senators **Joe Lieberman** (D-Conn.), **Hillary Clinton** (D-N.Y.), **Ted Kennedy** (D-Mass.), **Barbara Boxer** (D-Calif.) and **Barbara Mikulski** (D-Md.).

"When the terrorists attacked on September 11, FEMA employees responded and

Security, we *are* Homeland Security." Lieberman echoed Dukes' statement in saying "Osama bin Laden is the enemy, not **Bobby Harnage**."

AFGE Grassroots Action

In New Mexico, AFGE activists at **DVA Local 2063**, **Kirkland AFB Local 2263** and **SSA Local 4041** teamed-up to flood the office of Senator **Pete Domenici** (R-N.M.) with Action Faxes and phone calls.

AFGE Locals across Virginia organized a call and fax blitz to the office of Senator **John Warner** (R-Va.). **DVA Local 1739** alone generated over 200 calls.

AFGE activists in Ohio mobilized to convey their anger to Senator **George Voinovich** (R-Ohio) after he reneged on his promise to support AFGE and announced his support for the Bush Administration's legislation — over 1,000 contacts were made in one week.

AFGE activists made emergency trips to Washington, D.C., to meet with key Senators. **Pam Gault** of **Field Labor Local 948** and **John Hopkins** of **DVA Local 100** flew in to meet with Senator **Lincoln Chafee** (R-R.I.). **Phil Gray** and **Alberto Pores** met with Senator **Ben Nelson** (D-Neb.) and **Elmer Harmon** and **David Burns** of **Navy Local 2635** met with Senator **Olympia Snowe** (R-Maine).

AFGE Coordinators Play Critical Role

The Women's and Fair Practices (WFP) Departments' District Coordinators in seven AFGE Districts, covering some 23 states and Washington, D.C., hosted grassroots activities.

In Washington, D.C., the WFP Departments and **District 14** ran a phone bank. In **District 7**, Coordinators also ran a phone bank, targeting AFGE members represented by Senator **Peter Fitzgerald** (R-Ill.). In **Districts 2, 9** and **12**, Coordinators worked with AFL-CIO State Federations and Central Labor Councils. Coordinators in **District 6** leafleted and educated fellow and potential AFGE members in Fort Wayne, Ind. and Dayton, Ohio. And, Coordinators in **District 8** sent dozens of letters to their members of Congress.



AFGE Holds News Conference

At a News Conference at AFGE headquarters in Washington, D.C., on August 28, the union released a report that showed the Bush Administration already has the "flexibility" needed for the proposed Homeland Security Department under current law.

The report brought together pertinent sections of federal statutes, the Civil Service Act and case law that showed how existing management prerogatives already provided the Administration maximum "flexibility" in personnel matters involving the nation's safety.

"Bush says he needs more flexibility for the Secretary of Homeland Security to be able to act quickly in times of national emergency," said Harnage, "but federal managers already have all the 'flexibility' they need."

In addition, AFGE shared an OPM handbook which points out just how flexible Title 5 is in meeting organizational needs.

AFGE Holds National Rally Event Educated Public

On August 21, over 625 AFGE members rallied in front of the federal building in Chicago in support of a Homeland Security Department that would not shortchange workers.

At the rally, Harnage pointed out that no one is more interested in making the homeland secure than the dedicated men and women of the federal government—the same ones who put their lives on the line every day of the year.

"Bush's plan won't make America more secure if it undermines the rights of workers whose job it is to protect our country," stated Harnage to a bustling crowd.

"Union members aren't obstacles to homeland security. We ARE homeland security."

DENISE DUKES
AFGE LOCAL 4060 PRESIDENT
FEDERAL EMERGENCY
MANAGEMENT AGENCY
(FEMA)

DENISE DUKES SPENT FOUR WEEKS of 12-hour days at Ground Zero making sure critical emergency resources reached the site of the Sept. 11 attacks on the World Trade Center. Firefighters, police, Border Patrol agents, construction workers and active personnel were heroes on and after Sept. 11—and they were union members.

But if the Senate Republican leadership has its way, Denise and thousands of her co-workers in the new Department of Homeland Security may no longer have the freedom to join a union or civil service protections.

Call your senators toll-free today at 1-877-611-0063. Urge them to oppose any effort to weaken civil service or collective bargaining rights.

Honor America's Working Heroes

deployed without question as soon as they were told to do so," Dukes stated. "Union members are not an obstacle to Homeland

Legislative & Political Organizers Play Central Role

National Legislative & Political Organizers **Chris Kemm**, **Fred McDuff**, **Bob Mechan** and **Yolanda Taylor** traveled the country to build our grassroots mobilization. In Columbus, Ohio, Mechan worked with DLA/DFAS **Local 1148**. Their efforts produced 80 new members and 200 Action Faxes. At **Local 54** in Fort Benning, Ga., Taylor conducted a legislative and political action training that mobilized Stewards and Executive Board members to generate 180 faxes to Senators **Max Cleland** (D-Ga.) and **Zell Miller** (D-Ga.). McDuff headed to New Orleans to work with DVA **Local 3553** to generate contact with Senator **John Breau** (D-La.). In Colorado Springs, Colo., Kemm organized a meeting attended by AFGE leaders from the Air Force Academy, Fort Carson, DVA Medical Center and FCI/Florence. The group developed a plan that generated 450 Action Faxes to Senator **Ben Nighthorse Campbell** (R-Colo.) in less than 72 hours.

Local 2298 Secures Support

During the August recess, AFGE **Local 2298** Legislative Rep. **Bill Walls** (left) met with Senator **Ernest F. Hollings** (D-S.C.) and his long-time State Asst., **Joe Maupin** (right). The visit secured Hollings support for collective bargaining and civil service rights in the Senate Homeland Security bill, S. 2452.



Local 3884 Delivers Support

Local 3884 Pres. **Larney Werth** (l) and Treas. **Deb Cederholm** presented letters from AFGE members supporting the Senate version of the Homeland Security bill to **Ken Carville**, State Director for Senator **Byron Dorgan** (D-N.D.). The board behind them reads a **Benjamin Franklin** quote: *Those who will trade freedom for security will soon lose both.* The Local also held a membership drive in August adding more than 60 members. **District 8** National Vice President **Terry Rogers** attended.

Poll Supported AFGE's Position

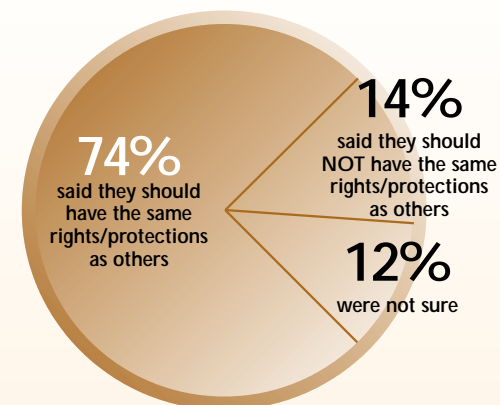
A poll sponsored by the AFL-CIO found that a majority of Americans recognize the importance of guaranteeing job protections and rights to union representation for employees of the Department of Homeland Security. At the time the poll was taken in August, the Senate was debating legislation to create the new department while the Bush Administration was insisting that 170,000 employees of the proposed department should have no collective bargaining or civil service rights. President Bush threatened to veto Homeland Security legislation countless times in August and September unless it stripped department employees of their rights.

The poll asked: *Should the employees of the Department of Homeland Security have the same job protections and rights to union representation that other federal employees have?*



AFL-CIO Unions, Leaders, and Friends Support AFGE Members

- "We will not let this Administration bust your union," said AFL-CIO's Secretary-Treasurer **Richard Trumka** to AFGE members at AFGE's National Leadership Meeting in Chicago in August.
- AFL-CIO President **John Sweeney** has personally lobbied members of Congress on behalf of AFGE and its members in August and September over Homeland Security.
- The AFL-CIO set up a sophisticated "Protect Workers' Rights in the Homeland Security Bill" blast fax system that delivered 4,000-total faxes to all 100 Senators.
- The AFL-CIO also called some 1,000 union members in key states to get them to join the fight by calling their members of Congress and paid for full-page advertisements in major national newspapers.
- AFSCME held a News Conference attended by Dist. 3 NVP **Jeff Williams** in Philadelphia. Lobbyists from the AFL-CIO and other unions are working on the Hill and each State AFL-CIO has signed a letter of support and made phone calls on AFGE's behalf.



Thomas at Labor Day Event

Thomas Makes Pitch on Labor Day

District 2 National Vice President **Derrick Thomas** took the opportunity at the 2002 New York City Central Labor Council Labor Day event to outline AFGE's position on the Homeland Security fight. AFGE members, including many from the Bureau of Prisons and Border Patrol, participated in the heavily attended September 3rd event in Battery Park.



Around The Hill

AFGE wins Back Pay for 12

AFGE recently reached a settlement agreement with the Department of the Navy involving over \$190,000 in back pay for a dozen Electronic Technicians.

Over 15 years ago, the Navy determined that the workers were entitled to the benefits of the Fair Labor Standards Act (FLSA), but later changed this determination based on an Office of Personnel Management (OPM)

regulation which mandated that all GS-11 or higher employees be exempt from FLSA.

AFGE brought a lawsuit to challenge the regulation and it was declared unlawful by the Court of Appeals for the D.C. Circuit in 1987 in *AFGE v. OPM*, 821 F.2d 761 (D.C. Cir. 1987). However, the government continued to classify the workers as FLSA exempt. The 12 Electronic Technicians will receive back pay dating back to 1987.

"AFGE has brought justice to the lives and families of these 12 Navy workers," said AFGE National President **Bobby L. Harnage**. "AFGE and the Navy workers stuck with this case for 15 years and righted a serious wrong."

House Abolishes Outsourcing Quotas

The House of Representatives passed in July Rep. **Jim Moran's** (D-Va.) amendment to abolish the Office of Management and Budget's (OMB) ill-conceived outsourcing quotas. Banning these quotas will allow federal agencies to determine when and if govern-

ment services should be considered for outsourcing rather than forcing agencies to meet OMB's arbitrary mandate. The House vote derailed the White House's pro-contractor outsourcing give aways without competition—for now. Identical language is included in the Senate Treasury Appropriations bill. OMB Director **Mitch Daniels** insists that the President will veto any legislation that includes the Moran amendment. *See the 2002 Voter Guide on page 11 for information on the Kennedy Amendment in the Senate.*

OPM Waives Blues FEHBP Premiums Rise

The Office of Personnel Management's (OPM) announcement in September that Blue Cross/Blue Shield would once again receive a waiver from current federal cost accounting standards. AFGE has held the position that cost accounting standards are about corporate accountability and keep contractors, including insurance companies, from allocating costs to the government that they incur when serving other customers.

OPM also raised premiums in the Federal Employees Health Benefits Program (FEHBP) by an average of eleven percent. Federal employees and retirees have the opportunity to change plans during the open season between Nov. 11 and Dec. 9.

Fast Fact

Did you know that in the last four years, FEHBP premiums have risen by 49 percent, far faster than the average growth of health care costs generally during the same period? And that Blue Cross/Blue Shield premiums have gone up even more?

AFGE Testifies at National Commission on the Public Service

AFGE provided testimony on employee morale and the human capital crisis before the national commission charged with bringing comprehensive reform in the federal public service. **Mark Roth**, AFGE's General Counsel, told the National Commission on the Public Service that "AFGE members feel they are regularly placed under attack by anti-government politicians and political appointees." Roth pointed out that AFGE members "desperately want to make a difference in their jobs and provide efficient and effective service to the public but lately, more than ever, they have less of a say over how the work can best be done—they're frustrated." For AFGE's recommendations for civil service reform and a complete copy of the testimony, log onto www.afge.org.

Bush Breaks Sacred Trust With Nation's Veterans

In August, President **Bush** refused to release the FY 2002 emergency supplemental funds for veterans' medical care. Failing to sign the release of the supplemental funds as passed by Congress, Bush slashed \$275 million earmarked for the Department of Veterans Affairs (DVA). The money was badly needed to provide life saving medical care for our nation's veterans.

"I am shocked that President Bush is sacrificing veterans' health care," said AFGE National President **Bobby L. Harnage**. "Cur-

rently, veterans are being denied access to medical care because the DVA simply does not have enough staff to meet the increasing demand for care."

Congress recognized that the DVA needed \$417 million in additional funds for this fiscal year just to maintain the status quo in services. The President refused to release two-thirds of these funds—\$275 million.

"It is clear that inadequate funding has left the DVA with unacceptable and drastic choices about rationing care for veterans," added Harnage. "The DVA health care system is reaching a breaking point."

Nursing and medical staff are exhausted from seeing too many patients. Veterans are frustrated that they can't even get an initial appointment for care. Homeless veterans and other vulnerable segments of the veteran population are being turned away from the DVA because there are no treatment beds to care for those with mental illness that was triggered or exacerbated by combat.

AFGE represents some 140,000 employees at the DVA.

2003 Legislative Conference

Mark your calendars today for AFGE's **2003 Legislative & Grass-roots Mobilization Conference** to be held February 9-13, 2003, at the Hyatt Regency on Capitol Hill, Washington, D.C.

Visit www.afge.org for more details.



AFGE Hosted Civil Rights Rally

tion complaints process that included eliminating agency investigations and hearings before administrative judges. The changes would affect over 500,000 federal employees.

The rally took place in late July to not only protest the proposed changes but also EEOC Chair **Cari Dominguez's** decision to implement the changes without holding public hearings.

"Under the new rules, federal employees would be denied their due process rights," said **Andrea E. Brooks**, Director of AFGE's Women's & Fair Practices Departments, at the rally.

The proposed changes would specifically: discourage federal agencies from settling complaints; deprive both agencies and complainants of necessary information to properly and fully evaluate discrimination complaints; cause a massive increase in civil rights lawsuits in federal court; and gut the spirit of the recently enacted "No FEAR" Act. Log onto www.afge.org for a copy of the letter AFGE sent to the EEOC opposing the proposal.

A FGE was joined by more than 25 civil rights, labor and employee advocate organizations at a civil rights rally in Washington, D.C., opposing the Equal Employment Opportunity Commission's (EEOC) proposal to change the discrimina-





A Crusade for a Union-Free America

Bush Administration officials and leaders in the Republican-controlled House have been leading a silent campaign to rid the federal government and private sector of unions.

Below are some of the efforts that have grabbed little or no attention.

Government Workers Beware

Quotas:

The Bush Administration has been trying to randomly convert or compete at least 425,000 federal jobs under a quota system that will enable the Administration to award work to corporations that contributed to Bush's 2000 presidential campaign. If you find this difficult to believe, just ask **Angela Styles**, a senior official in the Office of Management and Budget. "The quota is the President's idea," said Styles on March 6, 2002, during a Senate hearing.

Employees of U.S. Attorneys' Offices Silenced:

On January 7, 2002, President Bush treated employees in the U.S. Attorneys Offices as disloyal Americans by taking away their right

to union representation—a right they had for 20 years. The Executive Order revoked union representation for workers in the Department of Justice's (DoJ) U.S. Attorneys' Offices, the Criminal Division, the U.S. National Central Bureau of INTERPOL, the National Drug Intelligence Center and Office of Intelligence Policy and Review.

News reports said Bush acted to prevent strikes by workers in offices engaged in intelligence, investigative and law enforcement work. However, current federal law prevents workers in those offices, and other federal agencies, from striking.

Panel is Fired:

On the same day DoJ workers were silenced, Bush fired the seven members of the Federal Service Impasses Panel (FSIP). The panel helps to protect the collective bargaining rights of federal employees. Because federal workers do not have the right to strike, the FSIP is the last resort when unions and federal agencies

reach an impasse on negotiable issues. Three days later, on January 10, Bush nominated four conservatives to the board, including **Becky Norton Dunlop**, Vice President of the ultraconservative Heritage Foundation.

Federal Contract Policy Changed to Benefit Companies:

On December 27, 2001, President Bush revoked prior policy to allow federal agencies to sign contracts with companies that have a history of breaking environmental, consumer protection, civil rights, labor and tax laws. The policy change allows far more companies to eventually profit under a contracting out quota system.

Basic Worker Rights and Protections Excluded in TSA:

In December of 2001, Bush blocked Congressional proposals to provide federal air-

port screeners in the newly created Transportation Security Administration (TSA) with the same rights and benefits afforded to other federal employees. Some of the rights and benefits involve health and life insurance, retirement benefits, workers' compensation, veterans preference, equal employment opportunity rights, whistleblower rights, and rights to organize.

Labor-Management Partnerships, Worker Protections Abolished:

In February of 2001, Bush abolished labor-management partnerships in the federal government through an Executive Order, ensuring federal employees' concerns and ideas are no longer heard in the work place. Bush issued three additional anti-worker, anti-union orders that were sought by corporate campaign contributors. The first order ended job retention protections that cover 'working poor' employees of service contractors in federal buildings. The second order effectively barred project labor agreements on federally funded construction projects. The final order required government contractors to post notices telling employees they *cannot be required to become union members* and may object to paying the portion of union fees not related to collective bargaining. The U.S. District Court for the District of Columbia overturned this order on January 2, 2002, stating that Bush had no authority to issue the measure and prohibited the Administration from enforcing it.

Watch Out Workers

Privatized Air Traffic:

Bush signed an Executive Order on June 4, 2002, that stripped the nation's air traffic control system of its designation as an "inherently governmental" operation, opening the door to the privatization of our nation's air traffic controllers.

Ergonomic Guidelines:

The Labor Department announced a watered-down, voluntary and unenforceable plan on

April 5, 2002, to replace the tough ergonomics standard Bush killed in 2001. The new plan would rely on as yet undeveloped voluntary guidelines for selected industries, which are not even identified. On April 19, Labor Secretary **Elaine Chao** admitted during a Senate hearing that the Occupational Safety and Health Administration (OSHA) has no plans to enforce voluntary guidelines. Except for the announcement that nursing home guidelines might be developed by the end of the year, Chao couldn't name other potential targeted industries or offer a timetable when other industry-specific ergonomics guidelines might be ready.

Since Bush signed the legislation repealing OSHA's ergonomics standard, more than 1.8 million workers across the country have suffered injuries, such as carpal tunnel syndrome, caused by repetitive motion, heavy lifting and poorly designed work stations.

Job Training for Jobless Workers Slashed:

Ignoring the sharp increase in unemployment and economic hardship, the Administration's proposed 2003 budget cuts worker training programs by nine percent. The proposed cuts in job training run counter to the emphasis in his 2002 State of the Union message about creating jobs to "defeat this recession." Bush said, "My economic security plan can be summed up in one word—jobs." The various job training programs targeted for cuts are designed to help jobless workers learn new skills, prepare adults moving from welfare to work in the job market and provide educational and training opportunities for young people in poverty.

Congress Urged Not to Require Workers' Rights in Trade Agreements:

In June of 2001, Bush officials called on Congress to allow the President to negotiate trade agreements without including workers' rights. Speaking to business leaders at the White House in mid-June, Bush said, "We

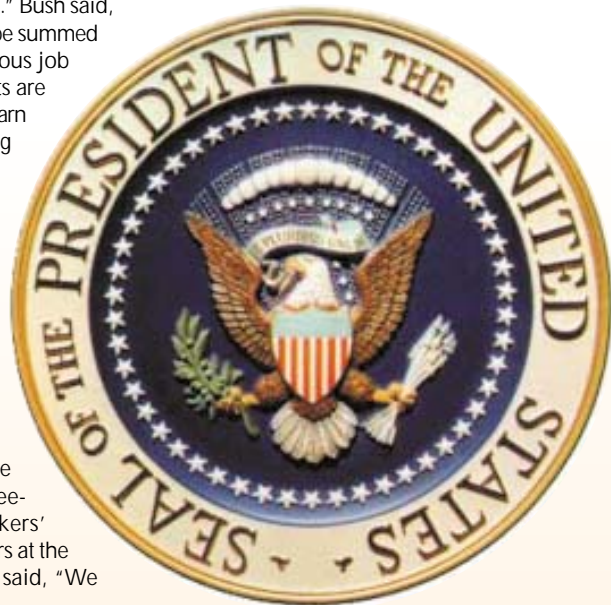
should not let legitimate environmental and labor concerns undermine the capacity of the president to make good free-trade agreements."

Tax Cut Favored the Wealthy:

On June 7, 2001, Bush signed a tax cut bill that gave nearly 40 percent of the benefit to the wealthiest one percent of taxpayers and just 12.7 percent to the bottom 60 percent of taxpayers. Officially the bill's price tag is \$1.35 trillion through 2011, but most estimates peg the cost to be much higher, up to \$2.3 trillion. The tax cut consumed revenue needed to pay for improved schools, a prescription drug benefit under Medicare and strengthening Social Security. In the following decade, the cost could climb an additional \$4.3 trillion. In addition, 34 million taxpayers did not receive a rebate check and another 17 million received only a partial rebate.

Administration Called for Abolition of Corporate Taxes:

Treasury Secretary **Paul O'Neill** said American corporations should pay no income tax and the capital gains taxes for businesses should be abolished.



The Conservative Bubble Boys

decades ago. **Ronald Reagan** governed while denigrating government as “the problem, not the solution.” Reagan’s Commerce Department drew up a hit list of regulations resented by business (“the Terrible 20”). And of course Reagan signed the law that deregulated the savings and loans associations, while his appointee revoked requirements that any S&L have 400 shareholders. The resulting infamies cost taxpayers many billions.

The conservative assault on government reached fever pitch when **Newt Gingrich** led the “perfectionist” caucus of the Republican right to take over Congress. For Gin-

tors of Enron and WorldCom, loathe to risk lucrative consulting fees from the companies they audited. In the 1990’s, Clinton’s SEC chairman, **Arthur Levitt**, waged a long and bitter campaign to ban this basic conflict of interest. The accountants’ lobby—led by one **Harvey Pitt**—blocked the reforms, with Republicans **Billy Tauzin** in the House and **Phil Gramm** threatening to gut the SEC’s budget if Levitt went forward.

Meanwhile, investment analysts at Merrill Lynch were rewarded for recommending stocks they considered “junk” to unwary investors. That conflict of interest was a direct result of the repeal of the Glass-Steagall Act, which had separated commercial and investment banking since the 1930’s.

Or consider Enron itself. Its business plan was a political plan, to free itself of regulation and oversight. The Gramms—Wendy as head of the Commodity Futures Trading Commission under Bush I and Senator Phil—played a major role in exempting Enron’s trading in energy futures and derivatives from federal regulation. **Wendy Gramm** then got a lucrative position on the Enron Board.

President Bush wants to pose as tough on crime now, but he came to office tailoring his rhetoric and administration to fit Reagan’s pattern. He campaigned against the “excessive regulation” of the Clinton years. He appointed the accountants’ lobbyist, **Harvey Pitt**, to head a “kinder and gentler” SEC. His first SEC budget proposed eliminating 57 staff positions. His Treasury secretary immediately shut down intergovernmental efforts to monitor the offshore corporate tax havens at the heart of Enron’s financial maneuvers. And the president still opposes reforms to curb the executive stock options that allowed CEO’s to plunder their own companies.

Markets require rules. We have to do more than lock up a few corrupt corporate executives. We have to clean out the misguided conservative politicians who helped create the conditions in which the corrupt could thrive.

*The author, **Robert L. Borosage**, is co-director of the Campaign for America’s Future and an editor of Straight Talk 2002, available at www.ourfuture.org.*

What laissez-faire, anti-government zealots did by trashing government, cutting regulatory budgets and authority, and blocking needed reforms was to weaken the cop on the beat.

grich conservatives, government regulation was creeping Stalinism. House Majority leader **Dick Armey** said that in the New Deal and the Great Society, “you will find, with a difference only in power and nerve the same sort of person who gave the world its Five Year Plans and Great Leaps Forward—the Soviet and Chinese counterparts.”

And it wasn’t just rhetoric. “Regulatory agencies have run amok and need to be reformed,” said Rep. **Tom DeLay** of Texas, the House majority whip, as he invited business lobbyists to detail the regulations they wanted gutted.

A centerpiece of Gingrich’s Contract With America was “securities reform.” Passed in 1995 over President **Clinton’s** veto, the bill shielded outside accountants and law firms from liability for false corporate reporting, and made it more difficult for shareholders to bring suit against fraudulent reporting. A flood of corporate misstatements has followed, with nearly 1,000 companies restating misleading reports in the past five years.

Then there were the compromised audi-

The bubble did it. Or so goes the newly fashionable, no-fault explanation for the cascading corporation scandals now posing a clear and present danger to the U.S. economy. “The ‘90s were a period of excess,” intones head White House economist **Lawrence Lindsay**.

Every economic bubble since the Dutch Tulip Mania in the 1500’s has been marked by scandal and crime. We were all swept up in the craze, captured by the desire to get rich quick. Since we’re all implicated, no one is responsible. The market is coming back to earth; we’ll sort out the few “bad apples,” the lawbreakers, and move on.

Bull. This bubbleology would allow conservatives to shirk responsibility for what they have wrought. The fact is that after the “excesses” of the 1920’s drove us into the Great Depression, there was no equivalent epidemic of financial and political corruption for 50 years until the current crime wave. That’s because **Franklin D. Roosevelt’s** New Deal put cops on the beat to police corporations and regulate their behavior.

The Securities and Exchange Commission was created to review the books. The Glass-Steagall Act separated investment houses from commercial banks to end corrosive conflicts of interest. The Federal Trade Commission and the Justice Department limited mergers and monopolies. Unions, some 30 percent of the work force, made companies more responsible to their workers.

It is no accident that the current wave of costly corporate scandals followed the rise of modern conservatism to political power two

AFGE's National Leadership Meeting

Over 625 AFGE leaders from Councils, Locals and Districts across the country met in Chicago August 17-21, to draft a blue print for AFGE's future. "It is time to move forward and into the future," said National President **Bobby L. Harnage**, reciting a fortune cookie he opened the night before as he officially opened the meeting. The meeting was a success—leaders finalized a strategic plan (below) that will move the largest federal employees union forward. AFGE's entire plan is available on www.afge.org/nlm—check it out today.



Democracy-In-Action

The first meeting of its kind for AFGE—and organized labor for that matter—was about everyone having a say in where AFGE should be in five years, how we should get there, and who would make it happen. Harnage laid out the purpose and tone of the meeting by saying, "You're in charge—this is about you and your union." Harnage went on to say, "We must make sure our union is strong enough in the future to win on behalf of our members. And, when we all leave here, we must go home unified with the purpose of putting in place the action that will make it happen."

"You're in charge—this is about you and your union."

— Bobby L. Harnage

Day one centered on getting to know one another and understanding what's happening in the world. Several speakers painted a clear picture of the strengths, weaknesses, opportunities and threats facing AFGE and the labor movement. Day two focused on developing a strategic plan while day three was about working out the details—hammering out how best to implement a plan at the Local, District, Council and National levels. It was on the third day that laptops were placed on each of the 70 tables for attendees to input ideas on ways to meet different goals. After the ideas were prioritized, members voted on the issues that should receive the highest priorities over the next

36-60 months. On the last day, attendees talked about how they could implement the priorities back home. "We made a giant leap forward with this meeting," said Harnage. Heads shook in complete agreement.

Revised AFGE Strategy

Vision

To promote and protect the best interests of workers in government service by ensuring Justice, Equality, Fairness and Dignity so that the principles of Freedom, Democracy and Justice flourish and endure in our nation.

Mission

To quickly and effectively build the power and influence of our union by organizing, educating and mobilizing workers in government service to collectively advocate in the workplace, the community, the media and the political and legislative processes in all levels of government.

Core Values

- AFGE is a community of workers dedicated to improving the quality of life for all America.
- It is our right to justice, equality and dignity.
- We must be accountable to our members and the public we serve.
- We adapt to succeed in our changing environment.
- We determine our future through collective action.

- Democratic decision-making is the cornerstone of AFGE.
- Diversity and inclusion are reflected throughout AFGE.
- Fairness, integrity, honesty and service guide our path.
- Solidarity forever.

Strategic Goals

Communication/Public Relations (provide useful and timely information relevant to issues important to AFGE success and to develop aggressive public relations to give the union positive exposure)

Leadership and Education (dramatically improve the educational and union leadership development program at all levels)

Legislative Action (to initiate and advance AFGE's legislative agenda and build a grassroots movement that actively involves members, other unions and allies)

Recruitment and Organizing (create a workplace where people are expected and inspired to belong and become active members)

Political Action (leaders and members are PAC contributors and activists supporting politicians, issues and policies friendly to AFGE and working families)

Workplace Representation (provide professional representation at the work site through strong, well-trained and effective officers, stewards and staff)

Unity (in an environment of mutual respect, we will resolve internal disputes efficiently and effectively)

The Speakers

A meeting is only as good as its speakers—and there were some outstanding speakers. On day one, a panel of AFGE'ers discussed *What are the attacks we face?* **Gabrielle Martin** discussed EEOC regulations, **Mark Gibson** outlined DoD privatization and **Linda Bennett** highlighted privatization in the DVA. **T.J. Bonner** discussed Homeland Security, **Barbara Milton** laid out the issues for D.C. government employees and **Brian DeWyngaert**, who moderated the panel, spelled out the coming crisis in government. To illustrate the crisis, DeWyngaert asked each of the 625 attendees to stand up and move to the perimeter of the room when he announced an issue that might affect them and their livelihood. After naming only five issues, everyone was standing and gazing at 70 empty tables. What we face is real and we must build our union to win.

Later in the day, participants heard from another panel—*What is on the horizon?* **Art Shostak**, a futurist, discussed tomorrow's technology trends and how those trends will affect AFGE. **Susan Schur-**

man, President of the **George Meany** Center for Labor Studies & the National Labor College, outlined the future of labor unions. Chicago-native Rep. **Jan Schakowsky** (D-Ill.) laid out the political landscape of today and tomorrow. While Shostak emphasized the need for AFGE'ers to understand they are part of a global community that is already connected electronically, Schurman spelled out the state of union affairs. "Class warfare is being thwarted upon us," she said before outlining the three things that must be done. "We must organize more people, change—invent new forms of unionization and represent *all* who work by their own labor—and we must fight." She also provided an equation of what's been happening in America. "Less regulation in government plus less labor unions equals more money for corporations and businesses. Two things stand in the way of corporations and businesses—government and labor unions." She closed by stating, "This union can change this country around—we're counting on you to do it."



(l-r) Rep. **Jan Schakowsky** (D-Ill.), **Susan Schurman**, President of the **George Meany** Center for Labor Studies & the National Labor College, and **Art Shostak**, futurist.

Schakowsky

"When there's no strategy for victory, there's no hope," commented Congresswoman Schakowsky in her opening remarks. "People care. They just think they can't do anything about it—that's where I come in." Below are excerpts from Schakowsky's speech. For the complete text, log onto www.afge.org/nlm.

"Over the past two years, we have seen a coordinated and concerted effort by Republicans to attack public employees through (1) budget cuts, (2) privatization and deregulation and (3) anti-union activities.

The Bush budget proposes cuts in everything from job training (down \$686 million) to environment (down \$461 million) to elementary and secondary education initiatives (down \$90 million). The proposed budget doesn't provide pay parity in agencies like the SEC and cuts administrative resources for Medicare.

"These cuts are not necessary. Last summer, we had a \$5.6 trillion surplus—a surplus that has disappeared not because of spending on homeland security (which accounts for 12 percent of the disappearing surplus) but because of tax cuts for millionaires. According to the Congressional Bud-

"The best and most informative AFGE conference I've been to in my 30 years," said **Curtis Jackson** of **Local 3344**.

get Office, those tax cuts are the single biggest reason why we now have a deficit instead of a surplus—(39 percent of the disappeared surplus).

"Many issues over the past few years have been decided by a handful of votes, virtually by party line. A switch of one vote would have defeated fast track in 2001; a switch of two votes would have stopped the trade bill this June. A switch of two votes would have stopped fast track. A switch of two votes would have defeated the economic stimulus bill in the House that gave Enron \$254 million in retroactive alternative minimum tax payments but provided no assistance for laid-off workers. A switch of three votes would have made HMO's fully liable for decisions that injure or kill patients. A switch of five votes would have stopped corporate pension loopholes that allow executives to profit while employees lose savings. A switch of six votes would have gotten real unemployment and health assistance to laid off airline workers last November. A switch of six votes would have defeated the Republican bill that turned Medicare prescription drug coverage over to private insurers. And a switch of eight votes would have eliminated that anti-union provision in the [House] Department of Homeland Security bill."

Trumka

AFL-CIO Secretary-Treasurer **Richard Trumka** addressed the National Meeting on Monday, August 19. And what he had to say left a lasting impression. What we have stacked up against us is real. And what we must do, we must do now—act. For a complete text of Trumka's speech, go the special National Leadership Meeting section of AFGE's Web site, www.afge.org/nlm.

"The President's homeland security demand is as hypocritical as it is disingenuous. During this past year, federal employees have proven themselves to be what we always knew you were—heroes every day. That was true on 9/11 and in the aftermath—from the federal emergency workers at ground zero, to workers in the Justice Department and the Border Patrol and the INS, to those, old and new, working in airport security—you have manned the barricades against terrorism.

"The vast majority of all of these heroes at every level have been union members, and the fact that they belonged to unions helped them pull together and accomplish Herculean tasks. For the President then to insinuate that having the right to union membership so you can stand up for yourself makes you a threat to national security is an insult to every public employee and every union member in America.

"In truth, the President's demand is linked more to his continuing war on American workers than to the war on terrorism



(l-r) *Trumka and Harnage talk with panel speaker Bill Fletcher.*

or to homeland security. He's trying to use our crisis to deny more and more workers union membership, and further weaken our movement.

"The threat goes far beyond the membership of this great union—with right-wing governors across the country anxious to undermine us any way they can, that kind of thinking at the federal level could make it open season on union members at every level—and the unions of the AFL-CIO understand that.

"I want you to know that the AFL-CIO and the entire labor movement are standing with you against this outrageous action by the Administration. As President Harnage has said, the flexibility Mr. Bush wants for homeland security is just another word for wholesale destruction of the hard-won protections

federal employees now enjoy—it is no way to treat 170,000 heroes and we will not let him do it.

"Our cause is just, because our values are right; because the majority of Americans share our views and our hopes; because working men and working women across America are on our side; and because we know that *when we stand together and work together and fight together, we win together.*"

"What scared me about the panel discussions was how real the attacks are," said **Cassandra Williams**, President of **Local 905**.
"We need to stop this."

AFGE Turns 70

On August 18, 2002, the first day of the National Leadership Meeting, AFGE celebrated its 70th anniversary. "For 70 years, AFGE has successfully represented the interests of federal and D.C. workers while helping to improve government for the better," said Harnage.

"Today is a good time to reflect on the sacrifices and contributions that so many AFGE members, Senators, Representatives and Presidents have made to develop and improve

civil service and collective bargaining rights. They not only made life better for employees, but they made government institutions more responsive to the needs of the American people."

To find out about the 42 federal employees who started AFGE in 1932, along with an extensive list of AFGE accomplishments, log onto the special Anniversary section at www.afge.org

NLM on the Web

For complete coverage of the National Leadership Meeting (including panel handouts, the Homeland Security rally, speeches, voting results, the book of Best Practices and the complete strategic plan), log onto www.afge.org/nlm.

A Vision Worth Fighting For

By Virginia duRivage

Director, Department of Education and Leadership Development

each other and with the political and economic structures we're a part of. To maximize this learning, the Education Department will work to link these activities together into a national training network for AFGE officers, staff, and members. This effort will include developing Web-based classes, as well as creating new partnerships with labor education centers and community colleges to ensure universal access to quality training. This effort will be a part of the advancement of AFGE's effectiveness in organizing, representation and political action.

Building Our Internal Training Capacity:

The AFGE national training effort requires quality training materials and well-prepared instructors. Currently, the Education Department is developing standardized training modules for basic Steward training and new Local Presidents training. Each module will include a user-friendly guide that assists instructors in facilitating the training. The Department just completed a two-day program for national staff that reviewed adult learning theory and teaching methods, and provided technical assistance in preparing effective teaching outlines. This program will be offered quarterly to increase AFGE's capacity to deliver quality training in the

field. Modules from this training will also be made available to AFGE Districts, Councils and Locals.

Creating Avenues for Leadership Development:

AFGE activists perform many different roles —Stewards, elected officers, organizers, lobbyists, human rights and fair practices coordinators, and committee members. These responsibilities have distinct training needs. However, every leader, from Steward to National Vice President, requires a core set of leadership skills including effective writing, communications skills, labor history and AFGE structure. Leadership development also requires identifying and mentoring the next generation of AFGE leaders. To that end, the Education Department will create a Leadership Development Institute that will empower AFGE leaders from all levels of the union to develop their leadership skills, expand leadership opportunities to diverse constituencies, and provide college credit for life experience and AFGE-sponsored classes.

Imagine every AFGE member being actively engaged in building AFGE's power at work, in the community and in the legislature. Now that's a vision worth fighting for. Thank you for the opportunity to serve you in this critical work.

In AFGE's new Department of Education and Leadership Development, we're working to create a union education program that guarantees quality, access and leadership growth for every member of the AFGE family. Guided, in part, by the direction set at the AFGE National Leadership Meeting, the Department's efforts will focus on three key areas: (1) Developing an AFGE national training plan; (2) Building our internal training capacity; and (3) creating avenues for leadership development.

Developing a National Training Plan:

AFGE members are engaged in union education daily. Whether it's training Stewards, coordinating a Lunch & Learn, advocating fair practices, meeting with members of Congress, or learning Local fiduciary responsibilities, we're learning by interacting with

Get the AFGE Resource Library, Today

AFGE has created a compact disc (CD) that contains a wealth of information, guidance and instructions covering important topics such as legislative and political representation, workplace representation (including health and safety, discrimination and equal pay), membership and organizing, communications, and internal union administration. The *AFGE Resource Library* also includes forms, manuals and regulations.

The CD, which premiered at the National Leadership Meeting in Chicago, is now available to AFGE members, activists and leaders on a first-serve basis.

To order one copy of the CD, return the form to the right along with a \$5.00 check made out to "AFGE" to the address listed. Allow two to three weeks for delivery. Please do not mail cash.



NAME:	_____
LOCAL:	_____
SHIPPING ADDRESS:	_____ _____ _____
DAYTIME PHONE NUMBER:	_____ _____
E-MAIL ADDRESS:	_____ _____
SEND TO:	AFGE Resource Library ATTN: Service Department 80 F St., NW Washington, D.C. 20001

Join AFGE, Today

AFGE is the largest and most influential federal and D.C. employees union in the U.S. and we're growing stronger every day. In the last four years we've added a net increase of some 20,000 new members. Combined with 18,000 retired members, our total membership is nearly 220,000 strong. No other union represents close to that number of government workers.

To find out more about joining AFGE or to get a membership form (1187 for federal employees and DC277 for D.C. workers), log onto www.afge.org and type JOIN AFGE in the search box.

Retired From Work, Not From the Union

AFGE recognizes that retired members are valuable resources who can offer assistance and leadership in a variety of activities within Locals and communities. The wisdom they've gained during their work years can also help to protect the financial security of other retired members.

What is the AFGE Retiree Program? AFGE is interested in talking with retirees in each state in an effort to form a steering committee to develop a comprehensive, grassroots-driven retiree organization to increase involvement in politics and legislation, assist Locals in organizing, and to protect the benefits retirees worked hard to earn.

Why does AFGE want to do this? Retired members have expressed a strong desire to be more involved with Local and national worker and retiree issues such as privatization, pensions, prescription benefits and health care. AFGE's Retiree Program, which is affiliated with the Alliance for Retired Americans (ARA), will also provide a forum for AFGE retirees to meet and network.

All current or former AFGE members interested in obtaining pre-retirement information, as well as how to join ARA, should visit the AFGE Retiree section at www.afge.org or send an e-mail to retiree@afge.org or call (202)639.6953.

AFGE Retirees Attend ARA's Founding Meeting

A highlight for AFGE retirees during the founding meeting of the Alliance for Retired Americans (ARA) in September was a rally in McPherson Square to protest the skyrocketing costs of prescription drugs and to demand a universal, voluntary, comprehensive and affordable prescription drug benefit under Medicare. AFGE retirees then joined hundreds of protestors and marched to the headquarters of the Pharmaceutical Research and Manufacturers of America—the trade association of the drug industry. After the protest, AFGE retirees boarded buses for Capitol Hill where they stopped at Congressional offices to deliver their message to elected officials. At every stop, the AFGE retirees reminded lawmakers that no bill is better than a bad bill.

Here's a glimpse of the cities and the number of federal workers who recently joined AFGE.

CITY	NUMBER OF NEW MEMBERS	CITY	NUMBER OF NEW MEMBERS
Raleigh.....	343	Baltimore.....	230
San Francisco.....	342	Columbus, Ohio.....	63
Detroit.....	215	Seattle.....	103
Boston.....	55	Chicago.....	54
Houston.....	240	Kansas City.....	25
Denver.....	180	Louisville.....	104
Indianapolis.....	75	New Orleans.....	111
Hartford.....	26	San Diego.....	174

Combined Federal Campaign

AFGE's National Executive Board endorsed two labor-oriented organizations for the 2002 Combined Federal Campaign (CFC)—the Union Community Fund (#9898) and the Federal Employees Education and Assistance Fund (#1234).

Union Community Fund—#9898

AFGE members have a new opportunity and choice to let their values guide their charitable giving in 2002—the Union Community Fund (#9898).

The Union Community Fund is a national charity created by the AFL-CIO to support non-profit community-based organizations that provide human services and address the concerns and issues of working families.

Support the Union Community Fund by designating #9898. For more information, log onto www.unioncommunityfund.org or call (202) 974-8389.



FEAA—#1234



National President **Bobby L. Harnage** sits on the board of directors for the Federal Employees Education and Assistance Fund (FEAA), a private, not-for-profit corporation that provides educational ben-

efits and emergency assistance exclusively to all civilian federal and postal employees and their dependent family members. FEAA (#1234) receives no government funds. Virtually all of its operating revenue is derived from federal employee contributions during the CFC. For more information, log onto www.feea.org or call (303) 933-7580.

USA Freedom Corps

Answer the President's call to service by volunteering. Please go to USA Freedom Corps Web site at www.usafreedomcorps.org or call (877) USA-CORPS.



AFGE News

Three's a Charm for Local 1546

AFGE Local 1546, located at the Defense Distribution Depot (Sharpe and Tracey sites) in San Joaquin, Calif., has won three elections for representation in the past two years. In September of 2000, the Local won an election to represent wage grade employees by 60 percent of the vote. On March 7, 2002, the Local won the election to represent employees at the new Army and Air Force Exchange (AAFES) Western Distribution Center by 90 percent of the vote—one of the largest margins in AAFES history. And, on May 23, the Local won yet another election—this one to represent Tracey Site Police Officers.

"We encourage and welcome federal employees to join the AFGE winning team," said Local President **Frank Payan**. Local 1546 now has over 1,000 dues-paying members.

Local 2270 Volunteers

AFGE Local 2270, headquartered at the Department of Veterans Affairs Medical Center in Omaha, and the Central Plains Network University teamed-up to host the second Veterans EXPO in June. More than 1,000 veterans and their families attended the event to learn about available DVA programs and services. Local 2270 members not only provided hundreds of volunteer hours to make this event a success but also donated a riding mower for the grand prize drawing. Congratulations to **Richard Greenwalt** of St. Libory, Neb., a Purple Heart recipient, on winning the grand prize.

"Volunteerism has always been a part of Local 2270," says Local President **Mike Crawford**. "From EXPO's to Paint-a-Thons to Standdowns, the willingness of AFGE members to commit their time and energies has been the norm and not the exception."

Local 2270 Sgt. at Arms Sonia Murillo



(l-r) **Rena Linton**, **Bobby Harnage** and **Nannie Bell** in 1983 at an AFGE District Convention in Nashville. Linton and Bell, both members of **AFGE Local 2022** in Fort Campbell, Ky., have been AFGE members for 26 years and are currently retired. Harnage is now AFGE's National President. Thank you **Rhonda Kellis** of Local 2022 for the photo.

We're Here to Report What You're Doing.

Do you have some old photos or news to share? Well, send it in. After all, 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 Communications Department.



(l-r) Chief of HR **Joseph Pishonerim**, L-2798 EVP **Dwight Lamar** and Pres. **Cleo Pennington**, and Medical Center Dir. **Sanford Garfunkel**.

Partnership Prospers in D.C.

Local 2798, which represents AFGE members at the Washington, D.C., Veterans Affairs Medical Center (WVAMC), has an effective partnership with management. When evidence of anthrax was found in the WVAMC in 2001, Local 2798 and management worked hand-in-hand to secure the safety of all employees. The partnership has not only decreased the number of unfair labor practices and grievances, but also helped Local 2798 to increase its membership by 44 percent in 2001. (Local 2798 was recognized for its membership boost at AFGE's 2001 Convention.) "Yes, partnership is alive and well at Local 2798," said Local Pres. **Cleo Pennington**.



Local 1920 Presents Partnership Success Story

Local 1920 and management officials from Fort Hood (Texas) recently presented "Partnership-A Success Story" at the Texas Labor-Management Conference in San Antonio. The presentation covered how both sides are committed to resolving issues at the lowest level and how grievances and arbitrations have declined from 186 in 1983 to 14 in 2002. The presentation also provided some insight into how to communicate with one another at the earliest stages on issues requiring union participation.

For example, joint training is provided at the installation—with the Federal Mediation and Conciliation Services (FMCS) as the moderator—to educate colonels, directors, officers and stewards alike on the most effective ways to deal with issues and get results. The training addresses many issues ranging from official time to joint training.



Presenters at the Texas conference included (l-r): Deputy Dir. **Dave Wrbas**, L-1920 Pres. **Jeanette Wilson**, Deputy Dir. **Marion Dilley** (standing), L-1920 EVP **Tony Edwards**, Manager **Mark Nagle** (standing), L-1920 Chief Steward **Walter Greely**, and L-1920 Treasurer **Cheryl Eliano**.



Local 498's Picnic Committee (back row l-r): **Greg Fox**, **David Clements**, **Bobby Padgett**, **Steve Ellenwood**, **Karl Clayton** and **Dwight Booth**. (Front row l-r): **Michael Zeka**, **Betty Withrow** and **Michael Freeman**. District 11 NVP **Gerry Swanke** is holding the cake.

Local 498 Celebrates AFGE's 70th Anniversary

On August 2, members of the Department of Veterans Affairs (DVA) Local 498 in Tacoma, Wash., celebrated AFGE's 70th Anniversary at their annual picnic. The event helped to sign up ten new AFGE members.

Local 507 Conducts Steward Training

In October of 2001, **Local 507** in the West Palm Beach Veterans Affairs Medical Center (VAMC) in Fla., held a week-long membership drive that recruited over 200 members—almost doubling its membership. The large spike in membership created a need for new Stewards. The Local, recognizing the void, responded and held a New Steward Training Program in June. The three-day event, which also included Stewards from Miami VAMC **Local 515**, trained eight new Stewards and provided advance Steward training for the 12 existing Stewards. The training was a huge success.



Local 2502 Helped Save Pa. Miners

Some of the members of **Local 2502** who took part in the miracle rescue at the Quecreek Mine in Somerset, Pa. Names were not provided.



Local 3652 Holds Annual Picnic

Council of Prisons **Local 3652** out of Chicago held its annual picnic this summer at Lake Etta in Gary, Ind. Awards were presented to members and officers for their leadership and outstanding support throughout the year.

Front l-r) **Denise Glenn**, **Micahel Rule**, **Rashawn Walker**, **Linda Litmer** and **Patricia Allen**. (Back row l-r) **Lenard Simon**, **Danial Bobo**, **Ramonde Harris**, **Tony Hines**, **Jeff Jackson**, **Aaron Joiner** and **Terrance Luter**.

When Duty Called

Seven AFGE members rapidly responded to the events of September 11, 2001. Here are their stories.

***Denise Dukes, AFGE Local 4060 President
FEMA Headquarters, Washington, D.C.***

Within the hour after terrorists attacked the World Trade Center, **Denise Dukes** and most of the 800 federal employees who work in FEMA's Washington, D.C., Headquarters went into emergency mode. Some were immediately dispatched to N.Y. to coordinate the emergency response to the World Trade Tower Collapse.

On the first day of the crisis, Dukes worked a 24-hour shift in D.C. Her job was to ensure that emergency resources—from rescue personnel to food, clothing, and water—were reaching the disaster site. There was also the job of coordinating the overall disaster plan—who did what, where and when. She then began two weeks of 12-hour shifts continuing to help coordinate the initial stages of the emergency management plan.

"When the terrorists attacked, each and every FEMA employee responded and deployed without question as soon as we were told to do so," said Dukes, who is married with 2 children. "Federal workers are the heart and soul of the federal government and we will always faithfully serve our fellow Americans, especially in time of crisis. Union members are not an obstacle to Homeland Security—we are Homeland Security."

***Michael Brescio, AFGE Local 3911
EPA, Edison, N.J.***

"Almost immediately after the destruction of the two towers, I was detailed to coordinate EPA's involvement in the joint emergency response efforts of EPA, FEMA, the New York Fire Department, the National Guard, and various state agencies.

"Our initial task was to get personal protective equipment—particularly respirators—into the hands of the determined rescue personnel and construction trades workers who were already working in Ground Zero's smoking rubble.

"On September 13, I was sent to Ground Zero. Initially, we coordinated the on-scene air sampling effort to determine the risk levels of exposure to the asbestos and other toxic contaminants in the dust and smoke released from the disaster site.

"As the sampling continued, we also took on the task of directing and coordinating the 'super-vacuuming' effort in the entire Lower Manhattan region. This effort was intended to deal with the thick omnipresent layers of grayish dust. We worked 16-18 hour days, seven days a week, for almost two months. It was grueling but we just had to keep working—we just had to do what was needed to be done to protect everyone affected."

***Mark Andrew Jamison, AFGE Local 3028 Chief Steward
Coast Guard, Kodiak, Alaska***

"In my tenure with the Coast Guard, September 11, stands out as only the second time our command went on high security alert. Within four hours, active duty crew and civilians worked side-by-side to deploy our nearly 300 ships and the majority of our C-130 planes, H-60 Jayhawk helicopters and H-65 Dolphins.

"Members of **Local 3028** ensure a quality job is done in fueling vessels and aircraft and in delivering the food and needed services for our active duty crew to survive at sea. Our members also are behind the scenes providing logistical support to make sure the right parts get to the right plane at the right time to keep our aircraft flying and our service men and women safe.

"At the same time we were deploying our air and sea fleet, we immediately began to lock down and secure our base. Civilian employees took on extra security duties in addition to their existing job responsibilities. Every employee was ready to do what was needed—no questions asked because we are federal employees and proud Americans.

"I voted for **George Bush** as President and it's absolutely an insult to me as an American veteran, loyal citizen and federal employee that he thinks I can't be trusted because I'm in a union or that he needs more flexibility to get us to do a good job."

Bill Miller, AFGE Local 1592 **Hill Air Force Base, Ogden, Utah**

"Over 2,000 AFGE members in AFGE **Local 1592** work at Hill AFB. Our primary job is to maintain and ready for combat some of America's most important aircraft—the A-10, C-130 and F-16.

"The base went on high security alert the morning of September 11. It quickly became clear that we needed to address a number of immediate problems. First, we needed to work around the clock to maintain and arm the aircraft needed to protect our country. Second, we had to make sure that the base was secure. This meant instituting detailed security checks for everyone who entered the base which, to prevent long lines and unproductive down time for employees, would require flexible work schedules and longer hours on the job.

"There was never any doubt in our minds that we were going to do whatever was necessary to keep our military aircraft in the air where they were needed most. Vacations were cancelled, weekends were spent working at the base, parents were forced to miss their kids football and soccer games and other family events.

"Finally, many of our members were reservists who were called up to participate in Operation Enduring Freedom. They spent many months on active duty, willing to put themselves in harm's way to defend our homeland. This in turn meant many of us had to work that much harder because we had fewer people to get the job done. But like our committed brothers and sisters who answered the call to active duty, we were proud to work those extra hours to make sure that our country remained secure."

Kevin Connor, AFGE Local 3721 **D.C. Fire & EMS Department**

"On September 11, I was on duty at D.C. General Hospital when I heard the first report of a plane crash at the Pentagon. Within minutes, I was dispatched along with other units to the Pentagon.

"I was one of the first Paramedics on the scene and was quickly enveloped with an event that is hard to describe even now. I found myself at the site of the crash where there were ten to 12 severely burned victims.

"The initial hour was a rush of activities—triaging, comforting and transporting all types of injured victims. As this process unfolded, we got word of a second plane heading in the direction of the Pentagon. I called my wife, asking her to get the kids from school and to tell them that I loved them.

"I've been asked many times if I can remember how many people I treated, but I honestly don't know. The events of the day are a blur, doing what needed to be done to treat the victims. I remained at the Pentagon until 7:00 p.m. when it became painfully clear that there would be no more survivors.

"It's unbelievable to me that anyone, especially Congress, would consider my union membership as an obstacle to responding to any type of emergency—whether it's a local accident or a national disaster. Paramedics like myself are proud to be union members and equally proud of the job we do on the absolute front line in any emergency. The two don't contradict each other.

"We'll be there the next time the call goes out—you can count on it."

Mark Hall, AFGE Local 2499 President **Border Patrol Agent, Detroit**

"In the months after the terrorists attacked the World Trade Center and Pentagon, I became increasingly concerned about the vulnerability of our northern border and our agency's inadequate response to that threat. Despite public assurances from the Immigration and Naturalization Service and the Department of Justice that we were responding to this threat, few agents were being posted at our station in Detroit or along the northern border that I was aware of. I spoke with my local management about the problem and was told, essentially, to keep quiet.

"Having taken an oath to protect and defend the Constitution—not the Border Patrol—I decided it was my responsibility to speak out about the danger we faced along our border with Canada. I, along with another agent and Local union officer, **Bob Lindemann**, talked to a newspaper and television program about our concerns. We discussed only publicly available materials, nothing sensitive. As a result of this decision, my sector chief tried to fire us immediately. Failing to do so, they settled on a 90-day suspension, one-year demotion, and reassignment.

"The Office of Special Counsel, which investigated the Agency's action, uncovered internal e-mails from the sector chief stating 'the President of the local union deemed it necessary to independently question our readiness in a public forum,' adding that managers must take a 'stance which bears no tolerance for dissent and to view resistance from the rank and file as insubordinate.'

"It was only through the combined protections of my union, and the whistleblower protection law, that the proposed disciplinary actions were rescinded. Indeed, I would never have spoken out if I hadn't had my union behind me because whistleblower protections alone would not have been enough. Without such help, I would not be a Border Patrol agent today."

Dave Owens, AFGE Local 1101 **Elmendorf AFB, Anchorage, Alaska**

"The 689 AFGE members at Elmendorf AFB maintain the aircraft and radar responsible for North American Defense, including the strategically important Alaska Pipeline. Aircraft stationed at the base include F-15's, AWAC's, C-130's and C-5's. In short, we keep America's aircraft flying in times of peace and national emergencies.

"For security reasons, I can't go into detail about the nature or frequency of the missions flown by our aircraft. Let me just say that the base was kept operational 24/7. I have to say that I watched our members, most are veterans, work with great pride.

"Most of us are shocked and actually insulted by many of the comments surrounding the Administration's Homeland Security proposal. No one had to ask us for more flexibility. There was no need for more freedom to manage. We knew our mission and I think we proved again and again after September 11, that nothing will stand in the way of completing that mission."

AFGE Action News Informs & Mobilizes Members

The AFGE Action News—AFGE's very own e-mail delivery system—kept thousands of AFGE members informed with up-to-the-minute news on the House and Senate Homeland Security debates throughout July, August, September and October.

In the Senate, where the Homeland Security debate continues, dozens of alerts

have been sent to AFGE members informing them of Senate amendments and the need for AFGE members to talk with their Senators. As a result, thousands of members have contacted their lawmakers by phone, e-mail and fax.

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