



# NEWSLETTER

ISSUE NO. 5

NEW ORLEANS, LA.

MAY 1983

## Write Your Congressman! GOVERNMENT RELATIONS COMMITTEE VISITS 'THE HILL'

The week of April 18th - 22nd was set aside and planned as "the week", the time for the G.R.C. to visit our Senators and Representatives in Washington D.C., and explain what PPQ employees do to protect American agriculture and what our related problems are. Chairman Wm. Wood and members Ms. Rebecca Lee (Atlanta), Mrs. Joe Aittleman (JFK) and Dale Sailors (Eagle Pass) along with Mr. Jim Eddy, Pres. of N.A.A.E., visited with a multitude of Congress people and spoke out for 1.) Upgrade of journeyman GS-9 positions to GS-11 level, 2.) supporting the FY '84 budget, as requested by PPQ, and 3.) maintain the present Federal Retirement System, at age 55; without forced social security; without increased contribution to the retirement. The committee, operating in two teams, are consistently encouraged by the Legislature staffs of all but one of the Congress-people. Special emphasis was given to **key** members of Congress that have direct influence on these most important issues.

Please help yourselves, and the committee, by writing **your** Representatives and Senators **NOW** regarding the 3 key points (upgrade, '84 budget, and maintaining our present retirement system) and ask for their support. Maybe you would also care to mention two bills before congress that direct bearing on us, PPQ officers — H.R. 2082, sponsored by honorable Mary Rose Oakar (Ohio) is a House bill to raise our uniform allowance to \$300 initial and \$200 annual and H.R. 595, sponsored by honorable Sam Hall, Jr. (Texas) which provides for liability protection for Federal employees that are sued for their actions that are within the scope of performing their job. This bill would have the effect of moving the case from a State Court to a Federal Court and would make the parent agency co-repondent in the suit. The NAAE urgently supports both bills and urges **all** PPQ employees to write their Congress-people to solicit their support on these bills, too! How about? Help us to help you! Write **NOW!**

## Introducing . . . .

Eric White, PPQ Officer in New Orleans, has graciously offered his services to the Newsletter, for NAAE. Eric works mainly on the Domestic programs and will be a contribution to the Newsletter as well as its straw-boss.

Eric joined PPQ in Sept. of '81 after earning his masters degree in Entomology at La. State University in 1980. He obtained his Bachelor's degree at the University of New Hampshire — his home state. In addition to all this, Eric served with the army ('67-'69) in Vietnam and was a Peace Corp worker in Honduras, 1975-'77. Eric is married and they have 2 children.

## JIM HALEY . . . THANKS! FROM ALL OF US

Since the NAAE doesn't have the money that APHIS has to reward employees for 'services rendered', we must use this media to express our **many thanks** to Jim Haley, PPQ officer in Brownsville, Tx. for his excellent and dedicated work as NAAE national representative for Safety & Health. Jim was appointed union representative to the APHIS level S. & H. committee in April 1980 and has worked hard and long, making many significant contributions toward PPQ employees welfare and safety during this time. Now, because of illness, Jim is stepping down and George Wallerich shall be the new NAAE representative. We thank you, Jim, and wish you the best of everything.

## New NAAE National Safety & Health Representative

George Wallerich of PPQ in Boone, Iowa has been appointed the Union's Safety & Health representative at the APHIS level. George has considerable experience in the S. & H. field. He was a member of the original So. Central Regional S. & H. committee along with Jim Haley, our outgoing Nat'l rep. and has served on several S. & H. committees since. Mr.

Wallerich is very dedicated to the S. & H. protection of all PPQ employees and extends an open invitation for all employees to contact him regarding any questions or problems you may have. You can write him at P. O. Box 636, Boone, Iowa 50036 or call at A/C 515-432-3832.

# FROM THE PRESIDENT . . . . .

WELL, I've most certainly had my 'break'; how about you? I've not done anything electrifying for the last . . . .how long?? The rest was tremendous, but I'm not in this position to relax and determine just 'how long' is enough. I've had some of our most dedicated service people, who serve WITHOUT compensation, tell me that I have fallen on my collective a--. All because I've dropped the ball on the rank and file members. . . .and you know what . . .they're right.

All right!!! Let's get off our collective a---- and get this show on the ROAD!!

It should be omniously clear by now that management has little or no respect for the concerns of the employees in PPQ. That fact that WE are the performing monkeys in this act, APHIS-PPQ, has little or no impact on the higher ups in this organization. It makes me kind of wonder . . . .have you ever seen a John Wayne movie where the **Chiefs** attacked a wagon train???? Top management has over and over again demonstrated their concern for you when they FORCED a lunch period down your throat, without any bother at all that, according to their figures, the Union response was ONE WORK DAY LATE. True, that is the National NAAE's fault, if any. Not yours. BUT, does not management care??? The proof and measure of their concern is demonstrated in their actions. And just who does their actions serve?? The tax paying public? The employees? The ultimate goals of the programs? The concerns of the people affected? NOT ONE IOTA!

To further demonstrate their UNcaring nature, let me digress . . .Numerous letters have been written to top management, asking for, soliciting, near pleading . . .for an explanation . . .for any kind of an understanding of what in the world management needs or wants. Have we even received an answer, or explanation to these letters . . . .? About one in ten are ever answered. Management even sends us drafts of APHIS Directives with the 14 day deadline to respond . . . .after consideration, reading, proposals are prepared, drafted, finalized and then submitted to management . . .only to have top management (HRD) again respond by saying that they have decided not offer this change in APHIS Directive at THIS TIME. So, . . .where does this leave us?? Responding to management's proposals, in a timely fashion, only to have management WITHDRAW their offer, I suppose, only because **WE** responded on time...!!! And when we don't respond within their miniscule time periods, they really sock it to us.

It really, I mean REALLY, demonstrates their callous and complete disregard for the professional PPQ Officer in APHIS, and ALL their concerns. Have a problem?? Call the RED CROSS, or the SALVATION ARMY . . . .but whatever, don't call on management.

Grievances are submitted; forwarded up the line of command, (because lower and mid management has been trained that anything that the employee wants, or grieves, **TURN IT DOWN!!!** After all, management **MUST** look out after management) and we all know incompetence promotes ineptitude, don't we? . . .and that folly is the child of ignorance!

What is MY problem, then? Am I overreactive to simple misunderstandings? As president, aren't I supposed to 'rule the roost' with an iron hand? I think it is evident that "turning the other cheek" is only effective when dealing with people that understand and live by the Golden Rule.

So, so much Alice in Wonderland, . . .time to step out of the fairy tales and into the real world. What can you do to help? What do you want, is the big question. Do you care? Is this **President's note** true, or meaningful, or even close to the real world as you know it????

Management accomplishments (?) include, reduced staffing on the US/Mexican Border; forced lunch breaks; non-inspection of Japanese tourists handbags (which represents 15-20% of significant interceptions); disparate treatment of employees, for similar actions of management personnel; reduction in CTT's when in time of most need; Age, sex, and ethnic discrimination in promotions as well as Union affiliation discrimination.

## REGIONAL VICE-PRESIDENTS & ADDRESSES

### NORTHEAST REGION:

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P. O. BOX 198  
GREAT RIVER, NY 11739

### SOUTHEAST REGION:

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### WESTERN REGION:

RICHARD Z. ONZUKA  
2249 AUMAKUA ST.  
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# MERIT COMMOTION

Is there a Santa Claus? Well, Virginia, there **is** a Promotion Review Panel (PRP). It lives 'up there; somewhere ----- Whether by fact or fancy, they de facto discriminate against age and service time. Can you make the most favored list? Well, by your collegiate 'roots', and by your subservience, maybe --- Your fraternal/filial connections may help, too. But whatever it takes, don't give up ---- you **must** believe that Merit Promotion **lives**. Maybe, just maybe, someday you too will be able to leap tall buildings (hurdle troubled areas), be as fast as a speeding bullet (getaway fast from employees having questions and problems), be able to stop powerful

## Some Questions That Have Come To Us

**PDC** What functions will PDC perform now that N.O.T. is dwindling down to zero?

Why can't PDC with all of its expertise and personnel find a system to eliminate WBBS from the list of BUSY work-list of PPQ Officers? A system, computerized, would be much more uniform, correct, and true.

**ER** Why is it that supervisors constantly harass and jibe their subordinates, rather than develop a congenial working relationship?

When was the last YOU heard a supervisor/OIC congratulate an employee? When was the last time YOU heard a supervisor/OIC berate and criticize an employee?

**LMR** Why is it that management, with its full time paid staff, takes months and even years to dream up and write proposals to change employment and working conditions, and then allow the Union **only** 14 days in which to 1) respond, 2) request negotiations, 3) submit proposals . . . . and then completely disregard and ignore these proposals -- and still take months to implement their unilateral changes?

Why is it that PPQ officer can err once on a single lonely O/T and be disciplined/suspended for it --- yet management official can screw up an entire program (and drive employees away) and not suffer as much as a tongue-lashing?

Another thing . . . . .

If a performance rating of a '3' means that one has performed and done everything as expected of them, why were cash awards given 'cause of Med-Fly, for only 'doing what was expected of them'? Why not just give everyone a '3' on their evaluations? And, who covered for these people for those extended periods of time they were away from their assigned duty stations, or weren't they that significant to the PPQ program?

locomotives (become insensitive to concerns of employees). Yes Virginia, even so don't expect any promotions for the next year or so, to happen, for management must protect their own and effectively find niches for their 'lost through reorganization' members. (and this may be appropriate, too) But this will tend to negate promotions, to any extent, within the coming year(s). Past experience has shown us that there are many problems with what is known as THE Merit Promotion System. What can we do to help?? Your comments and concerns, expressed clearly and concisely, sent to the National Union's office will greatly assist us in highlighting these directly to top PPQ management.

## CHARLESTON ARBITRATION CASE

Port of Charleston, SC took management to arbitration when management decided that they could send you outside of your duty station and have you report there for beginning of your tour of duty, without compensation for your additional mileage or time. The Arbitrator sided with management and stated that the Union didn't know what it was doing by putting the definition of 'Duty Station' in the Basic Agreement. The arbitration hearing was conducted in Washington DC and we only received the bad news on the 6th of January. We are still deciding whether we will ask for exceptions to the award.

## BILL HAYES CASE

PPQW Officer Bill Hayes of Fairmont, NC was separated from PPQ in September of 1980, for allegedly being insubordinate. Appeals through the MSPB (North Carolina) which the Union won, second appeal (by PPQ, Washington DC) which management won, and lastly, the Union took the case to the U.S. Court of Appeals, Wash. DC. The USDA, APHIS had secured the force of the U.S. Dept. of Justice to fight their battle for them, and although it appeared as if Mr. Hayes would be reinstated, the decision was in favor of the USDA; against Mr. Hayes and the Union. This hearing was on October 19, 1982, and the decision was received on December 21st. Further action by the Union is not expected.

## HARDSHIP TRANSFERS

Hardship transfers have been delayed because of the impending RIF and not knowing where there would be vacant positions impairs the effectiveness of requesting hardships for employees. However, now that RIF is almost a thing of the past (see RIF news, this issue) most requested and supported (by NAAE) Hardship Transfer requests have been granted. Listed below are the Officers and their new duty stations. Tom Brandt, Lumberton, NC; Wendell Sukita, Honolulu; Vickie Tatum, Houston; Linda Sundkvist, San Francisco; Dean Otani, Honolulu; Dean Tsugi, Honolulu.



# LMR TRAINING

February 1983 saw LMR training given to Branch Presidents of the South East Region. The Presidents, or their representatives attended from North Carolina, Savannah, Jacksonville, Miami, and Mobile. I am very impressed with the quality of people that we have in PPQ and serve the employees as NAAE representative. Ms. Edna Virgo (NC), Mr. Tom Tinkham (Savannah), Mr. Palisin (Jax) Mr. Tom Halloran (Miami), and Mr. Charles Barnett (Mobile) were the participants in the Labor Relations Training that was given by Mr. Jim Eddy, our National President.

This very same course, of three days duration, was originally designed by Mr. Pat Zembower of the Office of Personnel Management, from the Dallas, Texas office, and with the help of Mr. Eddy was put on to approximately 20 NAAE representatives and one NTEU President/Reg. VP. The regional vice-presidents (NAAE) plus National Officers, and key Branch Presidents from known 'hot-spots' across the PPQ network.

This very same training consists of studying the Civil Service Reform Act of '78, and all its ramifications; the Federal Labor Relations Authority, plus the Federal Service Impasses Panel and the Merit Systems Protection Board functioning. Several booklets and pamphlets are used in the training and participants are encouraged to be active in the discussions. Even the National Basic Agreement is studied and explained, and key points and questions are examined.

During the week of March 20th, another training session was held in New York City, with eight participants in attendance. Ladies in the class were Misses Marysue Blackhurst (JFK), Shirlene Smak (Romulus-Detroit), RoseanneBurguez & Kathy Shearer (Westhampton), and the gentlemen messrs.

Joseph Gittleman (JFK), Phillip A. Greene (Boston), John Burch (Elizabeth), Tom Chanelli (Brooklyn). Quite a fantastic team of people, they are. Very much interested in PPQ employee rights and quality of the professional field of our chosen career.

Currently, we are planning a training session for the South Central Region, to be held in Houston the week of April 17th. (Probably the 21st thru the 23rd) The dates for the Western Region's sessions are still being formulated, at this time. More about this at a later date.

## LATERAL TRANSFERS

Word is in the wind that a lateral vacancy list of positions across the country is in the offing. Not confirmed but some of the locations mentioned are Chicago (2), Houston, (7), Montgomery, Ala. (1), Hattiesburg, Miss. (1). Also, great news has it that there will be no hiring of professional employees off the street; this means that there is **no other means** of filling lateral vacancies other **than by lateral transfers**. This will be the first time that this has occurred in the history of PPQ, I'm thinking. Should provide some interesting reading of the Basic Agreement, in that pertinent Article that pertains to Lateral Transfers.

## Write Your Congressman!

### NATIONAL NEGOTIATIONS (National Contract)

Negotiations are projected to begin sometime shortly after September 1983, according to the present contract provisions. NAAE anticipates a very lively and active negotiations with PPQ management. We are very much aware of several of the people currently being groomed for positions on management's team. We, as well, have begun our preliminary planning for the upcoming bargaining. How long will it last is anyone's guess. From indications received, we believe that management is planning a long and protracted session, that will rival the famous AFGE contract sessions that lasted for over a year and a half. Whether this will come to pass is only supposition on our part, however, 'forewarned is fore-armed' they say . . .

The National Offices of the NAAE are urging employees to submit suggestions that may be worked into proposals for the new contract. Exact terminology is not required, but the more

'table' ready it is, will make it easier to work into the overall proposals. With your proposals, please don't forget to put your name, phone number, and address so that should we find it necessary to contact you for any further explanation and intent, we may do so without undue delay. We also, have not finalized our nominations for team members. If you have any desire to become a negotiator and have any training in this pursuit, or otherwise think that you may have something to add to the team then please don't hesitate to submit your name to NAAE headquarters very quickly. A simple note as to **WHY**, or **WHAT** would help us in making a decision as to who may be asked to serve. Don't be bashful. Not everyone who asks to serve will be selected, naturally, and we don't even have a 'Merit Commotion' system to help make the decision or a PRP to qualify applicants. But **we will succeed**, FOR SURE. Oh! . . .one more thing, you **must** be an **ACTIVE member** of the NAAE to serve the Union.

# Texas-Mexican Border Suffers Cut in Overtime

Those of us who work at border and airport locations know there has been a cut in government overtime. We have been told that the budget belt tightening has necessitated the cut. The Texas border seems to have come under some drastic belt tightening.

At the October consultation with management, Dale Sailors, South Central Regional Vice President, questioned Harvey Ford on why overtime had been cut on the Mexican Border in the South Central Region. Dale stated that in the South Central Region there had been an overtime cut of approximately 30% while there had been no similar cut made in the Western Region.

Mr. Ford, in a letter dated November 15, has stated four reasons why the overtime in the South Central Boarder has been cut. The reasons are summarized as follows:

1. The South Central Region was facing a budget Deficit while the Western Region was not.
2. The Western Region had a much leaner border work force than the South Central Region.
3. Devaluation of the peso has reduced border traffic.
4. PPQ no longer provides primary inspection on the border.

All these reasons combined convinced the South Central Region to adjust their staffing accordingly. That adjustment was the cut based on the assessment of pest risk.

We question this cutback in Sunday overtime and believe it may result in a failure to do our job effectively — **To Prevent Pest and Disease Introduction**. All of us who work at air-

ports and borders know that Sunday is the busiest day of the week — **The Day** we make our greatest number of pest interceptions. We find it hard to accept management's reasoning that we should reduce our manpower on Sunday when our workload (number of passengers processed) is the greatest!

P.S — If your work location has suffered a cut in overtime, let your Regional Vice President know. It is hard for us to do anything for you if we aren't made aware of it.

## JOB SWAPS

The Union is interested in trying to assure bargaining unit members in PPQ that every effort will be made to secure lateral transfers exchanging positions with other PPQ employees desiring a 'swap'. If employees can determine that any officer in the locations to which they would like to transfer is **also** desirous of moving to their location, so much the better. This will make it infinitely easier on the Union to obtain the necessary approval to complete such 'swap' of jobs. Otherwise, send your requests to the NAAE at P. O. Box 73A, Metairie, LA 70033 and we will try to correlate matching requests to 'Job Swap'. Please note on the envelope that this is a JOB SWAP request. For more than 1 request from/to the same location, date of letter will determine first opportunity. Also, put your work location, home address and phone number on the letter.

## Write Your Congressman!

### WORST LOCATIONS AND MANAGEMENT OFFICIALS

J.F.K International Airport, Jamaica, New York wins this infamous title, hands down. A former FPQINA ram-rod now heads up this location with more than (in)adequate help from some subordinates. Suggested topics to improve relations there are: Remedial Reading (to better understand Prem. Pay Directives), any kind of Sociology.

For OIC's; there is apparently a never ending supply of 'would-be-greats' in the negative sense, but let's reflect on Mr. David McKay, Dallas-Fort Worth Airport and let's not forget Mr. Paul Whitley and Dave Thompson, OIC (Los Angeles) and Asst OIC (LAX) as the Laurel and Hardy of PPQ. Can we forget Mr Bill Goode of Brownsville or Mr. John Vijil of El Paso? (Notice that 3 out of 5 names mentioned are from the SoCentral Region?) These aforementioned OICs have finagled more with officer's premium pay and performance standards than Chief Sitting Bull did with Custer's goldilocks. Actually, Custer got the better deal; he only had his **scalp** removed.

### LATERAL VACANCIES

In January 1983, a Lateral Vacancy announcement came out listing positions in all 4 national regions. Officers, in good faith, applied for these advertised vacancies only to have them 'frozen' later, by top management because of position funding (\$) problems. Seemingly, 10 positions in the Gypsy Moth program and 1 Boll Weevil position in Wilmington, N.C. being affected. The Union stressed the need to have the Jan. announcement and requests pursued and/or granted without this delay. After the conference call with PPQ management it was agreed to do so, as requested. The Union, in a letter to management, safeguarded funded and vacant positions for those facing displacement, because of short funding. It does seem strange that with all the increased in monies being applied to all these programs that there are positions that are short of program dollars.

The NAAE's position regarding all lateral transfers is that tenure should be a major consideration. Even those transfers effected by shortage of funds (similar to RIF considerations).