



# The Advisor

November 2009

## Upcoming Dates:

- General Membership Meeting **12 November**
- Annual Christmas Party **05 December**
- FEHB Open Season runs from **Nov. 9 to Dec. 14**
- Tentative General Membership Meeting **09 December**



## Inside this issue:

NSPS Update	2
Local 1502 has New Stewards	2
Getting to know your National and Local Union Officials	3
News from this Year's National Convention	4
Report from District 11 Annual Training	4
PAC News	4
Christmas Party Details	5

## Our Website:

[www.afge1502.org](http://www.afge1502.org)

Ever hear someone say *“The Union doesn’t do anything for me!”*? When talking about the Union, Tell them about **TODAY**

**TODAY**, we know that privatization of Social Security has been defeated;

**TODAY**, the VA system is still providing world class care to our veterans;

**TODAY**, Legislation has been passed that eliminated the contracting out quotas, put back in place some reasonable rules for A-76 and put in a 2009 freeze for new A-76 competitions;

**TODAY**, the GS and FWS pay systems remain the core systems, NSPS is *dead and buried*.

**TODAY**, we know that we won pay raises 18% “higher than proposed” and total increases of 29% over the last eight years;

**TODAY**, the employees’ right to a union voice at work still exists in the government in general and for our DOD and DHS (non-TSA) members in particular;

**TODAY**, the anti-union FLRA Chair as been replaced with a qualified Chair that AFGE supports and the anti-union FSIP has been fired;

**TODAY**, we know that through our political program we helped elect a President and a new Congress that value government, government employees and unions;

**TODAY**, legislation has passed that gives FERS employee the same benefit with there sick leave that was available to SERS employees

**AFGE- Stronger today- More Powerful Tomorrow!**

# NSPS UPDATE

Christmas came early for some federal employees and their unions Wednesday as lawmakers delivered one of the biggest items on their wish list, repealing a controversial pay-for-performance program.

The **repeal of the National Security Personnel System** came as part of a compromise House and Senate members announced in their negotiations over the Defense Department authorization bill. The Defense Department will maintain more performance management and hiring flexibility than other federal agencies, but it must **halt NSPS by the start of 2012** and it cannot enact a new pay-for-performance system without submitting detailed proposals to Congress for approval.

Roughly 30 percent of the Defense Department's civilian employees now fall under NSPS jurisdiction, according to the Pentagon.

"It's a big day for us," said John Gage, president of the American Federation of Government Employees. He thanked lawmakers for repealing what he called "a terrible idea." "It was just bad for employees and bad for the country. It wasn't a motivator for federal employees. It wasn't fair or open. It was a gimmick," Gage said.



*Moving forward, the Pentagon has three options, said Robert Tobias, director of the Institute for the Study of Public Policy Implementation at American University. He was part of a task force that recommended NSPS reforms earlier this year.*

*"They can decide to roll everybody back [off NSPS], they can create something new and seek new legislation to get it passed, or they could work with [the Office of Personnel Management] and John Berry, who's interested in creating something government-wide," Tobias said.*

*Berry, the OPM director, has said he prefers a single, government-wide pay system, but acknowledges that creating such a plan could be difficult. His office would not comment on the NSPS decision Wednesday.*

## **The compromise announced Wednesday includes several other important changes for current and retired federal employees.**

Members of the Civil Service Retirement System will be able to work part-time toward the end of their career without jeopardizing their pensions.

**Also, in a big change for members of the Federal Employees Retirement System, workers will have sick leave credited to them when they retire. That provision will be phased in over the next four years.**

Agencies will also be able to hire back federal retirees under certain conditions and these workers will be able to receive a new salary while keeping their pension.

"Altogether these improvements will bolster the morale of current employees and strengthen the federal government's ability to attract and retain the high-quality workforce required to meet our national challenges," House Majority Leader Steny H. Hoyer (D-Md.) said in a statement.

Rep. James P. Moran Jr. (D-Va.), who has long pushed for changes to FERS, agreed. "This is the first major achievement for federal employees since 2000," he said.

## **Let's get a round of applause...**

### **For our New Stewards at Local 1502:**

Nicole Hardy

Jennifer— Cari Green

Tonya McMillian

Paula Springer

Charlotte Bringham

Mandy Giller

**Welcome New Stewards!!!**

## Who is... **John Gage?**

### **National President American Federation of Government Employees, AFL-CIO**



As National President of the American Federation of Government Employees (AFGE), AFL-CIO, John Gage stands watch over the rights of some 600,000 federal and D.C. government employees. Gage, who leads the nation's largest union for government workers in some 1,100 locals in the United States and overseas, was elected national president at AFGE's 2003 National Convention in Las Vegas, NV.

As National President, John Gage seeks to give emphasis to organizing, legal representation on behalf of Locals, and coordinated media activities. Gage believes that capitalizing on representational opportunities at the worksite, in the community and on the national scene draws attention to AFGE issues. This provides a new way of performing the most fundamental mission of AFGE—representation—and enables the union to strengthen each Local's ability to provide service, politically mobilize, organize and communicate.

## **J. David Cox**

### **National Secretary-Treasurer American Federation of Government Employees, AFL-CIO**

Jeffrey David Cox Sr. is the National Secretary-Treasurer of the American Federation of Government Employees (AFGE), the nation's largest union representing federal and D.C. government employees. He was elected during the union's 37th convention in August 2006.

Cox's goals as Secretary-Treasurer include increasing AFGE membership as well as augmenting the union's legislative and mobilization efforts.

Prior to winning the election for Secretary-Treasurer, Cox served more than 11 years as first executive vice president of the AFGE National Veterans Affairs (VA) Council. During his tenure, council membership increased from 30,000 to nearly 60,000 members due in part to massive organizing drives and nationwide union elections that brought tens of thousands of employees into the AFGE fold.

Cox began his private sector career in health care in 1970 as a food service worker and later became a licensed practical nurse in 1972. In 1984, Cox became a registered nurse and started a public sector career with the VA that lasted until September 2006 when he assumed his current position as Secretary-Treasurer.



## **National Vice President, Women's and Fair Practices**

**Augusta Y. Thomas** is the National Vice-President for Women's and Fair Practices for the American Federation of Government Employees (AFGE), the nation's largest union representing federal and D.C. government employees. She was elected during the union's 38th triennial convention in August 2009.

Thomas' goals as National Vice-President for Women's and Fair Practices include expanding the department's training program on Equal Employment Opportunity issues.

Prior to winning the election for NVP for Women's and Fair Practices, Thomas served more than 42 years in positions of Local and regional leadership.

In recognition of her work on civil, human, and workplace rights, AFGE's 6th District developed an award named in her honor, the Augusta Thomas Humanitarian Award, which is awarded every three years to an AFGE member. Thomas has also been recognized by the Commonwealth of Kentucky for her efforts to promote racial equality and economic development, declaring April 4 as Augusta Thomas Day.



## **The Officials of**

### **Local 1502**

Local President:

Glenn Lampman

Vice President/ Chief Steward:  
Victoria Stocker

Pager: (253) 280-8232

Secretary/ Treasurer:

Eva Murchinson

Safety Officer/ Steward: Alvin  
Bright

Pager: (253) 280-8297

Trustees: Nina Robinson, Walt  
Nieciag and Larry Green

## Training Report District 11 Annual Training September 2009

## Convention Update

This year I received the opportunity to attend District 11's annual training conference held in Kalispell, Montana. It was quite an unique learning experience. There were attendees from hundreds of locals within in our district which represent federal employees in Alaska, Idaho, Montana, Oregon, Washington, Colorado, Guam, Okinawa, Utah, and Wyoming. The trainings I attended were on the topics of Basic and Advanced Stewardship; and these seminars addressed such issues as the Douglas Factors, Weingarten Rights, and how to work through processing a grievance. Glenn Lampman, Victoria Stocker, Eva Murchinson, and Wendy Webster also attended to represent local 1502; and attended various trainings pertinent to their roles in our local. I am confident that this experience has strengthened our local body and contributed to more informed agents, better prepared to represent and assist our members.

In a previous e-mail I mentioned that pre-convention information indicated that AFGE National office was asking for a \$4.50 increase to the per capita tax that we are required to pay to national for each dues paying member. When the election of officer was completed and the majority of the amendments and other items presented were discussed and voted on without much ado...then the fireworks started. The delegates than began the debate, motions, amendments to the motion etc, etc on the issue of per capita increase. There was a large, very vocal, contingent of delegates that were strongly committed to zero increase to the existing \$17.50 per capita. This issue was on the floor from 1100 on Thursday morning until 2115 Thursday evening and then again from 0800 Friday morning until approx noon on Friday when the final vote was taken and an amendment passed. The final amendment was that in 2010 there would be a \$2.00 increase to \$19.50. In the year 2011 there would be no increase and then in 2012 there would be a \$0.25 increase to \$19.75 per members.

### *A Meeting With The Congressman* By Nicole Hardy

On Sunday October 11. I was honored to attend Congressman Norman D. Dicks banquet with our local Vice President Victoria Stocker. I learned many thing about the



Congressman. Such as he stands by our union 100% and fights for our needs. He Is also trying to make the Defense Base Closure and Realignment (BRAC) a smooth transition. And did you know that Congressman Dicks helped build the Madigan hospital? After learning that I jokingly told him that it was his fault we have no parking. Congressman Dicks also seems to be very involved In our Military as well as the health care reform.



## NO DUES INCREASE

There will be **NO DUES INCREASE** for the next 3 years. By trimming our budget in several areas the Executive Board was able to present a budget to the membership that did not require a dues increase.

How can we keep our dues at the present level? **MEMBERSHIP**. We currently have 400 dues paying members. If we had a dues paying membership of 550 we could have adsorbed an increase in per capita of \$4.50 without a dues increase. We have 3000 employees in our bargaining unit. Each of us needs to be pro-active in getting new employees to join! Numbers are Strength!



# WHERE CAN YOU FIND THE CONTRACT?

<http://www.afge1502.org>

<https://madigan-sharepoint.mamc.amedd.army.mil/sites/CPD/PUBLIC/>

Both of the above sites have the current labor agreement to read or to print out if you want.

The Union has a limited number of printed copies that were provided by management in accordance with the contract. If you would like to have one of the printed versions, please contact one of your officers or stewards who can obtain a copy for you. The contract is binding to you, the employee, as well as to management.

**A ULP is the acronym for an Unfair Labor Practice.**

employee of any right under this chapter: or to discipline or otherwise discriminate against an employee because

the employee has filed a complaint, affidavit, or petition, or has given

implementing section 2302 of this title) which is in conflict with any applicable collective bargaining agreement if the agreement was in effect before the date the rule or regulation was prescribed.

The agreement that I have with the MAMC commander is that if the union believes that the agency has committed an ULP, I will complete the FLRA for 22, CHARGE AGAINST AN AGENCY, which I will present to the command. The union will then give the command a reasonable time to correct the issue to the satisfaction of the Union. If that happens, the Union will withdraw the charge, if not, the Union will then file the FMLA Form 22 with the Federal labor Relations Authority.

## WHAT IS A "ULP"?

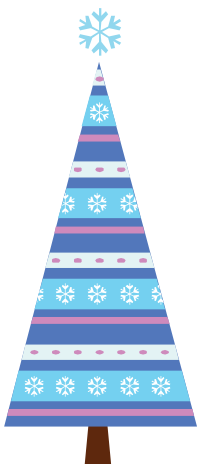
A ULP is the acronym for an Unfair Labor Practice. 5USC 7116(a) describes the actions by an agency that would constitute an unfair labor practice. Most of those would fall under one of the following:

to interfere with, restrain, or coerce any employee in the exercise by the em-

any information or testimony under this chapter: or

To refuse to consult or negotiate in good faith with a labor organization as required by this chapter; or

To enforce any rule or regulation (other than a rule or regulation



## Tickets! Tickets! Get your Tickets!

Local 1502 will have a table set up to sell tickets on the following dates. Any stewards who can be available during these times to assist with sales would be greatly appreciated.

We will be set up in the breezeway in front of the lab on the ground floor November 9th and 12 from 1100– 1300 hours.

In front of the dining facility 1100– 1300 on the 23rd of November as well as the full week prior to the party (November 30th to December 4th) On December 3rd there will be two opportunities to buy tickets: Lunchtime 1100– 1300 as well as Dinnertime 1600– 1800.

AFGE Local 1502  
PO Box 92126  
Tillicum, WA 98492

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Local 1502, Proud to Make Madigan Work

Phone: 253-968-3252  
Fax: 253-912-0670

## Local 1502 Annual Christmas Party

This year's annual Christmas Party will be held on Saturday, December 5th 2009 at the Lakewood Elks Club. The party will begin with cocktails served at 6pm, dinner at 7pm followed by music and dancing. There will be many raffle prizes again this year as well as a separate 50-50 raffle drawing. Tickets for admission are priced at \$5.00 for dues paying members and \$10.00 for guests. Hope to see you there!



LOCAL 1502 REPRESENTING  
MAMC, MCCHORD, OKUBO AND NISQUALLY

