

N.A.A.E.

National Association of Agriculture Employees

NEWSLETTER



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OUR Web Site <http://www.aginspectors.org>

N.A.A.E.

National Association of Agriculture Employees

Newsletter Issue No. 77 November 2009



A Message From Our President

Sarah Rehberg

Well, here we are again; it's our moment to fill everyone in on what NAAE has been up to. There have been several negotiations on Management-proposed changes in working conditions for PPQ (and lots of new acronyms to add to your vocabulary!). These have included:

1. Clarifications and changes made based on our input in some regional policies and SITC SOPs. In the Eastern Region, regarding the new Voucher Processing Policy, NAAE had a concern that new employees must be allowed to receive a travel advance if travel is necessary before the travel cards arrive. Management agreed to our suggested language and the policy was issued in October, with our changes included. SITC has recently revised what we hope are all of its SOPs. (We got notice from Management for planned revisions to 39 different SOPs!) NAAE was able to amicably resolve language issues to make clear that ties are an optional part of the uniform. Also those of you in SITC may have noticed that in the Commerce Site Seizure Procedure, clear language appears for the first time regarding the burden of proof for seizures. NAAE was very pleased to see that Management accepted our suggestion: language in the email distribution that stresses the importance of the burden of proof.
2. NAAE signed a MOU covering the change to electronic Official Personnel Files. While we were happy to see OPFs become significantly more accessible for employees, we needed to ensure that should the system go down, alternative methods of access would be available. Most noteworthy, bargaining unit employees can now request a complete list of

everyone who has accessed their eOPF. The MOU in full can be accessed on the APHIS Labor Relations site at:

http://inside.aphis.usda.gov/mrpbs/labor_relations/lr_naae.shtml.

3. Some of you may have noticed that PPQ recently published a Pandemic Disease Plan. We have a signed MOU for that Plan. It can also be found on the Labor Relations site. The Plan allows Management to take certain measures to minimize employee exposure through alternative work sites and telework. The MOU allows for employees to accept these alternative-worksite changes on a voluntary basis, if they are offered, when the Federal response Stage is 3 (widespread human outbreaks overseas). It also requires that any changes to working conditions return to normal after the Federal Response Stage has been reduced to below Stage 3.
4. NAAE received notice of the plan to have employees input their own information into WebTA. NAAE felt that in larger ports the work and computer access would make this change logistically difficult for many to accomplish. The plan is currently on indefinite hold while PPQ does an assessment.

Rumor Mill

One function of the National Executive Committee is to work to dispel or confirm rumors after consulting Management. (If we don't know what it is, it is a confirmed rumor.) If you hear that something is going to change working conditions, let us on the Committee know. We'd much rather get the truth for our members so if there is a change, people can be concerned about the actual facts. We'd rather be worrying about real problems rather than fake or imagined problems. Some of the latest rumors to put to bed include and the underlying truth are: 1. there is no policy restricting identifiers from attending foreign TDYs; 2. the Q-log now being used by identifiers in the Eastern Region **will not** be used for or against an identifier in his/her performance review; and 3. there are no plans to upgrade Export Certification Specialist beyond the current GS-11 (darn!).

On the Horizon: A New Executive Order?

NAAE, like all federal unions, is anxiously awaiting the proposed Executive Order reinstating partnerships (though the term partnership is out and forum is in). [For those of you who were still in diapers – Partnership was an experiment in Labor Management Relations fostered by an Executive Order issued by President Clinton during his administration. The experiment had its valuable, enriching moments, but for the most part, did not have support from mid and line-level management – the place where support counted most. And it was never truly enforceable. Sadly, the partnership never caught on, and that Clinton

Executive Order was cancelled about five minutes into the George W. Bush Administration.] In May, NAAE approached management with the idea of being proactive and requesting to begin discussing the institution of partnerships now. Unfortunately, Management declined our offer, choosing to wait for the E.O. Some of you may remember the local partnership councils. That's only a small part of the concept. The biggest benefit to unions is a change in what is negotiable. Currently many aspects of our work, including numbers, types and grades of employees or positions, and the technology, methods, and means of performing, are negotiable only at the election of the agency. In other words, negotiations with the Union may commence only at the option and with the concurrence of Management. These so-called "permissive" negotiation topics are almost never voluntarily negotiated by Management. ("We don't have to so we don't want to" – a common Management cry.) A new Executive Order from President Obama could change the way management approaches permissive topics. We look forward to a new path for improved relations with the Agency and an improved negotiation playing field quite different from what we experienced in the last several administrations. So far so good: the President recently appointed new members to the Federal Services Impasse Panel who appear to be pro-union. FSIP hears and resolves all negotiation impasses when the union and an agency can't agree on bargaining proposals

"Change is the only constant"

As always there are changes. Tracey Gallaway, Eastern Region Labor Relations Specialist, has taken a new job with FSIS. Tracey had worked with NAAE for many years and she will be greatly missed. We wish her well in her new endeavors! Jody Feliciano, National Secretary, and Gil Feliciano, former CBP Regional Vice President, welcomed Jude Alexander Feliciano into the world on September 1st. The question remains: will Jude's uniform be khaki or blue? This summer we had a change in the Eastern Region Vice President position with Arlo Wiltenburg filling in. A more detailed introduction to Arlo appears later in this newsletter.

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In past newsletters, we have discussed the financial situation of the union. While the conditions that got us to that point have not changed, NAAE sees no immediate need to conduct another vote regarding an increase. We have been fortunate in that NAAE has settled some long time grievances and the settlement reimbursements have kept us afloat. But only barely. NAAE may need to revisit this issue again in the future.

How Are We Doing?

NAAE **needs** to know what we're doing right, what we're doing wrong, and where we can do better. Along with that thought, we need suggestions on how we can improve or correct deficiencies. Recently surfaced is a disturbing perception held by a few that the NAAE Executive Committee doesn't represent and won't represent technicians. The NAAE Executive Committee is dedicated to perform representational activity that benefits ALL PPQ bargaining unit employees, not just particular grades or positions. If some people are feeling this is not the case, we need to hear from you. So we're asking for your input. We also need specifics. We hadn't seen that there was a problem, so we need constructive criticism to figure out how we've given that impression and how we can best go about changing that. NAAE represents all bargaining unit members equally, and if some feel otherwise, we will do everything in our power to change that misperception.

In the beginning....we were a Union of Officers and Technicians. Over the years as NAAE has grown with PPQ, we began to represent more folks and different positions. The idea of a position specific National Vice Presidents has been considered at the National Executive Committee level and was rejected because it creates more problems than it solves. A VP position for a specific group indicates that this position- or group-specific VP can't hold other positions on the Executive Committee, and that's not true. And what would the cutoff point be? If we created a VP position for every distinct position or group that NAAE represents, we'd have over 11 National Vice Presidents, and even then we would probably be leaving some group out. The larger the Executive Committee, the less official time each member has, and the less effective that they can be. Each member, whether they're a technician, identifier, gardener, motor vehicle operator, export certification specialist or SITC officer, has the right to run for ANY NAAE national position (...and you surely know that there have been technicians, identifiers, etc. as members of the EC). We didn't want to create exclusive groups. We are open to new ideas. So, please, let us know what you are thinking. Call or email any Executive Committee member.

Convention!

The NAAE 2010 National Convention will take place Sunday May 16th through Wednesday May 19th in **Las Vegas**, Nevada at the Flamingo Hotel. We have negotiated a very low group rate to make it easier to attend. Please start planning NOW to attend. Meeting days will be Sunday afternoon through Wednesday departing Thursday with a Social-Mixer on Sunday evening.

See your old Union friends. See your young Union friends. Make new Union friends. It is an opportunity to receive training on labor law and what a union can do. There are also opportunities to meet PPQ's top managers, consult with them, ask them pointed questions, and find out what they are thinking – where they are taking the Agency and where the Agency is going.

If you're planning to attend, considering it or on the fence, request your annual leave now. While initially you must request annual leave, following the Convention, NAAE will forward the names and attendees to management, requesting that they all be granted official time for their attendance at the meeting. Traditionally, within the payperiod, management will determine the number of hours of official time granted to all identified attendees which will be applied to the T&A. In past years, management has granted official time for approximately 85% of the time spent (normal working hours) at the Convention. All time used not credited as official time will be charged to annual leave. Official Union business – not classifiable as “official time” -- is considered on the opening Sunday. The balance should be “official time.”

Please let an Executive Committee member know early by e-mail or phone as to your desires and intentions to come to the Convention. It will also help us get you an information packet once details have been firmed up.

Our Convention Planning Committee Chairperson for this Convention is:
Victor Zeno in Sanford, Florida.

--PLEASE PLAN TO ATTEND! There will be plenty to learn and much fun for all. Hope to see you there!

Election Time

The Election Committee this upcoming year will be based in Atlanta, Georgia with Julie Orr, NAAE Local 37 Vice President, as the Election Committee Chairperson. In January 2010, we will begin a new election cycle for NAAE Executive Committee members. We must all renew or start our commitment to be representatives of ourselves and all bargaining unit members. Look for your nomination ballot to arrive soon. Please suggest nominees and participate in the process. If you feel some segment of the bargaining unit is under-represented, then nominate a candidate from that segment. It's your union!

General Counsel's Report

Kim D. Mann

Grievance Settled

Since the last Newsletter, April 2009, NAAE has been busy in a number of areas - grievances, ULPs, dispute resolution, contract negotiations, consultations, etc. - on behalf of the APHIS/PPQ bargaining unit. Many of these efforts are described elsewhere in this Newsletter. In addition to those, NAAE has successfully concluded two grievance procedures that warrant special mention.

In early October 2009, NAAE and PPQ signed an important "Settlement Agreement," resulting in a significant, lasting benefit for all bargaining unit Technicians. From a narrow view, it ends on amicable terms a dispute originating in Puerto Rico with nine GS-5 Domestic Technicians who objected to doing GS-7 work while being paid as GS-5s. My General Counsel's Report in the last Newsletter discusses the origins of this dispute: the GS-5 Domestic Technicians claimed they were doing essentially the same work, performing the same duties, as Domestic Technicians on the Mainland who were GS-7s and paid as GS-7s. Objecting to this unfair, discriminatory treatment, the Puerto Rican Domestic Technicians filed grievances, requesting APHIS/PPQ retroactively temporarily promote them to GS-6 positions and compensate them with additional back pay (the difference between GS-6 and GS-5 pay) for the period they were performing and continuing to perform the higher graded duties, a period dating back several years. The Agency denied the grievances at the local level.

Labor Relations staff in APHIS, primarily Beth Blackwood and Frank King, saw some merit in these grievances while their appeals were pending at the Regional level. Negotiations began over the summer of 2009 to try to resolve this dispute without the need for NAAE to invoke arbitration. The result was a Settlement Agreement, signed by Union President Sarah Rehberg on October 7, 2009, terminating the dispute and thus resolving all nine grievances. The terms of the settlement are confidential; however, from the broader perspective, the Domestic Technician position description will be rewritten for all, including those employees stationed in Puerto Rico and the Virgin Islands, to bring them in line with current duties. At the

end of the day, the Domestic Techs in PR and VI will be under the same PD, pay, and full performance level as Mainland techs.

"It's time to play Double Jeopardy"

In early July 2009, the Federal Labor Relations Authority ("FLRA") issued a decision in favor of NAAE and Amie Hirsch, the bargaining unit employee who NAAE was representing, in a grievance proceeding initiated while Ms. Hirsch was an Agriculture Specialist for CBP. (Remember, NAAE represented the legacy Ag employees for approximately three years following their transfer from PPQ to DHS/CBP in the wake of the split in March 2003.)

Ms. Hirsch's shift supervisor had issued her a letter of warning for falling asleep while on duty - she had been taking strong medication - and 10 days later her Port Director proposed to suspend her for five days for exactly the same incident. The penalty was reduced to a three-day suspension. She served her suspension. Ms. Hirsch then grieved, claiming "double jeopardy" - meaning CBP had punished her twice for the same offense - and requesting removal of all references to her suspension from her personnel file and back pay for her three-day suspension. While her grievance was still pending, Ms. Hirsch voluntarily resigned from CBP.

NAAE elected to arbitrate Ms. Hirsch's grievance before a neutral third party. At the arbitration hearing, CBP claimed the grievance was not arbitrable, alleging her grievance legally terminated, was extinguished, once Ms. Hirsch resigned from CBP. It also claimed Ms. Hirsch had been disciplined only once, not twice, asserting the letter of warning was not "discipline" because it does not appear in the Agency's Table of Penalties.

The Arbitrator agreed with NAAE and Ms. Hirsch on all counts. He sustained the grievance and granted the relief requested. Her grievance was arbitrable, he found, because the grievable action, the letter of suspension, was issued while she was still a CBP employee and a member of the NAAE bargaining unit. The earlier letter of warning counted as discipline, he also concluded, because letters of reprimand, caution, and warning must, according to USDA Internal Procedure then in effect, be filed in the employee's OPF for up to three years. The Arbitrator held that disciplining Ms. Hirsch twice for the same offense was an unwarranted and unjustified personnel action and a violation of the Back Pay Act. He ordered the Agency to award her back pay for the period of the three-day suspension she served.

CBP elected to appeal the Arbitrator's decision to FLRA. Nearly three years later, FLRA, on June 30, 2009, issued its own decision fully upholding the Arbitrator's decision and award. NAAE eventually recovered its legal fees from CBP as permitted under the Back Pay Act. It was a complete victory and vindication for Ms. Hirsch, and for NAAE. Incidentally, Ms. Hirsch resigned from CBP to go to law school. She is now a licensed, practicing attorney – some would say not a career-enhancing move!

Night Differential Pay Settlement

Athena Pappas

Quite some time ago, a bargaining unit employee contacted me because he found out that some employees had been paid night differential while working overtime and he had not. Night differential is 10% additional pay to your base pay for any hours worked between 6:00 pm through 6:00 am. After looking into the matter I found something quite interesting. In the Human Resources Desk Guide (a very good source for information, plain clear language that should be the first place employees check when looking for work rules and procedures) under overtime and night differential, it does state that night differential is for employees who work between 6:00 pm and 6:00 am for regularly scheduled work which would cover employees working an afternoon shift, even if it was temporary. In the premium pay section, I found a small paragraph that proved to be quite rewarding for the employees of this program.

It states:

<i>Who is Entitled to Night Differential ?</i>	<i>Full-time (FT) and part-time (PT) employees are entitled to earn night differential pay for regularly scheduled work between the hours of 6 p.m. and 6 a.m. This includes regularly scheduled overtime and any other overtime that is habitual and recurring due to the nature of the industry. Intermittent employees are not entitled.</i>
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This statement became the basis for NAAE's pursuing back pay for the employees in that program for overtime worked during a specific time each year that was in fact necessary, reoccurring and habitual due to the nature of the program.

We filed a grievance on behalf of all the BUEs who had worked in the program for the years 2002 through 2007. The managers immediately made sure the employees' pay was corrected for 2008 (the year we filed) and were paid accordingly (and correctly) in 2009.

We were able to negotiate a settlement where all BUEs still with the Agency, whether they were still working with the program or not, received night differential back pay for the time they worked in the years they participated in overtime during night hours, 6:00 pm-6:00 am.

A New Regional Vice President

Arlo Wiltenburg- Eastern Region Vice President

This summer the Executive Committee asked Arlo to fill in as the ER VP and, with his previous union experience; he was able to hit the ground running. Arlo picked up and pursued several ongoing Eastern Region issues. Arlo started working for PPQ in 1998 at the airport and land border in Michigan. For several years prior to the split with DHS, Arlo was the Local 20 president. Since the local represented two land border ports plus the airport, he received his unofficial union training by regularly negotiating changes in shifts and overtime. In 2002 he attended the San Diego National Convention. Seeing the writing on the wall with DHS, Arlo became an SITC Officer in 2003 and currently works out of the Michigan SPHD office. Arlo attended Michigan State University where he met his wife Lori 25 years ago. They have a 16 year old daughter. Arlo is an avid bowler and plays in three different leagues. "Strike" means something different to Arlo than to many union reps!

National Collective Bargaining Agreement Update

Yes, we continue to negotiate articles for the next collective bargaining agreement, the Green Book, to replace the old, out-dated Red Book. During this past year we did not make as much progress as both sides had hoped. A big part of that slow-down was a 5 month hiatus while we

intensively negotiated the Mobilization Guide MOU, but another part was that while we're down to the last of the articles, these of course are the toughest, most contentious. It's no wonder they were left for last. NAAE enjoys a different dynamic with the current Labor Relations staff than it did with the old. On both sides we agree as an overriding principle that we can solve any problem ourselves. And we proceed accordingly. Gone is the hostility and animosity of the past negotiations. Both sides seek to bring closure. As a result, four Articles have been heavily negotiated, and then when no more progress could be made at the time, we just set them aside for the moment. Much was accomplished in those articles, but we can't tick them off as signed. Soon we hope to be done with the rest of the articles and will return to the unfinished ones. Presently two articles are in negotiations, and we have 5 challenging ones remaining. I know that over the years many have doubted that the Green Book would ever be finished, but we're so close! In early October the NAAE negotiating team met for a working meeting in Romulus, Michigan to finish proposals for the remaining articles. We made great progress and can see the end in sight.

Executive Committee Roles and Responsibilities

Based on some feedback from various locals, the Executive Committee thought that it would be a good idea to explain the way NAAE sees the roles and responsibilities of the National Executive Committee and the EC's interaction with the locals. We hope this will clear up some of the issues and concerns that some have voiced and maybe others have thought but not voiced.

While most of this information is in the by-laws, we hope that repeating it here along with some examples will bring clarity. Below are the main duties and roles of the Executive Committee members, though we all cross over into each other's from time to time when needed. To me, one of the unique aspects about PPQ and NAAE is that we are small; most people know many other fellow workers throughout the country. NAAE has never been as formal as other unions such as NTEU or particular about which union member you come to for help. We want to help you if you need it to the extent of our ability and expertise. Reach out to whomever you are most comfortable, we'll take it from there. That's the way NAAE and its EC operate.

National President: The main role of the President is to act as overall coordinator making sure all the tasks, issues, and concerns brought to and expected of the EC are investigated and completed. I have numerous lists I've made that I'm regularly checking, and on weekly teleconferences with the EC I check in with the EC members who are working on various issues to update status. The President receives Official Notices from management on planned changes to national level policies and procedures. Any issues brought to the attention of the EC that are national in scope or have national implications are examined and discussed thoroughly at the EC level and then brought to the Labor Relations Chief's attention, currently Beth Blackwood, through the Office of the NAAE President. Of course there are "other duties as assigned" that come up that don't fall into a neat category but are on my platter as President.

National Vice President: The VP is back-up for the President and the Regional Vice Presidents. The National VP is the acting President when the President is out and assists the President and RVPs with the overflow, because there is always plenty of work that we all need help with. Currently our VP is also our Chief Negotiator. Normally the President, VP and Chief Negotiator work collectively as one harmonious team on bargaining over the national level changes from management.

Secretary: The Secretary takes minutes of our weekly EC conference calls and during all face-to-face meetings. This is no easy task, I've done it. Somehow, while everyone is passionately discussing issues (PC for some very heated discussions) the Secretary works to follow what's going on, get the appropriate details down on the computer, and extrapolate the key points that we may need to refer back to later. If the new Secretary didn't start out a fast typer, you can bet that he/she will become one in short order. A side skill that is honed is very good voice recognition for those heated, fast-paced conference calls! The Secretary also manages the membership database, keeping track of home addresses, local affiliations, other contact information and tracking down those who have moved. On that note, please remember that if you move or transfer to another location, the only way we'll know is if you tell us. Please let the Secretary know!

Treasurer: The Treasurer handles the finances on NAAE. We have an accountant with whom the Treasurer works as a go-between for the rest of the EC. The Treasurer ensures all of our tax returns get filed, LM forms get filed, expenses get reimbursed, etc.

Regional Vice Presidents: The most difficult job on the Executive Committee is serving as a RVP. Ideally, a local branch becomes active; the local president is able to attend the National Convention for training and to make contacts and is fully prepared to work with his/her managers and represent his/her local bargaining unit. Of course this doesn't happen because there's always something new and different that comes up, something complex or something for which the local president has had no training. We're still learning on the Executive Committee and it's a continuous process, so we recognize that it's the same for the locals or more so. The RVP acts as an advisor and provides guidance on any and all issues that arise for the locals. He or she has direct access to other valuable, knowledgeable resources – the other EC members and NAAE General Counsel – to assist in providing that advice and guidance. The RVP is also the direct union representative for all of the members in his/her Region who don't have a local branch. Since the split with CBP, we have smaller and smaller work units, and as a result more inactive locals and “at-large” members.

Everyone: It's a committee, so we all weigh in, debate, and vote on issues, concerns and advice regarding representation of our diverse bargaining unit. Just trying to keep up with the many national and local issues going on and coming up is pretty much a position in itself.

Uniform Update

Significant changes are coming up for the PPQ uniform. After years of requesting a different uniform, PPQ pre-departure class A uniforms are going back to black and white. Though not official yet, the expected implementation date will be January 1, 2010. Keep in mind this hinges on the uniform contractor being able to provide all the required uniforms in a timely manner. We expect some flexibility on that date, varying from port to port.

Speaking of the uniform contract, PPQ has a new one. PPQ is returning to Lion Apparel. While some of you remember when it was our uniform contractor before, much has changed both with Lion and PPQ. In the past, Lion manufactured its own pants and shirts. As with much of the manufacturing in the U.S., this is no longer the case. However, all uniform items in the new contract will be U.S. made, though initially Lion will be providing the excess items that Zeffi had left over at the end of its contract. In the past the Uniform Committee heard frequent complaints regarding the high price of uniform items. This will not change with the new contract; however, the Uniform Committee felt that with the now \$800 allowance and the fact that all products are made in the United States, the pricing would be acceptable to uniform wearers. Some items will be equivalent to Zeffi prices, some will be higher, some slightly lower. Another change that everyone will see with Lion is that it will have an easy-to-use on-line ordering system. Traditionalists will still be able to fax an order but the new on-line system should provide employees a much more streamlined ordering process.

As always, if you're in the Western Region, send your uniform comments, concerns, suggestions and complaints to your NAAE Uniform Committee Representative, Dennis Punzal in Honolulu. If you're in the Eastern Region, send them to Sarah Rehberg in Michigan.

GS-12s ??????!!!!!!

At this newsletter's press timewell, web time-- the first news of CBP's decision to upgrade all of their CBP Officers and CBP AGRICULTURE SPECIALISTS to the grade of GS-12. We on the Executive Committee were surprised by thisand so were many NAAE members who called our offices in various states of being stunned or boiling over. Naturally, we'd like to hear PPQ's views on this upgrade. NAAE President Sarah Rehberg sent a letter to PPQ Deputy Administrator Rebecca Bech requesting a response. The letter follows on the next two pages.

At web time, there has yet to be a response. We will keep you apprised on our web page and here on this page, and will provide you a copy of that response (or note the lack thereof.)

NO RESPONSE YET.



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November 4, 2009

Rebecca Bech
Deputy Administrator, APHIS,
Plant Protection and Quarantine
1400 Independence Ave., SW
Washington, DC 20250

Re: *CBP's GS 12 Upgrade Plans*

Dear Ms. Bech:

NAAE is extremely interested in and concerned about any plans PPQ has or is developing in response to CBP's recently announced upgrade of the journeyman level of CBP Agriculture Specialist GS 11 positions to the GS 12 pay level. The exigencies dictate that PPQ get the word out quickly regarding those plans.

NAAE's National Executive Committee has been bombarded with inquiries from our bargaining unit members regarding PPQ's response to the soon-to-become substandard pay levels of PPQ professional positions. NAAE is requesting a prompt response to all PPQ employees from your office regarding PPQ's intentions and future actions necessitated in response to the CBP promotion action. This upgrade for CBP Agriculture Specialists is already causing a severe demoralizing effect on our bargaining unit employees. The speed at which the news of the CBP upgrade has spread within the PPQ ranks speaks volumes about the concern and anxiety level of our employees, a byproduct of their close proximity to the CBP beneficiaries of this upgrade.

There is no legitimate basis or rationale for maintaining two separate journeyman levels for these two positions. PPQ GS 11s attend essentially the same training, are required to know and enforce the same regulations as the CBP Agriculture Specialist, and have greater education and experience requirements than the CBP Agriculture Specialists. PPQ GS 11s have the knowledge and skills to be able to step in and perform 90% of the CBP job, but will soon possess that potential at a lower pay grade. In addition to simmering over this obvious inequity, the PPQ GS 11s are acutely aware that a portion, if not all, of their salaries are being paid with the same User Fee dollars that are being used to pay these upgrades to CBP Agriculture Specialists. How will the CBP upgrade affect the User Fees and its allocation to both CBP and PPQ? These are just a few of the concerns that have been raised by our unit members so far.

Rebecca Bech
November 4, 2009
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Please remember that Agriculture Specialists are not a fungible resource; new inspectors cannot be conjured up overnight. PPQ learned this lesson in the transfer of function in 2003. This upgrade action in CBP appears to be a response to the same lesson that CBP too had to learn. CBP has done the necessary footwork for its employees to make this classification action possible. We hope PPQ is developing a similar response.

A prompt and positive response to PPQ employees as to PPQ's intentions towards pay equity with CBP can do much to repair some of the damage that has already occurred. We look forward to your prompt reply.

Sincerely,



Sarah Rehberg
NAAE National President

Cc: NAAE Executive Committee
Kim D. Mann, NAAE General Counsel
Paul Eggert, Associate Deputy Administrator
NAAE Bargaining Unit

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**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

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