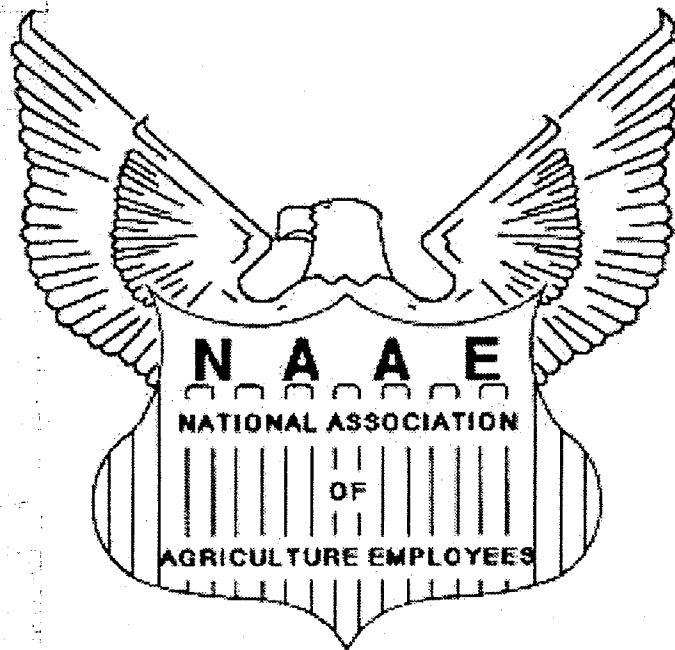


# N.A.A.E.

National Association of Agriculture Employees

## NEWSLETTER



### *Inside This Issue...*

- A Message From Our President
- The Convention
- Uniforms at NOT
- New Web Site
- GS-11s
- Election Results
- Your National NAAE Representatives

Visit the Temporary NAAE Web Site <http://naebranch14.freeservers.com>

**N.A.A.E.**

**National Association of Agriculture Employees**  
*Newsletter Issue No. 65 August 2002*



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## **A Message From Our President**

*Mike Randall*

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### **Out of One Fire and Into Another.....**

The election and convention are past and we again begin a new Executive Committee cycle. Once again I must begin my message to you in this Newsletter with the following observations: we face the greatest challenges to our existence as a bargaining unit and a Union. But I repeat myself. We have had our share of union busting in the last few years, the downgrades and overall bad labor relations, but as far as major concerns go, THIS IS IT!

#### *The Department of Homeland Security*

On June 6, President Bush announced his proposed creation of a Department of Homeland Security. He plans to include APHIS PPQ or its major parts for merger into this new Department. Creation of the DHS will be the largest reorganization of the Government in more than 50 years.

#### **The Challenge**

The President's plan, available on the whitehouse.gov website, largely speaks for itself, but with the aid of a little interpretation to explain the "diplomatic" language used:

***"In order to respond to rapidly changing conditions, the Secretary would need to have great latitude in redeploying resources, both human and financial. The Secretary should have broad reorganizational authority in order to enhance operational effectiveness, as needed. Moreover, the President will request for the Department significant flexibility in hiring processes, compensation systems and practices, and performance management to recruit, retain, and develop a motivated, high-performance and accountable workforce. When a job needs to be done the Department should be able to fill it promptly, at a fair compensation level, and with the right person. Likewise, employees should receive recognition for their achievements, but in cases where performance falls short, should be held accountable. Finally, the new Department should have flexible***

***procurement policies to encourage innovation and rapid development and operation of critical technologies vital to securing the homeland.” President’s Plan, p.17.***

The paragraph above is packed with important language that affects us all.

In the first sentence, responding to rapidly changing conditions, we have the justification for making you a resource that DHS must have great latitude to redeploy. You should be subject to being sent anywhere at anytime to do anything. Perhaps this means the Agency shouldn’t have to negotiate TDY procedures, pay period schedules, even day-to-day schedules, chop suey shifts. Maybe your supervisor decides you are “not in the right port”—this can be fixed. (Reminds me of a song .....“You’re in the Army Now!”) Flexible financial resources? What if the funding for our baggage inspection program is summarily terminated tomorrow?

In the second sentence, reorganizational authority, we have the formula for constant reshuffling and restructuring: if we don’t get it right at first, we just change it at whim, and as often as necessary.

In the third sentence, flexible recruitment, hiring, compensation, performance management, motivated high performance, *accountable* workforce, is, under the President’s Plan, achievable, but perhaps only if the employees’ rights under the Civil Service Reform Act are severely curtailed. While the stated objectives are undeniably good, the attempt to remove us from the Civil Service Title V protections we now enjoy is most troubling. (Our friends in Congress, charged with enacting the President’s Plan into law, are fighting to preserve our rights as employees without jeopardizing the President’s objectives.) “Motivated” could mean scared for our jobs. This list of platitudes sounds a lot like the teams garbage we were fed in the early 90s—it failed miserably for us.

Another concern in the balance of the paragraph crops up in this threat: “*in cases where performance falls short, [the employees] should be held accountable*” I read this line as : “fired,” no questions.

***“The creation of a Department of Homeland Security would not “grow” government. The new Department would be funded within the total monies requested by the President in his FY 2003 budget already before Congress for the existing components. The cost of the new elements (such as the threat analysis unit and the state, local, and private sector coordination functions), as well as department-wide management and administration units, can be funded from savings achieved by eliminating redundancies inherent in the current structure.”***

***“Enhance operational efficiencies in field units with overlapping missions. For example, the deployment of a cross-trained work force would provide more cost efficient inspection activities at the ports of entry than exist today with three separate units. Integration would allow for a more productive***

***workforce at the agent level and elimination of parallel overhead structures in the field, as well as at headquarters.” President’s Plan p. 17.***

If you do the math and take into account the concepts in the above paragraph -- the cross-training aspects, the “at a fair level of compensation” aspect, and the “budget neutral” promises (the new functions will be “funded by savings achieved by redundancies eliminated in the current structure”) -- it becomes clear that in order to make enough money to feed our families we will have to perform the following combination of duties:

1. Customs Inspector
2. Immigration Inspector
3. Agriculture Officer
4. Coast Guard Officer
5. Transportation Security Administration Inspector
6. Federal Protective Service Officer
7. Sears sales clerk –at least they get commissions!

Under the new DHS, the newest method for Mediterranean fruit fly eradication reportedly will be to level the sights of the Inspector’s new 9 mil at the largest exit hole on the mango and pull the trigger.

There is only one thing certain about what I write here: it will definitely change as it moves between drafting, editing, printing, and mailing. The subject is a fast-moving target, constantly changing as Congress, its committee, the President, and the various agencies facing depletion of functions and funds, take turns negotiating and lobbying for amendments to the President’s initial DHS plan. SEE OUR NEW WEB INFORMATION BELOW.

My creative writing moments often have been disturbed with a, “Guess what they’ve done now” call or a “Where’s my 11” call, even a few “I don’t want/ I want a gun” calls. It has been difficult to gauge what should be the correct response for our maximum effort to represent you, the bargaining unit, as the Homeland Security issues unfold.

I will report on a Homeland Security issue in which we as union members do have a common interest: our ability to protect employees as a union. We have analyzed the President’s proposal, the proposal of the respective Congressional houses, and the progress of the Congressional committee work thus far, and we find our greatest common concern (without regard to the carving up APHIS, inclusion in DHS or exclusion from DHS) is the question of whether we will be able to retain our collective bargaining and grievance rights guaranteed under the Civil Service Reform Act.

If you had your GS-11, you wouldn’t mind working Sundays with no Sunday double time (straight time) with your two days off being Monday and Thursday with a few grave shifts interspersed in your week for good measure, right? Remember, the devil is in the detail. It’s always a bit different deal you get from the devil. It would be okay if you were cheated out of some pay and you couldn’t grieve, right?

OF COURSE NOT! You wouldn't be reading this Union Newsletter unless you believe Management is not always right and sometimes has to be corrected. Collective bargaining serves a useful purpose — we as a union can try to make a difference in the working conditions, always making an effort to make things a bit better.

There has never been a more critical time than now to write your Congressmen and Senators. They need to hear from you that you do care about retaining your Civil Service protections. Some of us have worked far too long to have the policy changed to “miss a fruit, lose your job.” Call an Executive Committee member if you need some help and inspiration in writing your letter.

The more letters, the better.

We will try to keep you updated with our new web site. SEE BELOW.

## Come One, Come All.... The Convention 2002

This year's NAAE National Convention was held April 21 through 24, 2002 at the Mission Valley Radisson in San Diego, CA. The Convention was quite cozy, hosting approximately 50 people throughout the convention days and attended by many newcomers to both the convention, the union, and PPQ. Attendance levels made it quite easy to meet fellow members of the NAAE, our Executive Committee, as well as our USDA leadership. Associate Deputy Administrator Paul Eggert, Special Assistant to the Deputy Administrator Lucinda Riley, and Labor Relations Specialist Cutberto Castro discussed current issues alive in PPQ with convention attendees. It is a very positive sign for union members to be invited to sit down with both our union and employer leadership to discuss issues of concern.

The informal gatherings throughout the days gave ample opportunity to gain insight from the more experienced NAAE members as well as bounce ideas off our current Executive Committee. Participation is crucial for our organization to remain vibrant, and this was an excellent forum to exchange ideas and communicate with regions we often have little contact with. PPQ is staffed by a variety of personalities and it is clear that different regions face differing issues. The Convention is a great opportunity to find out what goes on at other ports, see how issues are handled, and offer new perspectives to recurring topics.

The diversity of work within PPQ coupled with the diversity of the regions we cover may lead you to believe we are much larger than we really are.

The NAAE represents approximately 2000 people in the bargaining unit. This was a surprisingly low number to me considering the vast scope of ports we cover including maritime, border, airports and rail coverage. The Convention was a very educational experience highlighting who we consist of and what we have been able to accomplish. The Convention was a great way to see PPQ and the NAAE in the big picture. There is a lot going on outside our ports, and it behooves us all to be aware of each other.

Lisa Peraino  
Local NAAE #17

*Lisa is a first time Convention attendee. Join us for our 50<sup>th</sup> Anniversary convention scheduled for May 1, 2004 (Subject to change by the Department of Homeland Security).*

## **Uniforms at NOT**

Maybe you haven't been following this story too closely since you didn't think you'd be going to NOT again. Our pursuit of the NOT uniform issue is an example of how NAAE continues to represent the interests of the newer employees. As you may recall, Management implemented a policy of Class "A" uniform wear at NOT in October 2000. The problem was that Management didn't bother to seek the Union's views first. Uniform wear at NOT is not conducive to the classroom situation. Class "A" is simply too uncomfortable for spending the entire day sitting in

the classroom. An unfair labor practice charge quickly cured Management of its errant implementation. Management was forced to retract the uniform policy and agree to negotiate with NAAE over a more reasonable policy.

In February 2002, a policy for uniforms at NOT was negotiated between Management and NAAE. Here is a summation of the policy: Officers will be required to wear the "Polo Shirts" that are available in the uniform catalog with business casual slacks or skirts and shoes. This means no blue jeans or white sneakers. The PDC will send, well in advance, a Uniform Request Form for all Officers scheduled to attend NOT. They will be provided with five polo shirts or maternity blouses on their first day of NOT. The shirts will be returned to the PDC upon completion of the training, and therefore the cost will not affect their uniform allowance. The PDC will professionally launder the shirts and reissue them to subsequent classes. We realize this is the least popular aspect of the policy; however, the alternative was for Officers to pay for the shirts out of their uniform allowance. The most important aspect of the MOU states that, "If there are any problems with the issued polo shirts and/or maternity blouses such as improper fit or stains, the PDC will promptly replace the individual's polo shirt and/or maternity blouse."

#### **So Long to Infested.net NEW WEB SITE**

NAAE did not own the infested.net domain; it was a freebie, and it is our time to move on. Temporarily we are being hosted at :

<http://naebranch14.freeservers.com>

If you have any ideas for a new domain, name please let me know at [mikera@aloha.net](mailto:mikera@aloha.net).

#### **GS-11**

The USA-PATRIOT Act contains a provision mandating GS-11 as the grade level of journeyman INS and Border Patrol inspectors. Recently, the Commissioner of Customs has announced a reclassification action mandating GS-11 as the journeyman level for Customs Inspectors.

What will PPQ's answer be? "Been there; done that"? NAAE continues to fight PPQ on your behalf over their recent "retrograde" action. Here is a self explanatory letter to our Secretary that has yet to elicit a response:



## **National Association of Agriculture Employees**

**Post Office Box 31143, Honolulu, Hawaii 96820-1143**

**Phone (808) 861-8449 Fax: (808) 861-8469**

June 24, 2002

Honorable Ann Veneman  
Secretary  
U.S. Department of Agriculture  
Room 200  
1400 Independence Avenue, S.W.  
Washington, DC 20250

Bobby Acord  
Administrator, USDA-APHIS  
Room 312-E  
1400 Independence Avenue S.W.  
Washington, DC 20250

Dear Secretary Veneman and Administrator Acord:

I am writing as the President of the National Association of Agriculture Employees, exclusive representative of GS-436 Plant Protection and Quarantine Officers, GS-421 and GS-404 Technicians and several other positions in USDA PPQ, regarding an issue that affects the future quality of our Agricultural Safeguarding programs. As you are aware, U.S. Customs Service and Immigration and Naturalization Service have recently announced GS-11 will become the journeyman level of their inspectors. Customs GS-11s come by a reclassification action and Immigration GS-11s by a statutory change.

Needless to say, this recognition is a severe shock to our employees, nearly one-third of whom have recently been downgraded from GS-11 to GS-9, and a blow to morale as they witnessed their own career paths in PPQ evaporate. Do either of you want to be in the position of having to explain to your PPQ employees that their non-competitive GS-11 career paths may lie in a transfer to one of our sister Federal Inspection Services agencies? NAAE fears a serious loss to the quality of our inspection programs should our highly trained and seasoned employees take notice and act upon greater opportunities outside PPQ.

NAAE believes the Agency should take several steps immediately to eliminate critical disparities emerging between our Agency and the other FIS agencies:

1. Move immediately to reclassify GS-436 or similar replacement series as a GS-11 journeyman graded position and reverse the Agency's April 2000 decision to downgrade GS-436-11 PPQ Officers to the GS-9 level. Our Agency has a rich history regarding this project. Mr. Larry Slagle, USDA Director of Personnel, took action in 1992 to raise the PPQ journeyman full performance level to GS-11. In 1993, then PPQ Deputy Administrator B. Glen Lee assured the Union that the complete process of raising the full performance level to GS-11 would take no more than 5 years to implement. We enjoyed partial fulfillment of this commitment in a merit-promotion master-journeyman GS-11 grade from 1993 through 1997 until nearly 500 PPQ GS-11 personnel were downgraded effective November 2001. The Agency downgraded in an unsolicited response to an Office of Personnel Management classification advisory opinion, an adverse opinion requested by the Agency. Contrary to Agency assertions, OPM has never contemplated or threatened any



Hon. Ann Veneman and Administrator Bobby Acord

June 24, 2002

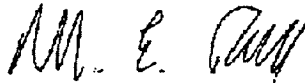
Page 2

enforcement action mandating a downgrade. In several responses from Senate inquiries, OPM has stated that the downgrade decision was up to the Agency and that the Agency was free to reorganize duties and reconfigure the job in order to make a GS-11 journeyman level work. The Agency elected to downgrade, avoiding the issue.

2. Permit employees in the recently created GS-401-11 Smuggling Interdiction and Trade Compliance Series to become a part of our bargaining unit. These positions were largely created by work of a joint PPQ-NAAE committee in response to the coming reclassification action. While NAAE was a partner in the position's creation, it was not permitted to partake of the fruits. Hearings were recently conducted before the Federal Labor Relations Authority regarding a representation petition filed by NAAE. In that hearing, testimony clearly demonstrated that these GS-401 positions were not National Security positions and were not positions engaged in investigating the honesty and integrity of other bargaining unit employees.
3. Accelerate on-going efforts to approve replacement GS-11 position descriptions already formulated by a joint PPQ-NAAE committee. NAAE and PPQ have been working on new replacement position descriptions prior to and after the downgrade. It is imperative that new GS-11 position descriptions eventually be extended to all Officers currently in the GS-436 series as GS-9s.

According to data collected by the Partnership for Public Service, about 33 percent of APHIS employees will be eligible for retirement in the next 5 years. The Agency will not be able to restore and maintain high levels of morale and a continuum of highly qualified, dedicated employees unless it can provide fair compensation at comparable levels to the other FIS agencies. Salary levels commensurate with those paid by the FIS sister agencies will be necessary to prevent a mass exodus and convince a significant cadre of retirement eligible PPQ employees not to accept the option of retirement. The need to keep experienced, qualified employees and stem an increasing knowledge-drain will only become more acute for agriculture interests during any transition of APHIS to a forming Department of Homeland Security.

Sincerely,



Michael E. Randall  
NAAE President

Cc: NAAE Executive Committee

K. Mann, Esq., NAAE General Counsel

Dr. Richard L. Dunkle, Deputy Administrator, PPQ

NAAE Bargaining Unit

# FINAL ELECTION RESULTS

From: Max Leimgruber Jr.  
NAAE National Election Committee Chairperson

<u>President</u>	<u>Total Votes</u>
R.Kiley	104
M.Randall	203
Write-in:	
Sheta	1
K.Richardson	1

<u>1stVP</u>	<u>Total Votes</u>
W.Gentry	47
W.Johnson	72
K.Richardson	168
W-in: M.Randall	1
W.Sheta	1
W.Taboas	2
W.Pagan	1

<u>2ndVP</u>	<u>Total Votes</u>
D.Corrigan	93
W.Johnson	129
Write-in:	
M.Randall	42
B.Kinzel	1
B.Johnson	1
W.Taboas	1
R.Skafidas	1
W.Pagan	1
J.Kennedy	1

<u>Secretary</u>	<u>Total Votes</u>
S.Clore	263
W-in: J.Weber	1
F.Enriques	1
A.Knapik	1

<u>Treasurer</u>	<u>Total Votes</u>
D.Bartnik	63
E.Thrift	213
Write-in:	
S.Hammerstone	1
K.Richardson	1
W.Pagan	1
R.Lee	1

<u>REGIONAL VP's</u>	<u>Total Votes</u>
<b>WR:</b> F.Hidalgo	19
J.Keck	67
<b>CR:</b> J.Horn	24
<b>NER:</b> M.Greenberg	69
Write-in:	
S.Hammerstone	20
F.Enriques	2
M.Feinstogin	1
A.Witterbure	1
D.Morris	1
J.Weber	1
<b>SER:</b> R.Kiley	56
Write-in:	
A.Knapik	3
E.Thrift	2
B.Kinsel	1
W.Sheta	2
R.Skafidos	1
W.Taboas	3
D.Serrano	15
O.Correa	1
J.Sanchez	1
M.Leon	1
P.Arce	1

Total Valid Ballots Received= 316

## Your 2002 NAAE Officers

### **President Mike Randall**

Joined PPQ in 1984 after a brush with an entomology degree at the University of Arizona (that's in Tucson...there'll be a quiz.) Came to PPQ Los Angeles pre-qualified-- experienced as a certified Orkin man, tv repairman and kosher meat cutter(these three trades have greatly enhanced my ability to perform PPQ work). Reason for joining NAAE- one word—JUSTICE. Elected 6 terms as NAAE Western Region Vice President. Elected President 2000. Served as local President and Vice President in both Los Angeles and Honolulu. Hobbies-Flying, Amateur Radio, Remote Sensing, Weather. Ambition: First PPQ Officer on the moon.

### **1<sup>st</sup> Vice President Kate Richardson**

Started PPQ at LAX Oct. 1980, Transferred to San Pedro June 1984, Transferred to Seattle (A/P, Maritime) Feb, 86, the originator of the National Multiple callout grievance, Spring 89 (many got a nice back pay check from the sustained grievance), 1990 elected Nat'l Treasurer, 1990 – 1995 Union rep. Interregional Overtime Committee, 1992 reelected Treasurer, 1992 - Union Contract Negotiation Team 1994 elected 2<sup>nd</sup> VP, 1996 – became Chief Negotiator, (still no contract: 45 articles complete; 15 remaining), 2002 elected 1<sup>st</sup> VP.

*The reason this bio has little pizzazz (but for the curriculum vitae) is that Kate hardly participated in writing it. She's off on one of her little vacations. She has a zest for travel to faraway and unusual places such as New Guinea or Nepal. Be sure to secondary her should she come through your port and get the full story! She deserves the vacation as you see she puts in a lot of work.*

### **2<sup>nd</sup> Vice President William Johnson**

I joined PPQ in 1995. I have served as Local President for 6 years, and as National 2<sup>nd</sup> VP for 2 and one-half years. I have served on the Pin-ops steering team, the Port Review Design team, and currently am serving on the AST steering team. At the Local Level, I have served on the Pest Risk Team, and compiled Port stats for two years.

On a personal level, I maintain a wide variety of interests. These activities have included serving on the Board of Directors at the Kishwaukee Valley Heritage Society, doing restoration work for the Illinois Railway Museum, initiating a recycling program for the local community, serving in the Olds Club of America, Illinois Valley Olds Club, and, the German American Police Assn. Lately, my hobbies are woodworking, and searching for the yet undiscovered, perfect Beer.

### **National Secretary Sarah Clore**

I started with PPQ in October of 1997 in Laredo, Texas. After three years there, I transferred to Detroit, Michigan to be closer to home. I have been with the agency nearly five years now. While in Laredo, I served on the National Election Committee and attended the convention in Tampa. I took over mid-term as NAAE Secretary in the early fall of 2001 when the previous Secretary was promoted. In the last election I was elected Secretary. I don't have time for hobbies, I am a PPQ Officer.

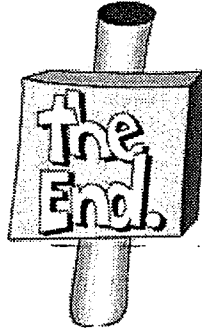
### **National Treasurer Eileen Thrift**

My career in PPQ spans over 20 years. I started as an officer in Miami in September 1981. I served as secretary of local 8 for one term. I served a term on the SE Region EEO Advisory Committee. I took a hardship transfer to Ft. Lauderdale in 1990. I served as the national election chairperson in 1992 just before taking an unpaid lateral transfer to Winnemucca, Nevada to work as a domestic officer on the grasshopper/Mormon cricket control program. I was the very first PPQ Officer in the state of Nevada. Since I was the only officer in Nevada, I could brag that the entire state had 100% membership in NAAE! In 1993, I applied and received the non-supervisory upgrade to GS-11 while in Nevada. In 1994, I applied and was selected to be a GS-11 supervisor on the Boll Weevil Eradication Program in Madison, Alabama. The position was advertized to last 3-5 years but program personnel did such a great job eliminating boll weevils we had to leave Alabama after only 2 years. Therefore, in 1996, I put in for the non-supervisory GS-11 AQI position in Cape Canaveral, Florida. I was selected and I have been here ever since. In February 2001, I was asked by the NAAE Executive Committee to serve the remainder of the SE Region Vice President's term. In April 2002, I was elected to serve a term as Treasurer of NAAE.

At present, I am also an APHIS Recruitment Officer. I visit various college campuses around the state of Florida during their career fairs, talking with students and graduates about a career with APHIS. I am on the foreign TDY roster. I am one of the TDY instructors who frequently goes up to Frederick, Maryland to teach a course or two of New Officers' Training. The 3 parts of NOT I have taught are Pesticide Certification Training, Intro to Regulatory Decision Making, and Regulating Nonpropagative Plant Imports. These collateral duties give me many opportunities to meet many interesting and wonderful people from all parts of the country and the world.

My other 'job' is the Vice President of my husband's company, "Grasshopper Airboat Ecotours". My interests are promoting my many 'involvements', keeping my faith, my family and my friends a priority in my life and happily serving wherever or whenever needed. My hobbies are boogie boarding on the beach, fishing, gliding across the grassy marshes on Captain Rick's airboat, reading, cooking, and studying the Bible.

More officer biographies in the next edition



**No! This is the beginning. We Have  
Just Begun to Fight!  
Now More Than Ever! Encourage Your Co-  
Workers to Join! Strength In Numbers!**

### **YOUR NATIONAL NAAE REPRESENTATIVES**

**(Your Input & Feedback Is Most Welcome)**

**PLEASE MAIL ALL DUES WITHHOLDING FORMS TO NAAE NAT'L PRESIDENT  
FOR SIGNATURE**

**Mike Randall, President**  
P.O. Box 31143  
Honolulu, HI 96820-1143  
3375 Koapaka St. Suite G-330  
Honolulu, HI 96819

Work: (808) 861-8449  
Fax: (808) 861-8469 U  
Home: (808) 239-4393  
Email: [MikeRand@aloha.net](mailto:MikeRand@aloha.net)  
Pager: 888-631-3249

**Mike Greenberg, NER V.P.**  
2 Bayclub Dr., Apt. 9K  
Bayside, NY 11360

Work: (718) 553-1734  
Fax: ()  
Home:  
Email: [mureenberg19@nvc.rr.com](mailto:mureenberg19@nvc.rr.com)  
Pager: 888-631-

Please call AFTER 0600  
Hawaii Standard Time!

**Kate Richardson, 1st VP**  
1021 sw Klickitat Way  
Sea-Tac Maritime  
Suite 103 Bldg. D  
Seattle, WA 98134

Work: (206) 553-2411  
Fax: (206) 553-2418 U  
Home:  
Email: [NAAE\\_KR@hotmail.com](mailto:NAAE_KR@hotmail.com)  
Pager: 1-888-631-3246

**Roger Kiley, SER VP**  
1950 NW 66<sup>th</sup> Ave  
Bldg 708 Room 228  
**Miami, FL 33162**

Work: (305) 526-2939  
Fax: (305) 526-2940 U  
Home:  
Email: [rkilevnaae@hotmail.com](mailto:rkilevnaae@hotmail.com)  
Pager: 888-631-3252

**Bill Johnson, 2<sup>nd</sup> VP**  
8431 W. Wilson, 1<sup>st</sup> Floor  
Chicago, IL 60656

Work: (773) 894-2920  
Fax: (773) 894-2927 U  
Home: (734) 625-1459  
Email: [brutis24@hotmail.com](mailto:brutis24@hotmail.com)  
Pager: 1-888-631-3245

**Willis Gentry, CR VP**  
520 Martens Dr.  
Laredo, TX 78041

Work: (956) 729-9911  
Fax: (956) 727-0273  
Home: (956) 727-5521  
Email: [gentrywecw@surfus.net](mailto:gentrywecw@surfus.net)  
Pager: 888-631-3250

**Sarah Clore, Secretary**  
15073 Brookview Dr. Apt #301  
Riverview, MI 48192

Work: (734) 941-8495  
Fax: (734) 941-8831 U  
Home:  
Email: [sarahclore@yahoo.com](mailto:sarahclore@yahoo.com)  
Pager: 888-631-3247

**John Keck, WR VP**  
P.O. Box 88593  
Los Angeles, CA 90009-8593  
11840 S. La Cienega Blvd.  
Hawthorne, CA 90250

Work: (310) 215-2432  
Fax: (310) 215-2528 U  
Home:  
Email: [johnwkeck10@hotmail.com](mailto:johnwkeck10@hotmail.com)  
Pager: 888-631-3244

**Eileen Thrift, Treasurer**  
3530 Canaveral Groves Blvd.  
Cocoa, FL 32926-6829  
P.O. Box 158  
Cape Canaveral, FL, 32920

Work: (321) 783-3766  
Fax: (321) 799-1415  
Home:  
Email: [airboat@ii.u.net](mailto:airboat@ii.u.net)  
Pager: 888-631-3248

**Kate Richardson, Chief Negot.**  
1021 sw Klickitat Way  
Sea-Tac Maritime  
Suite 103 Bldg. D  
Seattle, WA 98134

Work: (206) 553-2411  
Fax: (206) 553-2418 U  
Home:  
Email: [NAAE\\_KR@hotmail.com](mailto:NAAE_KR@hotmail.com)  
Pager: 1-888-631-3246

Note: If you are faxing or emailing material that must be handled with discretion, it is advisable to call recipient first.

**Kim Mann, Esq.: Legal Counsel**  
1850 M St. N.W., Suite 280  
Washington, DC 20036

# REQUEST FOR PAYROLL DEDUCTIONS FOR LABOR ORGANIZATION DUES

## Privacy Act Statement

Section 5525 of Title 5 United States Code (Allotments and Assignments of Pay) permits Federal agencies to collect this information. This completed form is used to request that labor organization dues be deducted from your pay and to notify your labor organization of the deduction. Completing this form is voluntary, but it may not be processed if all requested information is not provided.

This record may be disclosed outside your agency to: 1) the Department of the Treasury to make proper financial adjustments; 2) a Congressional office if you make an inquiry to that office related to this record; 3) a court or an appropriate Government agency if the Government is party to a legal suit; 4) an appropriate law enforcement agency if we become aware of a legal violation;

5) an organization which is a designated collection agent of a particular labor organization; and 6) other Federal agencies for management, statistical and other official functions (without your personal identification).

Executive Order 9397 allows Federal agencies to use the social security number (SSN) as an individual identifier to avoid confusion caused by employees with the same or similar names. Supplying your SSN is voluntary, but failure to provide it, when it is used as the employee identification number, may mean that payroll deductions cannot be processed.

Your agency shall provide an additional statement if it uses the information furnished on this form for purposes other than those mentioned above.

1. Name of Employee ( <i>Print or Type-Last, First, Middle</i> )	2. Employee Identification Number ( <i>SSN or Other</i> )	3. Timekeeper Number
4. Home Address ( <i>Street Number, City, State and ZIP Code</i> )	5. Name of Agency ( <i>Include Bureau, Division, Branch or Other Designation</i> ) USDA-APHIS-PPQ	

### Section A-For Use By Labor Organization

Name of Labor Organization (*Include Local, Branch, Lodge or Other Appropriate Identification*)

National Association of Agriculture Employees      Branch \_\_\_\_\_      Location \_\_\_\_\_

I hereby certify that the regular dues of this organization for the above named member are currently established at \$ \_\_\_\_\_ per

(biweekly pay period) (calendar month). (*Strike out whichever period is not appropriate, based on arrangement with the employee's agency.*)

Signature and Title of Authorized Official

NAAE National President

Date (*Month, Day, Year*)

### Section B-Authorization By Employee

I hereby authorize the above named agency to deduct from my pay each pay period, or the first full pay period of each month, the amount certified above as the regular dues of the (Name of Labor Organization):

NAAE

and to remit such amount to that labor organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted which is certified by the above named labor organization as a uniform change in its dues structure.

I understand that this authorization, if for a biweekly deduction, will become effective the pay period following its receipt in the payroll office

of my employing agency. I further understand that Standard Form 1188, Cancellation of Payroll Deductions for Labor Organization Dues, is available from my employing agency, and that I may cancel this authorization by filing Standard Form 1188 or other written cancellation request with the payroll office of my employing agency. Such cancellation will not be effective, however, until the first full pay period which begins on or after the next established cancellation date of the calendar year after the cancellation is received in the payroll office.

Contributions or gifts (including dues) to the labor organization shown at left are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.

Signature of Employee

Date (*Month, Day, Year*)

*Please use colored ink      submit original      if desired, make copies for yourself*

**FOR COMPLETION BY AGENCY ONLY-** The above named employee and labor organization meet the requirements for dues withholding. (Mark the appropriate box. If "YES", send this form to payroll. If "NO", return this form to the labor organization.)

YES	NO

Save a tree!! Just Send Us 1 original

1-Agency  Copy

2-Labor Organization Copy

3-Employee  Copy

**PLEASE NOTIFY THE NATIONAL SECRETARY OF AN ADDRESS CHANGE!**

This Newsletter is distributed to NAAE members & to members of the House and Senate Agriculture Committees

Sarah Clore, Secretary  
9080 South Torrey Road  
Willis, MI 48191



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