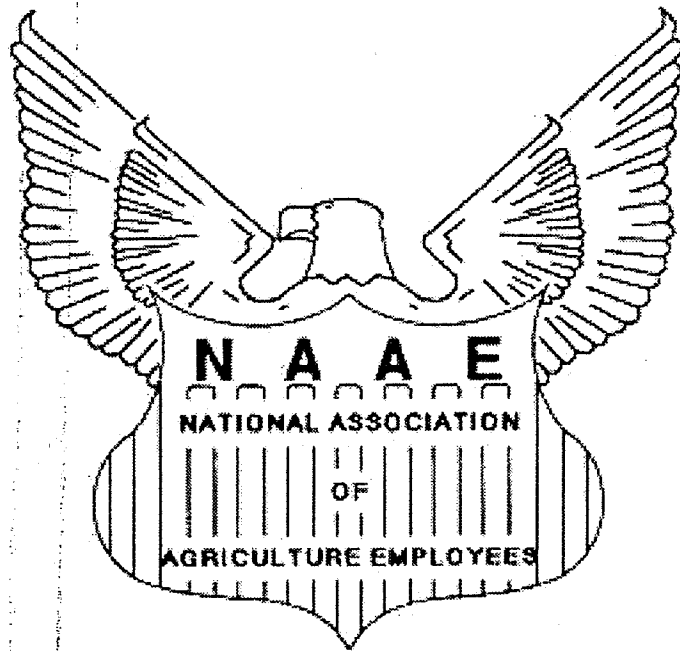


N.A.A.E.

National Association of Agriculture Employees

NEWSLETTER



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Visit the Interim NAAE Web Site <http://naaebranch14.freesevers.com>

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

N.A.A.E.

National Association of Agriculture Employees
Newsletter Issue No. 66 January 2003



A Message From Our President

Mike Randall

Happy Holiday Season.....

Well in spite of things

Homeland Security: A Beginning...Not an Ending

Usually this spot is reserved for the standard apologies for the Newsletter being delayed or late. In fact, we did hold off publishing hoping to have something from the Election, final results on the Homeland Legislation, knowledge on where we are going. There was to be the usual apology for the information being old.

I know this time, the information is way past tense...old—out of date—expired—no good—passé—going going gone!!!!!!!

The mail is too slow. This writer is too slow. The printer is too slow. The information is not coming to us fast enough, but when it does come, it's too much at once!

GO TO THE NAAE WEB PAGE FOR THE LATEST INFO!

<http://naaebranch14.freesevers.com>

No matter on which “side” of the fence you picture yourself sitting, you’d have a difficult time arguing that the results of the November elections were a “good thing” for the federal employee. Some of our friends are gone. Senator Paul Wellstone of Minnesota members of his family and others died in a tragic plane crash. Congresswoman Patsy Mink of Hawaii a strong fighter for federal employees died from viral pneumonia. Several of our sometimes allies including Connie Morella of Maryland were unsuccessful in their bids to return to Congress. Some of the Congressfolk we thought were friends it turns out aren’t such good ones, and we have newly enacted Homeland Legislation passed that forces our happy family to sell our home and move into two apartments.

Historically, there have been a number of attempts to combine the Federal Inspection Service agencies. Finally it has happened with Homeland legislation, signed into law on November 25, 2002. This will mean many changes for many of us. This agency-combining attempt HAS succeeded.....statutorily, but will it succeed operationally? It will be many, many years before that question can be answered.

The Administration and Congress may have to be reminded that it will take the employees to make the new Department work! We as individual employees and as members of a Union have the responsibility to inform those whom we serve the right methods and means needed to support our Agriculture mission to keep the bugs out.

The Eastern Front

We tried. After waking up at 0400 (Hawaii Time) too many times, sealing a hundred letters to Congressfolks, and spending time on the phone trying to convince legislative assistants of the necessity of maintaining our independence in vacating the sylvan terminus of vicious vermin and other bugs, and after foregoing Coltrane as office background in favor of hours of entertainment compliments of C-Span2 and Robert Byrd Filibuster, looking in vain for hints of mention of that poor appurtenance of APHIS known as PPQ soon to be dismembered..... I knew our goose was cooked.

Yes—foreign from domestic, wife from husband, brother from sister, phyto from inspection, fruit from tree—we are to be severed in two.

We had our moments in the thick of the battle, our 15 minutes of glory. Our “little” Union NAAE got mentioned in the Washington Post on September 17, 2002. We won’t reprint it because of copyright considerations, but you may still find it on the net at <http://www.washingtonpost.com/wp-dyn/articles/A26761-2002Sep16.html> or drop me an e-mail and I will e-mail you a copy.

More importantly, we did make “Washington” contacts; there are some folks in Congress who are WATCHING what happens with the combining of our agriculture mission into the Border Security Agency. USDA will still have (we hope) a firm hand on the regulations and oversight of the mission and a stake in seeing the agriculture job gets done.

IF NOT, we now know who to call in the Congress and the press to tell it like it is, that things are not working right for former PPQ inspectors and their true mission.

The Union's Job

NAAE has been busy behind the scenes attempting to gather the information necessary to protect our rights in the dividing action slated to occur as the Homeland functions are combed out of USDA and transferred to DHS. NAAE is very concerned about the selection process. We want to see that no one who has a bona fide right to stay in USDA be forced to go to DHS and those who are qualified and desire to volunteer for DHS service be forced to stay in USDA.

We will represent employees in both organizations. USDA employees will not lose or be exempted from any of their civil service protections. (NAAE has its watchful eye on this new Congress—there have been rumbling about “DHS style civil service reform” for all—we will continue the fight.) NAAE has been very concerned about some of the “loose talk” by some management officials who operate under the false belief that any personnel action connected or even remotely connected to DHS somehow relieves them of their obligation to following the civil service laws. This is not legal and NAAE will see it corrected.

Now that we are being moved, it will continue to be our job to have an even keener eye out and let our representatives know for both departments, when we're not being treated decently. When things are not working right, when work requirements hinder rather than help, when our needs as humans, family members, and members of communities are trampled, that's when we close ranks together as Union employees, and the melodious sound that is supposed to come from the workforce changes. We all shift together to a new sound— a sound that demands justice and change.

Rumors of Change

I am sure everyone in a port got to look at that apocryphal and BOGUS uniform fax circulated recently. We believe that was something slapped together by the over-eager contractor for the TSA uniform and

was NOT solicited by DHS Management. We are SURE that will NOT be the uniform. Different working conditions of the various agencies involved have to be considered, and DHS has requested that the contractor remove that page from its website.

WHAT WE SEE IN THE HOMELAND LEGISLATION

NAAE is still analyzing the Act. (It is 500 pages long!) It will certainly represent new challenges to representation. We have always readily accepted such challenges. Our bargaining unit remains intact through the move; our "Red Book" Contract remains in force and effect. What will change for DHS employees are many basic civil service protections and remedies we have enjoyed over our careers. A chart below provides a synopsis.

Management will still be obligated to give notice to the Union and an opportunity for us to present proposals in response to Management's desire to change working conditions. While Congress has left no method to compel Management to bargain, it does make Management spend the time collecting the Union's proposals and requires that the Union's and Management's proposals be reported out to Congress a decent interval before any "unilateral" implementation by Management. This so-called "light-of-day" provision, designed to bring Congress and the media to bear on these negotiation issues, should at least weed out the most indecent Management proposals. NAAE is prepared to roll up its sleeves and fight for its DHS bargaining unit members should it come to one of these proceedings. *Just a prayer—that Congress and the Executive might tire of this procedure once it happens a few times and pass a law —resort to the good old Federal Services Impasses Panel to resolve impasses and let true negotiations happen in DHS.*

The changes to collective bargaining we face will not be much different than the changes we have always faced when new case law has been made by a court. When an unfortunate legal decision takes away one of our tools, we find a work-around, a new way to work

within the system to achieve our goals; perhaps even make new case law.

Synopsis of Changes to Employee Rights

<http://www.govexec.com/dailyfed/1102/112102b1.htm>

Adapted From November 21 Govexec.com Brian Friel

Provision	Applies or waived
MSPB appeal rights	Waived
Merit systems principles	Applies
Whistleblower protection	Applies
Basic employment rules (e.g., veterans preference)	Applies
Rule of three hiring rule	Waived
Senior Executive Service	Applies
Reduction-in-force procedures	Applies
Training rules	Applies
Performance appraisal system	Waived
Incentive awards	Applies
Personnel demo authority	Applies
Job classification	Waived
Pay rates and systems *	Waived
Payroll administration	Applies
Travel rules	Applies
Special allowances (e.g. for overseas duty)	Applies
Attendance and leave	Applies
Labor-management relations *	Waived
Antidiscrimination	Applies
Political activity limits	Applies
Gift limits	Applies
Drug use policy	Applies
Adverse action procedures	Waived
Appeal rights	Waived
Work-life and safety services	Applies
Injury compensation	Applies

* To be replaced by a new system

WHAT WE THINK WE KNOW

The process of forming a new Department is unexplored territory, haphazard activity full of missteps. There will be reliable and unreliable information disseminated and floating around fact and fiction, truth and rumor.... actions takenand then taken back . Please remember that people's careers, families, livelihoods, and well being rest upon our sensitivity in dealing with information.

NAAE like all other unions has been shut out of the planning process for the new Agency from day one. We have not been invited to consult nor have we been a party to any of the committees assembled to plan or comment upon the way the combined and splintered agencies are to perform their work in the future. However, NAAE has had frequent and frank communication with APHIS' Labor Relations Chief. We appreciate this open communication. In attempts to provide you with information, we have submitted our first set of questions to Management through APHIS Labor Relations. You may find them at our interim website on <http://naaebranch14.freeservers.com> . We will be providing you the answers to these questions there as we receive them.

Please read through ALL of the questions. If you think you have a good question that has not been asked, send it to me at

<mailto:mikera@aloha.net>

What we think we know:

- **Associate Deputy Administrator Paul Eggert has put the number of PPQ personnel who must move to DHS at 2,564 (specific types of personnel i.e. secretaries, supervisors, officers were not specified)**

- **A number of GS-11 436 Export Certification Specialist Positions were offered to previously downgraded personnel, but these positions have been put on hold until after the split. (We believe this is because there continues to be no budget from Congress—we operate under continuing resolutions.)**
- **Management will be performing a paper survey of EACH incumbent position. Any occupied position including duties that have included more than 50% AQI duties since May 2002 must be considered for inclusion into DHS.**
- **AQI Technicians have a place in DHS. Management expects more than 500 technicians to move into DHS.**

Please consult the NAAE webpage regularly for news. We will try to refresh any news we obtain and provide relevant links as often as possible.

[HTTP://NAAEBRANCH14.FREESERVERS.COM](http://naaebranch14.freesevers.com)

UNION OPERATION AND STRUCTURE

NAAE IS GOING TO BE HERE FOR A LONG, LONG TIME.

Nothing will change in NAAE's relationship with PPQ as our recognition continues and our existence there is guaranteed. We will see some changes on the DHS side. Without getting overly involved in detail, we can say that NAAE's existence into the Department of Homeland Security is initially guaranteed too. We may have to form a second National Unit as a counterpart to our PPQ Unit- It is too early to tell if this is necessary. These two units would remain united under one umbrella. These changes will require technical amendments to the by-laws, and you will receive notice at an appropriate time when you can take part in making these changes. It is too early to know more detail about specific changes since we have not been given specific information about the structure the Border Security Agency will take nor are we privy to initial discussions about our future job classification.

CONTRACTING OUT

NAAE has been concerned over recent rumblings from the Administration and the Office of Personnel Management about moves within government to contract out more of the Federal workforce. We are watching a recently published re-draft of the A-76 circular which contains the basic rules for contracting out. This is not a new concept. It arose earlier in the Clinton Administration. It is just the extreme magnitude of the numbers of jobs the Administration is talking about. Fortunately for us, each time our job came up in one of the required contracting-out feasibility studies (yes we've been looked at SEVERAL TIMES), we've been passed over as having a regulatory type job with exclusively government type of work that could not be performed by a contractor. This may not be the case in the future: I know our secretaries and clerks do not fare as well in these studies. (Try explaining WADS to a Kelly Temp.) It is ironic that one objective of contracting out is to rid the government of unionized government workers who are forbidden by law to strike. The contracting out of the federal government opens the entire government to private sector labor that is unionized and can strike and just might give the federal government what it deserves the next time it needs its fighter jet engines changed or its space shuttle needs landing directions.

NAAE will be with you just the same on the PPQ side like nothing has happened.....NAAE will be with you just the same on the DHS side like nothing has happened. NAAE is going to be here for a long time... 48 years and counting! We need your support and cooperation like never before.

**We will all have to pull together to stay
together.**

**REMEMBER OUR 50th
ANNIVERSARY CONVENTION
MAY 1st 2004 SITE STILL TO BE
DETERMINED
WE WILL BE
THERE**

Rename OUR Union Contest

NAAE is almost 50 years old. Did you know it used to be called FPQINA – Federal Plant Quarantine Inspectors National Association? Try saying that. Part of this change to NAAE was to recognize that we weren't just inspectors. With the Homeland split, it might be nice, even necessary, to have a new name to remain all-inclusive. The name should recognize the two departments, all of the employees, and have acronym with some powerful or activist meaning. If there is an "of", "and" or some short word, it could be included in the acronym or not, depending on if you need it in the spelling. The acronym should be concise, possibly 4 or 5 letters, and not in use by another union. My personal favorite is Federal Union of Scientists and Engineers (FUSE)—quite appropriate for a rocket scientist, you think! I'd like Society of Homeland and Agriculture Professional Employees (SHAPE) but I think another union took it already.

Please e-mail entries or post entries to the address on the back of this newsletter to:

Contest Master NAAE 2nd VP Bill Johnson
tolondonow@yahoo.com

All entries will be judged by the NAAE Executive Committee
An undetermined prize will be awarded

The Executive Committee reserves the right to not change the name. [FLRA might not let us change it either]

Legal Counsel's Report

Kim D. Mann

Given the lapse of time since this column last appeared in the NAAE Newsletter, you may be wondering whether NAAE still has legal counsel and what he has been doing during the past nine months or so. The answer is "yes" and "plenty." I have continued to advise NAAE and its Executive Committee on a daily basis. I have been involved in contract negotiations at the national and local levels concerning extended tour coverage and, more importantly, in assisting NAAE formulate strategy to influence the outcome of the national debate on Homeland Security and the creation of the Homeland Security Department. November's elections politicized that debate and made it virtually impossible for Mike Randall and the rest of the Executive Committee to achieve the results for which they have been working so hard. I have also been involved in a number of grievance proceedings, some leading to arbitration hearings and nearly all to a successful conclusion from the Union's perspective.

I. Homeland Security Department. The Executive Committee generally and Mike Randall in particular have been immersed in trying to prevent the nonsensical bifurcation of

APHIS/PPQ, slicing off its international inspection functions from the remaining critical mass of PPQ. The Executive Committee is now piecing together as much information as possible about how the transfer of functions and personnel from PPQ to DHS will work. This is still a work in progress. It is important to realize the operational, personnel, and leadership structure of DHS remains in its formative stages. Working with Mary Neal, Tom Valenti, and others in APHIS/PPQ at the Management, Labor Relations, and Human Resources levels, the Executive Committee presses forward with its commitment to provide the Union and all bargaining unit members answers to dozens of "transition" questions. NAAE's website lists most of these questions in the form the Union has presented them to Management. As Mike Randall indicates in his accompanying article, many of the answers are now posted there. You must continue to check the website for more answers, to be posted as quickly as they are received.

An answer to one key question is now clear -- how the Agency intends to determine what positions will be transferred to DHS and how those to-be-transferred employees will be selected. The Agency plans to identify those positions found to be conducting AQI inspection functions at least 50 percent of the time and those employees who, during the past seven months, have been performing these inspection functions. The latter group of employees will, according to the Agency plan, be selected fill the former positions. The Agency will then, through an OPM process known as "Transfer of Function," transfer those identified employees to DHS on or after March 1, 2003. The Union recognizes this process may be unfair to some and perhaps to many employees. It seeks, through a request for negotiations, to stake out a meaningful role in determining the actual procedures the Agency uses for selecting employees for transfer to DHS. The primary approach the Union will advocate is requesting the Agency to allow qualified employees selected for transfer to DHS to trade or swap positions with non-selected employees who are also qualified, but are slated to remain with PPQ.

II. Retroactive Promotion/Backpay Grievances. I have received numerous calls, letters, and e-mails asking about the status of this long pending proceeding involving approximately 125 grievants seeking retroactive temporary promotions and back pay, claiming they performed significant GS-11 work while being paid as GS-9s. All phases of these proceedings have been placed on hold during the past six months because, I am sad to say, Professor Herbert Bernhardt, the arbitrator the parties selected to hear all these grievances, passed away earlier this year and has not yet been replaced. A brief synopsis of each phase of the proceedings appears below.

A. The Baltimore Group of Cases. Of the 125 backpay grievances, approximately 25 involve PPQ Officers performing domestic duties. Although these grievant-employees are scattered all across the United States, the parties agreed to hold their arbitration hearings in Baltimore, MD. Professor Bernhardt heard the first nine Baltimore grievances approximately 18 months ago, but declined to make a decision on them or hear the remaining 15 or 16 Baltimore grievances until he decided the Miami group of cases heard six months earlier. One year ago, he finally issued his decision in the Miami-phase grievances, described below; however, before he could return to deciding the "Baltimore Nine," Professor Bernhardt passed away.

Months ago, the Union and the Agency contacted the Federal Mediation Conciliation Service to request a new list of potential arbitrators from which the parties could select another arbitrator to hear and decide the Baltimore cases, starting first with the nine Baltimore grievances

Arbitrator Professor Bernhardt heard before he died. As soon as FMCS puts together the list, the parties will select the new arbitrator.

Once the new arbitrator examines the "Baltimore Nine" record -- in other words, reads the transcript of the previous arbitration hearings and reviews the exhibits introduced at that hearing -- he or she will issue his decision in the "Baltimore Nine" cases. Afterwards, the parties expect the new arbitrator will then schedule arbitration hearings for the remaining 15 or 16 so-called "Baltimore" domestic Officer grievances.

B. The Miami "30" Grievances. On December 31, 2001, Professor Bernhardt issued his decision in the Miami group of cases, involving 29 grievants working at the Port of Miami and claiming entitlement to retroactive temporary promotions and back pay for their large-port GS-11 work. Arbitrator Bernhardt granted 14 of the grievances in whole or in part and denied the rest. The Union elected not to appeal his decision to the Federal Labor Relations Authority because it considered the decision reasonable under the circumstances and very difficult to overturn on appeal. The Agency did appeal (filed "exceptions" to) the Arbitrator's awards to the 14 successful Miami grievants. In response to NAAE's motion to reject the Agency's appeal, FLRA refused to accept or consider the Agency's exception because they were late-filed -- *i.e.*, filed well past the statutory deadline. The temporary promotions and backpay awards thus became final on August 14, 2002. The only remaining unfinished "Miami" business is the Agency's implementation of the awards to the 14 successful grievants and the Union's preparation of a petition, to be filed with the new arbitrator, requesting the Agency reimburse the Union for its legal fees incurred in pursuing these grievances.

The FMCS will soon provide the Union and the Agency a separate list of potential arbitrators from which the parties will select one to rule upon the Union's petition for reimbursement of legal fees.

C. The Cleveland Four. The Agency has not yet fully implemented Arbitrator Professor Bernhardt's awards of retroactive temporary promotions and back pay to the so-called "Cleveland Four" grievants, although 18 months have elapsed since those awards became final. As a result, the Union filed another grievance against the Agency for failure to comply. In November 2002, the Union received a 100% favorable decision from Arbitrator Professor Alan Ruben, strongly chastising the Agency for violating the law and established past practice by not fully implementing Arbitrator Bernhardt's final decision. Arbitrator Ruben found totally unacceptable the Agency's excuse for failing to pay the four domestic PPQ Officers the full amounts due them and for failing to provide them any kind of legible paperwork showing what the Agency included in or excluded from the partial payments they did receive. Arbitrator Ruben gave the Agency a very narrow timeframe to get into full compliance. He also ordered the Agency to request permission from OPM to pay two of the grievants for retroactive temporary promotions extending back more than five years. The Agency had refused to do so despite a final and effective decision from Arbitrator Bernhardt ordering such payment. The Agency has elected not to appeal the decision of Arbitrator Ruben.

D. The Miscellaneous Remaining Grievances. Approximately 60 additional retroactive promotion/backpay grievances have yet to be scheduled for hearing. Approximately 50 of these involve PPQ Officers stationed in Elizabeth, NJ and San Juan, PR. The remaining 10

are scattered throughout the country. The parties must select another arbitrator to hear those miscellaneous grievances following the conclusion of the remaining Baltimore-phase cases.

III. Forced Administrative Leave Ruled An Unwarranted and Unjustified Personnel Practice. The Union recently prevailed in a significant decision from Arbitrator Joan Ilivicky condemning the Agency's harsh treatment of a 39-year veteran PPQ Officer the Agency placed on forced administrative leave pending the outcome of a proposal to remove him from the service of the Agency. (It eventually dropped the charges and abandoned the proposal.) The Agency had alleged this employee had falsified his T&A records on 54 occasions, a charge predicated solely upon comparing his T&A records with his parking-lot time cards, allegedly recording when he entered and exited a JFKIA parking lot. Unfortunately for the accused employee, the Agency's incompetent sleuth had tracked the wrong car on all occasions -- the car the Agency had monitored entering and leaving the parking lot did not belong to the accused employee, but to another PPQ Officer.

Legal counsel for the accused employee quickly put together conclusive proof documenting the Agency's allegations were false, predicated solely upon mistaken identity. The Agency, in its infinite wisdom, sat on this proof of error for 30 days, meanwhile compelling the employee to remain on involuntary administrative leave. A form of house arrest, he was ordered to remain at home between 8:00 a.m. and 4:00 p.m., Monday through Friday. He was assigned no work, was denied the opportunity to perform any overtime, and could not leave his house, even to walk his dog or take his mother to the hospital, without express permission from local management. Finally, the Agency got around to assessing the attorney's documented proof and rescinded the forced administrative leave, ordering him to report back to work, but stopping short of exhibiting any semblance of contrition, not even offering him an apology.

The Union on behalf of the PPQ Officer filed a grievance, contending the Agency committed an unwarranted and unjustified personnel action when it kept him on forced (albeit paid) administrative leave long after learning that its proposal to remove him had been based upon false information. The grievance also alleged the Agency violated local agreement on modifying fixed "bid" shifts when it unilaterally reassigned him from his normal tour of duty, 2:00 p.m. to 10:00 p.m., to the administrative leave tour, 8:00 a.m. to 4:00 p.m.

Arbitrator Ilivicky agreed with the Union. She awarded the PPQ Officer back pay (\$12,463) for all missed overtime, restoration of all annual and sick leave (213 hours) he had to take in order to attend to personal business, repayment of his personnel legal fees (\$6,700), and reimbursement of the Union's legal fees (\$29,000). The Agency elected not to appeal to FLRA. It learned, we hope, two very expensive lessons: employees deserve to be treated fairly and humanely, even when facing discipline, and Agency investigations into alleged wrong-doings should be conducted thoroughly, carefully, and its conclusions verified before initiating disciplinary action.

FIRE by William Johnson

Fire! Fire! Researchers say that yelling, Fire! Is the fastest way to get people's attention in any situation. I have shamelessly employed it here to focus your attention on an urgent need we have in the Union. The Executive Committee needs each and every one of you to follow the "chain of command" protocol for soliciting information and/or help from your Union Reps. This is especially important in light of the DHS merger we now face. To spell it out, if you have a question, or complaint, and you need help from the Union, you should do the following:

1. Contact your Local President. (Regional VP if you do not have one, or are a member at large)
2. after initial contact, if you did not receive satisfaction, feel free to contact your Regional VP
3. After contacting the Regional VP, and your still unsatisfied, contact the 2nd National VP, (yours truly, I guarantee satisfaction.)
4. If you are still not satisfied after contacting me, you may still contact the 1st VP or the National President; however, we are trying to discourage people from this because the 1st VP, and the President need to focus on hugely important issues with DHS. We in the Exec. Com. always want to maintain an "open door" policy with our members, we just need to keep trivial matters out of the way of the President and 1st VP while they focus on the future of our Union. (If this outrages anyone, contact me and I will better explain this scenario.)

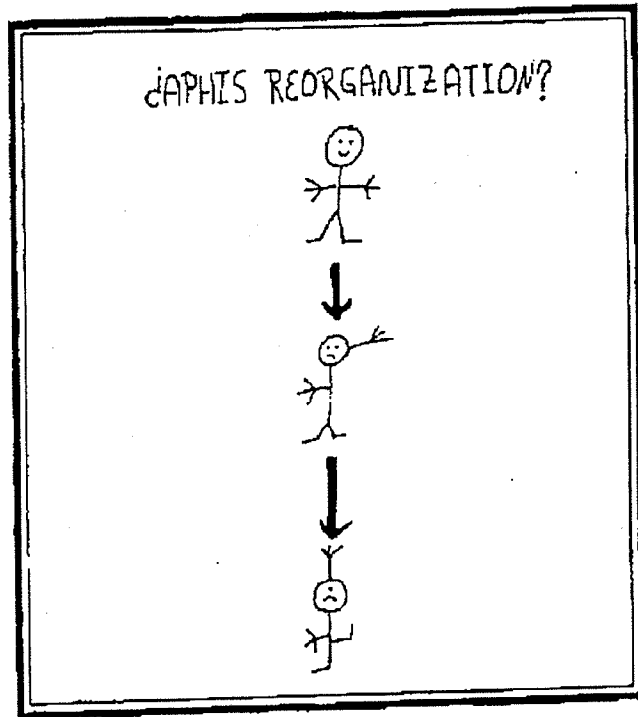
Other benefits to adhering to this plan of action include the suppression of false information, the halting of inaccurate representations, and an instant end to unfounded rumors. It is the duty of each of us to help our fellow members out by maintaining our unity and passing on accurate information to as many members as possible without exaggeration or sensationalism. In PPQ terms, don't provide a pathway for dis-information.

The future will be difficult enough without self-made obstacles. I cannot express enough how important it is to think of "we" instead of "me" right now. At a time when our mission is blurred, our importance is in question, and our futures uncertain, we must draw our strength from the nobility of our purpose, our unity as professionals, and an unwavering belief in the Democratic Principles that form our Union and Country.

[NOTE: What was that? !! Bill was just trying to get your attention. Not that we are in any military chain-of-command structure—he's just trying to impress upon you of the gravity of the situation. Would we put our e-mail addresses and phone numbers in here if we didn't want you to write and call? OF COURSE NOT! The policy hasn't changed we're open door, just realize the constraints. I'll always try to answer my e-mail with 100 words or so and talk on the phone 5 minutes or so, but if 1000 people want 100 words on the e-mail-- that's 100,000 words—and if I could write that, I'd write 200,000 words, and if I could write that I'd probably write a book and if I could do that I probably wouldn't work for PPQ or DHS.... OR THEN MAYBE I WOULD JUST FOR FUN!]

In today's issue we take a nostalgic step back to the NAAE Newsletter of July 1990 to remember the "APHIS Reorganization Man". What will the APHIS Reorganization Man of the new century look like? Time will tell

If I only had a brain.....??



How to Join the Union?

Members and dues... the life force of the Union. The health of the treasury determines how much, how hard and what we can fight. Decisions upon what to arbitrate and when to untether the falcons of justice (or if to just settle for us rag-tag-band-of-ne'er do wells) depend upon how much moolah is in the kitty. So...you have to JOIN the Union and... you have to do it RIGHT. You might not know this, but as a member it's in the by-laws, it's your obligation to tell other folks about the Union and encourage membership i.e. MAKE MORE MEMBERS. This is a tale of some of our travail in the past few months:

Joining the Union--sounds like a simple proposition doesn't it? Yet it's one of the things that has made keeping NAAE running smoothly difficult lately. The past year and a half has been full of events that have made keeping the membership database (and your newsletter mailing list) a "memorable" experience.

Beginning in the summer of 1991 the NAAE Executive Committee found that there were inordinate delays (in some cases up to 4 months) in the processing of properly submitted dues forms. We suspect that there was some disconnect between the APHIS Labor Relations Staff and National Finance Center, but we also believe that there were more sinister forces at work having much to do with our then greatly deteriorated relationship with that labor régime. Much of that administrative processing delay has improved with the change of labor relations regime, but the administrative part still takes about two months to effect a dues withholding request. Things are not as fast as the way they used to be.

Another source of woe in our quest was and remains the Anthrax threat. Several hundred of our dues forms were in the mail and were mailed after the date of suspension of mail delivery to the USDA building. Some of these forms were not delivered until late January 2002 after now mandatory irradiation for all mail destined to the USDA and other federal buildings in the Capital went into effect. NAAE's response to this new problem has been to avoid the added delay (sometimes as long as two weeks) by sending batches of dues forms via a private parcel service rather than U.S. mail. This method provides the speed and accountability we need without an increase in delay time.

How to File Those Forms

1. Get Form SF-1187 Request for Payroll Deduction

ask any National officer, cut out or photocopy from a newsletter, print it from our website
<http://NAAEBRANCH14.freeservers.com>

2. Fill out 1.) Name, 2.) S.S.# 4.) HOME Address – We need your HOME address ONLY! It is against the law for us to send an election ballot to your office.

Remember this is our only chance to get your address right for elections and newsletters. 5.) Agency-USDA APHIS PPQ

SECTION A—Put down your branch if known, otherwise write the name of your work station. Currently dues are \$7.50 per bi-weekly pay period.

Please do NOT sign authorized signature—that's for the NAAE National President.

SECTION B—This is for you! Please sign and date (preferably in blue ink)

3. Give your form to a National officer or see that the form gets mailed to the NAAE National President for processing. His or her address is always on the back of the newsletter (as well as all of the rest of your NAAE National officers)—Welcome to NAAE.

Remember—No need to kill a lot of trees. We only need ONE original form to process a dues withholding request. That old system of carbons and triplicates is history and is just a bunch of environmental pollution- Don't be a dinosaur

Commun Misteaks:

Some folks have tried to send their dues forms directly to Management for processing. This isn't supposed to result in withheld dues, but sometimes it does. Management is not supposed to process any forms without an authorizing signature from the NAAE National President.

Bad things that happen to unauthorized forms:

1. Management hoards the unauthorized forms for about six months and then sends them back to us unprocessed for "no signature".
2. Unauthorized forms are never processed, get thrown away, or otherwise "disappear".
3. Management processes the dues withholding, NAAE never knew you joined, we lose our once in a lifetime opportunity to get your home address because we never see the form, and you are angry you can't vote and never get a newsletter.

There are plenty of other ways to mess dues withholding up, but we won't print them all here to avoid giving away too many of our best held secrets. Just keep to the simple directions above and we should be able to scale most any wall USDA (or Homeland) can build. Happy recruiting

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

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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3375 Koapaka St. Suite G-330
Honolulu, HI 96819

Work: (808) 861-8449
Fax: (808) 861-8469 U
Home: (808) 239-4393
Email: MikeRan@aloha.net
Pager: 888-631-3249
Please call AFTER 0600
Hawaii Standard Time!

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

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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 Torrey Road
Willis, MI 48191



POSTMASTER: ADDRESS CORRECTION REQUESTED – PLEASE DO NOT FORWARD

