

N.A.A.E.

National Association of Agriculture Employees

NEWSLETTER



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National Association of Agriculture Employees

Newsletter Issue No. 79 September 2011



A Message From Our President

Sarah Rehberg

Greetings! As usual, a ton has happened since our last newsletter. First, our National Contract—the one we've been working on for nearly twenty years -- has been signed and is awaiting final approval from the Department. The new Contract will bring new rights and welcome changes to the way we do things as employees and how we interact with Management. Second, we find new, changed attitudes towards our Union and employees from Management as fostered by and in response to a Presidential Executive Order that has finally percolated down to our level.... And on a very somber note, we must now deal with changed attitudes from the public and Congress on what government is, what government should do, what government should cost, and who the heck should pay for it—amid the worst economic times we have faced in our lifetime. Oh yeah and did I mention change?

The Contract is finished!

Well, that's a whole other article later in this newsletter, so save that one for dessert.

PDI: Pre-Decisional Involvement (PDI) is one of the major perks for unions given under the Labor-Management Relations Presidential Executive Order targeted at improving Labor-Management relations in the Federal Government, issued by President Obama on December 9, 2009; it's also the most nebulous of perks. Management **must** involve the unions before a decision is made, but when exactly that point is, well, that's a very grey area and subject to interpretation and therefore dispute. The PPQ Forum (a group composed of union representatives from our NAAE National Executive Committee and the Clerical union NAPPQOSE, PPQ managers, and APHIS Labor Relations tasked

specifically with implementing provisions of the Executive Order) has worked out its own definition of when PDI starts, how the unions would like to be involved in PDI, and PDI's effect on the statutory processes that still have to be followed. For more details on that, see the article on the PPQ Forum.

Because of the PDI requirement, NAAE, through the USDA Forum and the PPQ Forum, was involved in the chaos that occurred in April immediately prior to the potential government shutdown. PDI is a double edged sword -- yes, we get information ahead of time, and are able to provide input, but it's also confidential, so we can't tell the bargaining unit what we're working on while we are working on it. Yes, it was a mess. There was a lot of communication but no definitive, reliable information to share. The Office of Personnel Management told all departments for a long time to respond to shutdown questions with a statement that the Department did not believe a shutdown was going to occur. Then, about a week before the potential shutdown was to occur, suddenly all the mission areas were directed to submit updated shutdown plans to the Department that would then have to go to OPM for approval. The last APHIS shutdown plan was written in 1995 before the transfer of function with CBP, and therefore had nothing to do with what PPQ does now. NAAE did receive a copy of the draft shutdown plan from APHIS, and we raised several questions; some were answered in the next draft, some were not. Part of the problem was that the shutdown plan was for all of APHIS and so the details on how to make decisions trickled down to PPQ only late in the week. A copy of the final shutdown plan was finally distributed via email and can be found at:

<http://usda.gov/documents/APHISplan.pdf>. According to OMB regulations, there are specific functions that have to continue during a shutdown. Positions with these functions are considered "excepted" positions. PPQ doesn't have a lot of these functions anymore, but the functions include: "border and coastal protection and surveillance" (pre-departure) and "activities necessary to maintain protection of research property" (bio-control and sterile insect facilities). Then there are the "exempt" positions, which are positions funded by sources independent of the appropriated federal budget, including User Fees and no-year funds (funds ear-marked for a specific project carried over from the prior year). The "essential" or "non-essential" status of an employee has nothing to do with working or not working during a shutdown.

Employees in the exempt category were supposed to be only those who account for 90% or more of their time in one of the independent funding sources. However, considering that this was all done at the 11th hour, mistakes were made and several positions were overlooked. Some locations had split the accounting codes up among employees so no one

was 100% anything. It was absolutely prohibited to shuffle accounting codes around to create an excepted position; regular operations cannot be changed due to a potential shutdown. After Congress approved the budget, each state was given a list of all PPQ staff to review and refine so hopefully should this happen again, and the same rules are applied to who is working and who isn't working, there won't be the same mistakes made. Realistically though, the rules will not stay the same, and some mistakes will be made.

In case you haven't seen this before, OPM has some excellent information on shutdowns and furloughs, including a very long list FAQs.

<http://www.opm.gov/furlough/>

Consultation: NAAE through its National Executive Committee recently had a management consultation (before our Green Book signing) and I'd like to share some of the highlights. But before that, we'd like to recognize the support that PPQ showed at our meeting. We were pleased to have a significant management showing and had a productive day discussing issues and coming up with potential solutions. Attendees included: Paul Eggert, Associate Deputy Administrator; Mike Lidsky, Special Assistant to the Deputy Administrator; Kristen Luurs, Senior Management and Program Analyst; Vic Harabin, Regional Director, Eastern Region; Carlos Martinez, Assistant Regional Director, Eastern Region; Phil Garcia, Regional Director, Western Region; Sherry Sanderson, Assistant Regional Director, Western Region; Peter Brownell, Labor Relations Specialist; and Frank King, Labor Relations Specialist.

As federal employees, we are in the midst of very troubling times and the one aspect of the future that we know for sure is that there will be changes. This was a hot topic during our consultation. The federal budget and therefore the USDA/APHIS and PPQ budgets continue to decrease and everyone has seen all the emails on cutting costs even more. We also know that while no decisions have been made, everything is on the table. The Department has begun evaluating the possibility of consolidating 7 administrative functions, called the Administrative Services Project. The functions include: Civil Rights, Information Technology, Finance/Budget, Human Resources, Homeland Security, Procurement, and Property Management. Through the USDA Forum there are one to two union representatives from the participating forum unions on each committee. There is also the APHIS Modernization Plan under development. It has a committee looking at ways to streamline APHIS. Again, no decisions have been made but they are discussing possible consolidations, restructuring and other ways to reduce costs.

On the APHIS Portal are all the suggestions for ways to save money, and I just have to say this -- uniform allowances are required by Governmentwide regulation for all employees required to wear a uniform. The allowance amount is determined by the SPHD, and if you don't use it all, the money goes back to PPQ; it's not kept by the contractor. Also, while we may not be in ports of entry anymore, we do still have pre-departure and Plant Inspection Stations where uniforms are absolutely necessary. Uniform prices are high because we are so small and companies can't buy in the bulk numbers that other agencies do, so if we cut the uniform requirement for field work, we'd still need a uniform contract and prices would probably go up even more. If you don't know what I'm talking about, read the cost saving suggestions on the Administrator portion of the APHIS Portal.

The Emerald Ash Borer program is going to take a major budgetary hit. It will no longer be a separate program but instead will be incorporated into the duties of a domestic PHSS. No-year funds (i.e., "carry-over" funds) will likely carry the majority of the program at its current permanent staffing levels through 2012, but in 2013 it is likely that each EAB affected state will only have one staff year for EAB. Most NTE positions in EAB will likely be gone as they expire in 2012, with the exception of NTE bio-control positions which will be maintained for the time being. Most permanent PHSSs in the EAB program in Michigan, Indiana, Ohio, Illinois and Pennsylvania will likely be faced with one of the most difficult decisions of their careers, accepting a position somewhere outside of their local area, or leaving PPQ. Because of the hiring freeze, existing vacant positions can't be filled through case exam and because of the anticipated budget for EAB, these positions are being held so that EAB officers will have priority. For those of you affected, we are working on getting as much information to you as we can on what is going to occur over the next year. Let us know if you have questions and how we can help.

We haven't seen the end of office closures and consolidations; in fact, it's probably just the beginning. PPQ plans to evaluate all offices with 3 or fewer people to see whether they can be consolidated or whether the employees could work from home. In line with the APHIS Modernization Plan, we will likely see more office consolidations within the APHIS programs. It's estimated, at this time, that there will be 25 to 40 office closures within APHIS.

Many of you have been eagerly awaiting the results of the GS-11 Position Description Working Group. If you don't remember, after CBP upgraded their officers to a GS-12, PPQ started a review to see if the various GS-11

Position Descriptions accurately reflected the work being done. This wasn't necessarily a means to achieve a similar upgrade for PPQ though. At this point, because of all that is going on with the budget uncertainty, that work of that review group has stalled, and realistically, is not likely to continue should things improve later. Considering that we don't know what work PPQ will and won't be doing in the future, Management believes there really is no point in continuing this project. However, the information collected from the field will be kept and, down the road, may be used for a routine Position Description update.

NAAE has encountered extreme resistance to a 4 10s Alternative Work Schedule, as many of you know. However, we did get this confirmed; there is no ban coming from the Regional Offices on 4 10s; there simply is no policy against it at all-- official or unofficial. It is, however, discouraged at the headquarters level, and it's possible that this mindset trickles down to the field. Let us know if anyone needs assistance trying to get a 4 10 schedule in place; in some locations, it wouldn't provide the necessary coverage, but in others, it's significantly more efficient and might be acceptable if presented properly to local management.

Another area of extreme resistance is telework, another hot topic during our consultation. Hopefully soon you will have a chance to read through the Q&A document that will be sent out regarding telework from the Regional Directors, a document developed by the PPQ Forum. And hopefully this clears up a lot of the confusion, especially regarding office closures. Some duties within PPQ just can't be performed by teleworking, but there are a lot out there that can, even if you're being told that you can't. We need to hear from everyone out there, if you want to telework and have been told you can't (except when the weathers bad, and we really don't see the benefit to the employees on that one). We also want to hear from you if you are allowed to telework- we need to showcase the fact that it is happening and, oh look, the work gets done. This telework concept represents a major shift in thinking, and realistically it is going to take time for managers to adjust, but it's going to happen. The Obama Administration has been pushing. Though it's not technically the same thing, if PPQ employees can have their homes be their duty stations because it saves the agency the cost of an office, then clearly PPQ employees can do their jobs while teleworking. The logic seems irrefutable.

As always, please remember that we're all available if anyone needs guidance or information.

ELECTION COMMITTEE

It's almost that time again. This fall it will be time to begin the process of choosing who will lead YOUR organization and present your issues to Management, Congress, and the public. NAAE needs several members in one location to volunteer to serve as an Election Committee to run our National Election prior to the 2012 Convention. The Election Committee chairperson will have his/her travel paid by NAAE to attend the National Convention to deliver the Election Report. If you volunteer for this important duty, you will not be alone. There is guidance all along the way with an election manual of written procedures and your National Executive Committee members to use as a resource. If you and your fellow work unit union members are willing to serve, please contact Sarah Rehberg on 734-229-1654 or at sarahrehberg1@yahoo.com

NAAE 2012 CONVENTION

It is not too early to start thinking about our 2012 Convention. The National NAAE Convention must take place every two years after the National Election. Our Convention will take place in **APRIL 2012**. A new National Executive Committee takes charge at the conclusion of the Convention. The biennial convention is our chance to catch up on training, see each other face to face, and renew the special spirit that makes us a UNION of people who genuinely care and not some bunch of cranky employees. There will be lots of training, a consultation with our top level managers—a chance to ask **your** questions, and a guaranteed marvelous time.

Where and when will that convention be held? The Convention Committee headed by volunteer chairman Victor Zeno will help your Executive Committee decide. So far, our choices have been narrowed down to Savannah, Charleston, Nashville, and St. Louis.

Completed!

by Mike Randall National Vice President

On August 17, 2011 your NAAE National Executive Committee and members of the PPQ Management team and APHIS Labor Relation staff signed our new National Collective Bargaining Agreement –The “Green Book” Contract (the only thing we could agree on in the beginning—the book would be green) which will replace those old and moldy Red Books that we have been carrying around since 1986. The signing ceremony culminated nearly twenty years of on-again off-again work by Executive Committee members, managers, APHIS Labor Relations, and Personnel staff.

Why did it take twenty years? There is no simple answer. The Agency and the Union had very different and competing philosophies. We had chasms to span and knowledge gaps to fill all along the way. This would be PPQ’s and NAAE’s first comprehensive contract and not another “bare-bones fig-leaf of a contract. We wanted to cover as many working conditions common to our field as we could, and provide more than just the basic protections and working rights that the law provides (and often these protections and rights were not enough for our co-workers).

Briefly, I will try to not wax histrionic—go a bit berserk, explaining twenty years of negotiation history:

The NAAE Executive Committee met in the spring of 1992 to use our first official time grant in drafting our contract proposal. Our proposal was comprehensive and had more than 60 articles. We wanted a robust contract like the rest of professionally represented federal employees have. We presented our proposals, and the Agency was shocked---FLOORED. Perhaps because we were viewed as a rag-tagged band of ne’er-do-wells (which we were)—a rank-and-file independent union that did not *deserve* a comprehensive contract.... or , maybe, because to be fair, the Agency might have to answer every proposal with one of their own.

It took another three years to come up with ground rules for negotiations. We had some interest-based bargaining training, the dynamics of which brought the Union-Management relationship to new lows. We finally got to the bargaining table after Thanksgiving in 1995, taking advantage of the slight thaw in relations provided by the Clinton Administration's "Partnership Councils." We met for three week in Annapolis, Maryland and completed the first third of the contract.

Between 1996 and 2001 we negotiated more than 13 times in Seattle, Washington, the home port of our union Chief Negotiator, Kate Richardson. Kate kept us on track for those years. For those of us not at home, we spent a total of about nine months in Seattle "eatin' peanut butter sandwiches and sardines" camped out in a hotel downtown (ok, it wasn't THAT bad.) This got us another third of the contract done, but not the "meat," Overtime, Discipline, Facilities and Services, Safety, etc.-- those contentious issues that kept moving to the back of the pile.

Next we had to endure a new Labor Relations Chief, who even management would agree, was part Bozo's evil twin and part the devil incarnate—nothing was to be accomplished-- And then something awful happened that affected us all in the worst way-- **9/11**.

We had been negotiating a contract for an Agency that was two-thirds agriculture quarantine port inspectors, and another third domestic officers, inspection stations, and other functions. Our contract was finely tuned for these groups and it wasn't clear which groups would survive, protected by which union, and WHERE. The whole contract was put on hold waiting for all of these issues to resolve....which took us through 2007.

After 2001 the Agency philosophy changed, the Labor Relation people changed, we changed. We needed to get this contract done and the road would be clear to do it. After sorting out unions, agencies and departments, we were able to proceed forward to completion after 2007. The difficulty was that we had left those most contentious issues for the "dessert."

Kate Richardson as union Chief negotiator saw us through much of the “endgame.” We needed an agreement to finish the contract, as well as to reopen all of the previously negotiated parts that no longer applied for the lost Customs part of the operation, and to renegotiate those parts that had become obsolete over time*. Kate had set a retirement date for herself ---and thus..... time for another chief negotiator who will never fill Kate’s shoes.....

[*Federal sector labor contracts are only supposed to last three years before re-negotiation, unless renewed in yearly increments.]

To Kate’s credit, and the Agency’s, we got more positional movement on contract issues in those two years before Kate retired than we had had since uhhh... the 1990’s

We still had a lot of work in these last years to sew up ends and deal with the side issues that had become contracts unto themselves. In the middle of our contract efforts we had to stop, sit down, and negotiate a completely new MOU for Domestic TDY that included our new “emergency responder” definitions that were applied after 9/11 and Hurricanes Katrina and Rita. That TDY MOU was finished (and we are still waiting for the systems to implement that MOU to come on line.) Much of the final negotiations took place by telephone on two or three days of the week. A great sum of money was saved by doing things this way, and when things got contentious we’d just hang up instead of “taking it out into the hall.”

Last December, for all intents and purposes, only ONE article remained—the article near and dear to allwho it is near and dear to---OVERTIME. The union and the Agency had agreed to about half the language. Unfortunately, it was the half that mechanically had to be there, and not the negotiable, visceral parts.

After one final face to face negotiation session in Ft. Collins, Colorado and another face to face mediation session before a federal mediator in Denver, Colorado, we were found to be at “impasse” on the Overtime article.

Earlier this year, the parties applied to the Federal Services Impasses Panel (FSIP) to break the impasse. FSIP is a federal agency that is empowered to render binding decisions on impasses in the federal sector. If we couldn’t as management and union come to terms ourselves, FSIP would “help us come to agreement (read: pressure, coercion, threat)” or decide what the agreement is to be.

Mediation-Arbitration (med-arb) was the procedure FSIP selected to break our impasse. A mediator would hear evidence as we presented arguments for our respective proposals and offer solutions or other help in pursuit of an agreement. If an agreement is not possible, each party would present a last offer and the mediator would become an arbitrator and would decide between proposals or craft another solution to IMPOSE.

We're happy to report that management and the union came to agreement before a solution was imposed. We won't say which side got the better end of the Overtime agreement, but we think "you will be pleased."

Now what is so great about this new contract? You ask.

The contract is what we as union folks (and Managers) could get in to the record of the contract— when possible, the sum of our knowledge and the state of the art on dealing with problems and concerns in the Agency over the past 25 years. It is now a comprehensive contract –a go-to guide on most of the working conditions that affect your job.

The contract is an electronic document, and will be posted on the APHIS intranet. It will have internal links for getting to the resources you want fast (it is over 200 pages in comparison to the Red Book which was less than 30 pages), and it will be a fully-searchable PDF document.

If you can think of an employment topic or issue, the contract is probably the best place to start, as there is likely an article in the contract that deals with your issue, gives you a way to deal with the issue locally, and/or sends you by links in a special appendix to the directives, personnel manual or issuance, memorandum of understanding, subordinate agreement, law or CFR regulating the issue's aspect. [We used to look in the Red Book, and the citation was so short we'd say "Now what?"]

There is no user's manual, no quick start guide to get you through your first steps through the green pages. There will be webinars for some of us, and web-based recordings of the perfected webinars for the rest of us. Our managers and supervisors will receive training on Agency responsibilities in upholding their end of the bargain.

Your best bet on getting familiar with the contract is to look something up that has affected your career. Have you been disciplined? Received a “PIP” on your performance evaluation? Taken advantage of employee commuting subsidies? IT’S ALL IN THERE.

We have paid special attention to employee rights that have been trampled in the past. You have rights in investigations, discipline, privacy, and more. There are steps and formulae that must be followed to preserve your rights. These procedures are clearly spelled out in the contract for you and the employer.

Among notable milestones on our contract building adventure: preservation of “home rule” on fashioning an overtime distribution system that suits your work unit, a framework enabling a domestic TDY/all hazards response system agreement (that should work, and endure the test of time...if it ever gets off the ground.) Among the less notable, are a LOT of little things in the contract that do not bear mention here that should make PPQ a bit more civil and a wee bit nicer for us.

We hope the work done on this contract will serve as a template for our future work when we renegotiate our comprehensive contract, hopefully at the regular three-year interval (instead of twenty!) A new contract experience is an exploration process. We’d love to hear where you think we were spot on, where we missed the mark, and any place you think we could improve next contract.

We didn’t expect perfection...because we know the sage advice of our forebears:

“The perfect is the enemy of the good.”

PPQ Forum

By Arlo Wiltenburg, Eastern Region VP

In our last newsletter, it was mentioned that due to Executive Order 13522, Creating Labor-Management Forums to Improve Delivery of Government Services, the USDA Forum had provided direction to the mission areas for creating forums. The purpose of the Executive Order is to establish a cooperative and productive form of labor-management relations throughout the Executive branch as a means of improving the effectiveness and efficiency of government operations. PPQ created a Forum with the National Association of Plant Protection and Quarantine Office Support Employees (NAPPQOSE), and the National Association of Agriculture Employees (NAAE). The PPQ Forum consists of 4 representatives from NAPPQOSE, 4 representatives from NAAE (Arlo Wiltenburg, Jim Triebwasser, Mike Randall and Sarah Rehberg), and PPQ is represented by one (1) or two (2) representatives from each of the following groups, not to exceed the total number of eight (8): Deputy Administrators office; Eastern Regional office; Western Regional office; and Labor Relations staff.

After several telephonic meetings and a weeklong face-to-face meeting at the Atlanta Federal Mediation and Conciliation Service (FMCS) Office, with a facilitator, the PPQ Forum jointly established a charter which was signed into effect on February 17, 2011. (FMCS provides facilitators for free. One of their main activities involves mediation with labor and management, so they are an excellent resource. They also provide training. Check out their website to see if there's an office near you and if your branch would benefit from their assistance.) The major guiding principles of the charter include: The PPQ Forum contributes positively to the performance of PPQ; promotes the economic and workplace interest of employees and managers; operates with a clear understanding that grants the participants broad authority to develop solutions jointly on issues that fall outside the scope of bargaining; employees and their union representatives shall have pre-decisional involvement in all workplace matters to the fullest extent practicable; and The Forum shall be led by relevant decision makers and supported by appropriate staff.

The PPQ Forum also developed a set of Metrics from which the results of the PPQ Forum can be measured as required by the Executive Order. The Metrics consists of several goals within 3 different metric areas. These metrics are: Labor-Management Relationships, Employee Satisfaction and Engagement, and Mission and Service Development. The goals developed jointly by the PPQ Forum members were: mutually develop the

meaning and application of Pre-Decisional Involvement(PDI); improve manager's awareness of the union's role and management's responsibilities; improve communications and practices between the regions; improve training and training opportunities; improve resources available to the administrative employees; provide mechanism for the Forum to share ideas, projects, and activities with PPQ; and improve the ability to respond to a PPQ emergency.

Developing a mutual meaning and application process of PDI was the most difficult task for the PPQ Forum. However, during the meeting with the FMCS facilitator, the PPQ Forum members were able to accomplish this goal. PDI is a collaborative approach where employees, through their unions, are given an opportunity to shape decisions which impact the mission and the quality of employee's work lives. Some of the issues that can be worked on through PDI are: conditions of employment; Policies, Rules, and Regulations; reorganizations; relocations of offices; numbers, types, and grades; furloughs and RIF's; training; and any mutually agreeable issues. The following are issues that are not considered to be eligible for PDI: Privacy Act restrictions; individual discipline, employee grievances, or EEO complaints. The unions become involved with PDI at a point in which their input can influence the final decision and as soon as possible after management has determined that some decision or action is needed to address a particular issue or problem. During the PDI process, information is freely shared within the PPQ Forum. There are no formal information requests. When PDI works, the union is involved from the beginning, is aware of all of the factors leading to the final decision, and has been able to have all concerns addressed before the final product. The PPQ Forum has agreed that if a written agreement regarding a particular topic is signed by all Parties, then there is no need for notice, on that topic. When PDI works this way, the implementation process is significantly shortened. Sometimes the union has some, but not all, of their issues resolved during PDI, which still streamlines the negotiations after notice is given. NAAE has been involved with several issues using PDI. While written agreements have not been developed, there have been very positive results from PDI. On some PDI issues, NAAE has been able to let management know that the union would not be requesting to negotiate anything shortly after having been given notice. Topics that NAAE has been given PDI on include: the MRP Telework policy and HRDG guidance; some office relocations; the APHIS Strategic Plan; a directive on User Fees; training for Cultural Transformation; Onboarding Requirements; Individual Development Plans; Awards Programs; PPQ Defensive Driving Policy; and many policies that we normally would have no say in at all.

The PPQ Forum is working on the other established goals as well. An intranet site for the PPQ Forum has been developed and is now available at: <http://inside.aphis.usda.gov/ppq/LaborManagement/index.shtml>. A copy of the Charter is located here along with other valuable information.

SETTLEMENT NOTICE

NAAE recently reached a settlement with FLRA to avoid fighting a baseless (in NAAE's view) ULP charge, filed by a disgruntled bargaining unit employee unhappy with how the Union carved up the pie when apportioning among the grievants the lump-sum back-pay award the Union secured from PPQ for PPQ Officers working as GS-11s while paid as GS-9s. As part of the settlement, approved by the Acting Regional Director of the FLRA Boston Region, NAAE agreed to reproduce in its Newsletter two specified paragraphs appearing in the FLRA-NAAE settlement agreement. Those paragraphs, set out below, simply restate NAAE's statutory obligation to represent bargaining unit employees fairly and without discrimination, a commitment NAAE fully endorses and to which it has always adhered:

"1) The Union agrees that as the exclusive representative under the Federal Service Labor-Management Relations Statute, 5 U.S.C. §§ 7101, et seq., of bargaining unit employees at the U.S. Department of Agriculture, Animal and Plant Health Inspection Service, Plant Protection and Quarantine (the Agency), the Union is responsible for representing the interests of all unit employees without discrimination and without regard to labor organization membership. The Union agrees that under section 7114(a)(1) of the Statute, 5 U.S.C. § 7114(a)(1), it owes the duty of fair representation to all bargaining unit employees in the negotiation and administration of agreements with the Agency, including settlements of employee grievances. The Union recognizes that the duty of fair representation requires the Union to refrain from conduct that is arbitrary, discriminatory or in bad faith.

2) The Union agrees that the right of employees to file an unfair labor practice charge with the Federal Labor Relations Authority includes the right to gather information from other bargaining unit employees to support an unfair labor practice charge to the extent permitted by law and to the extent the other bargaining unit employees are willing to furnish such information. The Union will not interfere, restrain or coerce bargaining unit employees in the exercise of their rights under section 7102 of the Statute, 5 U.S.C. § 7102, including the right to file an unfair labor practice charge."

THE END???

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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

Sarah Rehberg, **President**
11200 Metro Airport Center
Dr. Suite 140
Romulus, MI 48174

Work: (734) 229-1654
Fax: (734) 942-7691 U
Email: sarahrehberg1@yahoo.com

Arlo Wiltenburg **ER VP**
11200 Metro Airport Center
Dr. Suite 140
Romulus, MI 48174

Work: (734) 229-1681
Fax: (734) 942-1218 U
Email: awiltenburg@yahoo.com

Mike Randall, **Vice President**
NAAE Chief Negotiator
P.O. Box 31143
Honolulu, HI 96820-1143
C/O USDA 375 Rodgers Blvd
Honolulu, HI 96819

Work: (808)838-2705
Fax: (808) 838-2706
Home: (808)239-4393
Email: Mikeran@aloha.net
Cell: 808-782-6556
Please call AFTER 0700
Hawaii Standard Time!

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

Jody Feliciano, **Secretary**
5936 Ford Ct. Suite 200
Brighton, MI 48116

Work: (810) 844-2724
Fax: (810) 844-0583 U
Email: JodyFeliciano@Yahoo.com

Jim Triebwasser, **Treasurer**
3663 C-R 35
Barnum, MN 55804

Work: (218) 720-5282
Fax: (218) 720-5281
Email: Triebwas2000@yahoo.com

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

Work: (956) 726-2225 ext. 29
Fax: (956) 726-2322 U
Email: Willis.e.gentry@usda.gov

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Jody Feliciano, Secretary
28085 N Clements Cr
Livonia, MI 48150

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