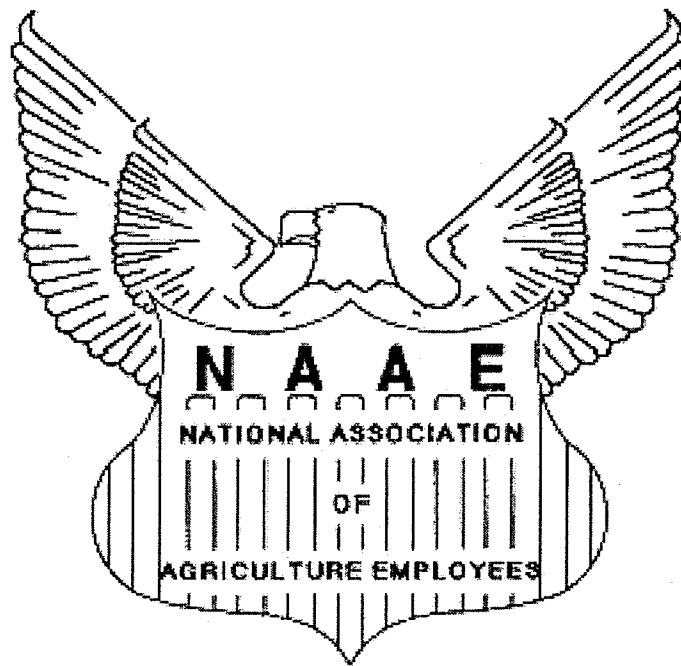


N.A.A.E.

National Association of Agriculture Employees

NEWSLETTER



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A Message From Our President

Mike Randall

Hey, Wait a minute! This is a Transfer of Function not a dissolution of Function...errr..isn't it?

What the heck was that that stunk so bad? That awful taste! You know that I am talking about the transfer of function, the mechanism to move PPQ Officers and Technicians to DHS. The thing that split us up. The thing that had managers acting like children and horses' butts. They were stealing supplies and chairs at midnight, fighting over an eighth of a ream of paper, switching the locks, arguing over facilities, doing anything obnoxious to the now new "other" agency to make the split "stick".

WE ARE STILL ONE.
WE ARE UNBROKEN.

The Employee Relations people did a horrid job in applying the law, federal regulations—or what they thought were the regulations. Method One, Method Two---Method Three???? (Just so you know, there ain't no Method Three.). Ah yes, and the negotiated lottery. A whole bunch of folks called to complain about the Lottery that might affect them (we received many more calls than the actual number of employees sent by force back to PPQ.) It is interesting to note that many of the same folks who called didn't give a hoot once they found out the lottery wouldn't affect them. **We cared about the folks caught in the lottery.** We were faced with an awful choice. The regulations permitted PPQ Management to recapture people back from DHS utilizing *whichever procedure they saw fit* whenever Method One sent too many folks to DHS. Management's idea of "fair" was to **FORCE** the *most senior* PPQ Officers back to PPQ. Management wanted

GS-9s, so our idea of fair was to favor (*i.e.*, protect) senior GS-9s. The unhappy compromise was the lottery of GS-9s. Mind you that we went many rounds with Management in pursuit of trading and other voluntary procedures that Management could have used, but would hear nothing of. With the short time Congress and the Administration gave for setting up the DHS, there was no time to force an impasses proceeding to resolve the dispute.

Negotiating is not always getting what you want.

WHAT IS NAAE DOING?

It is amazing how much institutional knowledge and talent is lost when an agency is split up like this. When we aren't busy trying to make PPQ remember that NAAE is still here, we are busy with DHS trying to get it to know what agriculture inspectors do, to know that they have a Union Contract, to get DHS to READ that Contract, and to OBSERVE that contract, to honor its terms (unfortunately this has caused your Union representatives to give instruction in BASIC reading skills.)

Among basic rights our contract provides are Grieving and Transfers, both Lateral and Hardships. We are getting these things fixed only at this late date. Someone at DHS must have figured that the grievances would go away if there wasn't a place to grieve. WRONG!

NAAE promptly asked DHS for delegations of authority to pinpoint the appropriate places and levels to file grievances. Its response took way too long. Unfortunately, when it did respond, it took our three-level OIC-Region-Deputy Administrator process and perverted into a Bad Supervisor-Port Director-Director of Field Operations process. DHS said it wanted to solve problems "at the lowest level, closer to home." This is a bit "too close to home" for us. I am not a fan of receiving three identical grievance responses. We have often received different grievance responses and even a few sustained grievances once they got out of a port away from someone with the senses of a Blattid ganglion. We don't like DHS's levels of delegations, but realize it is DHS's right to choose its own levels. We will be watching how DHS handles our grievances.

Hardship Transfers

Hardships were different. We just wanted a delegation as to where the letters should be sent and we cared that hardships were actually considered. This took too long, too. We believe that this was a different matter. A "hardship" just isn't a part of the Customs culture. It wasn't in their mindset—sorta'. Too Bad. We got a delegation from DHS once DHS decided that it had to observe that part of our

contract (NAAE Regional Vice President forwards the hardship letter with a requested disposition to the receiving DFO.) So far, a few hardship transfers are in the works.

Laterals

The issue of other lateral transfers has taken even longer to fix. Not just in DHS, but also in PPQ. It is hard to imagine the kind of budgetary havoc that causes an agency to have to completely relearn how to hire people (Yes, laterals are a component of the hiring process—merit process and all.) Such is the case in both Departments. We have received complaints of one Department not accepting “laterals” from the other. Disheartening to most is the fact that the only way into one Department from the other is through an application, 171, or resume. Once the two agencies, PPQ and AQI-CBP, became fixed in two different Departments, governmentwide regulations regarding merit hiring kicked in. We can't negotiate a rule that circumvents or conflicts with a governmentwide regulation.

What we have been able to do so far is to prod the respective agencies into a procedure that will permit "Governmentwide" announcements rather than the "case Exam" type announcements (off-the-street). A governmentwide announcement permits an employee with the same GS series, if selected, to move into the other job at a continuing pay rate without triggering a **new probationary period**. Of course the usual 171 or resume is needed to apply (That's the law). Remember, it is totally up to Management which announcement methods to employ to hire people.

Unfortunately for someone wanting to switch Departments, these governmentwide announcements are not normally utilized until after Agency lateral and other merit promotion procedures are exhausted, often giving the people in the same agency the opportunity first (if you look at it from another side--it is generally thought of as a benefit to those within an agency that the agency look within before bringing in "carpetbaggers.")

We wish you good luck in "correcting" your Agency if this is your desire.

OK, WHICH PARTS OF THIS NEWSLETTER ARE FOR ME?

There are plenty of items in this Newsletter that tell of things to come in both components of NAAE. This makes the whole Newsletter worth reading wherever you may work. The Bush Administration is plotting a major re-vamping and reorganization of all the personnel regulations under which we work, and the

changes we will see at Homeland Security and Department of Defense do more than just to hint at things to come in USDA.

Contracting Out

PPQ Management has just informed us that a STUDY will begin to be conducted in September that will help the Agency determine whether or not to contract out GS-421 Technician positions in PPQ. PPQ could not escape the Administration's drive to contract out up to 800,000 positions in the Federal Government. Yes, it is your and my pensions that Mr. Bush is after! Much of whether a job is determined to be eligible for contracting out depends upon interpretation of the phrase "Exclusively governmental work." In Hawaii, Puerto Rico and U.S. Virgin Islands, this definition runs into a stumbling block-- the technician's job of aiding in the summary seizure of prohibited fruits and other personal property. Can we have a private contractor do this? Time will tell what conclusions PPQ draws with regards to this study. Contracting is a virtual certainty in administrative and clerical jobs. We must keep our guard up, watchful that such studies will not extend to other bargaining unit jobs—even to PPQ Officer jobs. You can bet that NAAE will be there to represent your interest. We will be sure to get your two cents into any study's report.

Please remember at this stage it is ONLY A STUDY and NO contracting decisions have been made at this point.

CBP RUMORS

As we have seen, the communication system in DHS stinks. The air is filled with rumor and poison circulated mostly by half-informed, reckless statements from DFOs, Interim Port Directors, AQI Assistant Directors and AQI Supervisors who are trying to figure out what their new jobs are or are trying to distance themselves from our main mission of Protecting American Agriculture.

NAAE has developed a high level of frustration in dealing with BCBP Management within the confines of an ineffective Labor Relations system that will not cooperate in killing of these unfounded rumors. We keep trying!

Here are a few:

[REMEMBER, IF YOU WANT TO CHECK THE VERACITY OF SOME OF THE GARBAGE THAT IS PROPAGATING AND PERCOLATING THROUGH THIS NEW DEPARTMENT, JUST E-MAIL OR CALL ONE OF US ON THE NAAE NATIONAL EXECUTIVE COMMITTEE. WE WILL KNOW OR AT LEAST TRY TO GET TO THE BOTTOM OF IT.]

GUNS

As of the date of this writing, you now know the decision regarding whether BCP will require arms for AQI Officers (see BCP NAAE View article). We did not let an opportunity pass to explain our job and purpose in excruciating detail to CBP National Management. Our mantra: Most of us in AQI do not have the “gun-toting” personality type; we didn’t sign up to be Customs Officers; and the Agency shouldn’t try to make us be what we are not. Carrying guns is now **voluntary**. There is choice! Had you been a party to Management’s original discussions and thinking on this topic, you would know that we can consider this small but important battle a win for the NAAE bargaining unit.

GS-401 or GS-1801 (or GS-436-9), **YOU DECIDE!**

Myth: You will have to take a gun to get a GS-11

WHERE’S MY GS-11

UNTRUE! Another reckless statement blabbed by some uninformed managers. Just remember which manager(s) told you this one. Gee, they might not be reliable sources of information in the future.

[UH-OH, hope we didn’t just remove all your managers from your “reliable sources list”]

Continued Agriculture Mission

The official line from the top of CBP is that a discreet agriculture position will be maintained. There appears to be an occasional waffle on this at middle levels of CBP who just don’t understand the fact that ***even an accidental introduction of an agricultural pest, an insect or pathogen can be every bit as devastating to the citizenry of the U.S. (the illegal aliens too!) as a terrorist attack.*** NAAE is representing you in a number of meetings and taking every opportunity to educate the CBP Management as to what it is that we do. The more CBP Management understands about our job, your job, the less they are fixed upon a perceived need

to change it. When we started CBP through this education process, we were shocked to learn how little of our job they actually understood.

NEXT BATTLE: If we can just get CBP to understand there needs to be a cadre of **REAL** Agriculture Inspectors (GS-11 specialists OF COURSE!) in the passenger baggage environment.....

YOU STILL HAVE A UNION

With all of the publicity on the struggle for the creation of the Department of Homeland Security, one might have gotten the idea that Unions were prohibited or not a part of the new Department. **NOT TRUE!** Our bargaining rights have merely been modified and we have to come up ways to adapt to this change. While it is true that the personnel system being developed for the Department, scheduled to take effect in March 2004, will have a lot to say about Union rights and the employees' right to participate in unions and bargain collectively, NAAE does not believe the Administration intends to eliminate Unions (especially not in an election year). We at NAAE are still involved in the process of helping shape the new Department's personnel system and our place in it. Consequently, YOU are involved, TOO!

Development of the DHS Personnel System

Being a part of the three largest Unions in DHS, NAAE, along with AFGE and NTEU, is playing an active role in developing the personnel system for DHS. What is important and makes this historic for ALL of us (yeah, even PPQ) is the fact that it is no secret that *what is done for DHS may very well end up as the template for a complete overhaul of the Civil Service Reform Act personnel system that has served most of the federal workforce since the late 1970s.* There is A LOT at stake, and we want and need to get the system right the first time. The process developed involves several levels of joint management-union committees, each with a specific task. These are: identifying options for the various systems that impact us. Among these systems are personnel classification, pay, hiring, and adverse actions.

See Mike Greenberg's excellent article in this edition.

THE REPRESENTATION PETITION

NAAE is guaranteed to be the exclusive representative to DHS of our transferred unit employees at least until the new personnel system goes into effect next year. We expect this representation will continue afterwards as well. What we do not know yet is the issue of the scope and nature of our continued representation after the personnel system goes into effect and how we were to be received by the new Department. NAAE is in a unique position with representation. Unlike NTEU with Customs and AFGE with INS and Border Patrol, NAAE's bargaining unit has been split between USDA and Homeland. This fact of the split and the difficulty for some managers to grasp the concept that employees from another Department represent employees in their Department has caused NAAE to move immediately for formal recognition by DHS, through a petition to the Federal Labor Relations Authority. *We believe formalization of the recognition would greatly assist us in our representational duties and help us continue to state our case that the agricultural protection work needs to continue being done and not play second fiddle to some other mission—even for one minute.*

Nothing will change immediately, and this petition pending before FLRA merely serves to seek to maintain the *status quo*: NAAE is your representative in CBP same as it is your representative in PPQ.

ELECTION COMMITTEE

It's that time again. Time again to choose who will lead YOUR organization and present your issues to Management, Congress, and the Public. NAAE needs several members in one location to volunteer as an Election Committee for our Election prior to next year's Convention. The Election Committee chairperson will have paid travel to attend the National Convention to deliver the Election Report.

This election will be more important than ever as NAAE's face will change to reflect a new constitution and by-laws, changed to meet the new representational challenges we encounter in the two department divisions.

Two Elections: What to expect

There will need to be two elections this year, one to change our by-laws and the normal election to fill our offices. The by-laws proposal is now in preparation. The by-laws must be amended to accommodate a totally new national structure that recognizes and provides representation for both national units in DHS and PPQ. Agriculture protection is the common bond, and we will provide a strong central

framework to represent all members. We must provide more flexibility in the by-laws document to address a growing union. Who would have thought we'd be sitting in two different Agencies with two different uniforms two years ago?

After the by-laws balloting and we have decided upon our new structure and officer make-up, we can proceed with our officer elections for a new Executive Committee who will take office at the conclusion of our 50th anniversary Convention on May 1st 2004. This promises to be a memorable convention indeed.

Financial Health

At last we can use the above two words "financial" and "health" together in the same sentence when referring to NAAE's future. After a very rough patch of balancing the costs of the continuing litigation regarding the "Chicago 100" retroactive promotion-back pay grievances (Patience please- JUSTICE WILL STILL BE SERVED) and the lawsuit stemming from the LAX Shootings, brought to a successful conclusion (NO liability for the Union), we have finally received significant payment from USDA. The Agency has reimbursed NAAE for the legal fees we expended in pursuit of our early successful back pay grievances of the Chicago series—the "Chicago Seven," the "Cleveland Four," and the "Miami 15." Your Executive Committee placed the Union on a sensible "diet" and gradually nursed your Union accounts to robust health. We have no liabilities. All bills are paid, and we even have a modest rainy-day fund (WAR CHEST) ready to defend our bargaining unit from all enemies, both foreign and domestic.

"They've (Congress) taken a regulatory agency and destroyed it by splitting it into two ineffective parts, stolen all of its people and monetary resources.....all with the blessings of Congress and the American People and they thought they were getting safe food. You and I know they're not." – An APHIS employee in the halls of Riverdale. Her name has been withheld to protect her job. She speaks what many of us know to be true.

The Coming Breakdown of the Systems?

We are sure soon to hear the regulatory rumblings about APHIS gearing up to revise the regulations we administer to make the enterability of new foreign commodities part of our way of life. In order to allow CBP Customs and Immigration Officers, who have not been trained as Agriculture Specialists, to

render easy quarantine “decisions”, there is a move afoot to make the regulation for entry changed to a system we affectionately know as, **“NO PHTYO, NO MEATO, NO ENTERO!”** In short: “No certificate? We don’t care! We don’t let it in.” This short-sighted policy is not new. It has been proposed before. It is an idea that was more recently rejected by PPQ’s own Safeguarding committees. NAAE presented an extensive written comment opposed to such regulations last year during a regulatory public comment period. APHIS never responded, not even to numerous negative comments from the public and industry. We can count on the plan to implement this short-sighted regulation if CBP Management decides to exclude Agriculture Specialists from passenger baggage clearance. What will not be discovered until the policy is implemented is that it will promote rather than prevent smuggling. What will be the incentive for presenting agricultural items for inspection if they will all be seized anyway? I get an answer from management that those passengers will, of course, be fined. Knowing about the passenger inspection operations in many different locations leads us to believe quite a few have flights that will require 100% of the passengers to be fined. How many of you believe that a “properly managed” Customs room managed by Legacy Customs managers will permit the line to be stopped for even one agriculture fine? I think you know the answer when the imperative is to get the passengers out the door...oh, except for those few terrorists.

No fun for PPQ Either

The latest threat is to the imports section of the inspection stations. We have few details at this time, but we hear that PPQ intends to severely limit propagative entries at inspection stations. Instead most propagative material will have to be sent off to some laboratory or growing facility to undergo a “clean stock” program. This might be good for some in the industry who already have their special stock or germplasm or who have already cornered the market. This may greatly impair new plant introductions and certain scientific endeavors. We can’t argue with the “zero tolerance” intent, but it just appears as another assault on the professional nature of our work and our ability as inspectors to have reasonable discretion.

I need not wish you to live in interesting times.

THESE ARE INTERESTING TIMES AND WE BE LIVIN’ ‘EM!

GO TO THE NAAE WEB PAGE FOR THE LATEST INFO!

<http://naaebranch14.freesevers.com>

You may have seen earlier versions of the following article. This version is current as of September 15th. If you've seen this before, you may want to read this version. NAAE engaged in a careful process of having high levels of CBP and DHS Management review our content. We wanted to make sure we heard what they think they said.....there are a few changes.



NAAE Summary:

DHS Rolls Out Its "One Face At The Border" Program

On September 2, 2003, DHS announced its "One Face At the Border" program. DHS's Customs and Border Protection Bureau intends to establish a single officer at the border, titled the "Customs and Border Protection Officer," to meet arriving international passengers and cargo and administer the laws currently enforced by Legacy Agriculture, Customs, and Immigration separately. The blending of these "Legacy" inspection functions performed by AQI, INS, and Customs Inspectors is a complex process, the details of which have not yet been fully worked out. While it remains a work in progress, the new program may open up opportunities for former PPQ Officers (and perhaps Technicians) who moved over to DHS and now work within the U.S. Customs and Border Protection agency.

The process will begin by the creation of two new positions, each with its own separate position description. Those position descriptions are now "public." The principal new position, the "One Face At the Border" position, will be the Customs and Border Protection Officer or "CBP Officer." The second new position -- and the one of most critical interest to Legacy Agriculture Officers -- is the CBP Agriculture Specialist position, a GS-11 position in the 401 series. A third new position in the 401 series will also be created, the Agriculture Inspector position, probably a GS-5, -7, -9 position.

There are roughly 9,700 Legacy Customs Inspectors, 6,300 Legacy Immigration Inspectors, and 1,850 Legacy Agriculture Officers and Technicians in CBP. All Legacy Customs and Legacy Immigration Inspectors will become CBP Officers, with the conversion

starting sometime in the Spring of 2004. Unlike Legacy Customs and Legacy Immigration, the Legacy Agriculture Officers, also in the Spring of 2004, will experience a conversion, but with a choice, actually several choices, regarding their new positions: they may apply for positions as CBP Officers GS-5/7/9/11; or they may apply for positions as GS-5/7/9/11s in the newly created CBP Agriculture Specialist position; or they may elect not to apply for either new CBP position and remain in their current grades as CBP Agriculture Inspectors, a newly created position in the 401 series.

There are strong incentives for Legacy Agriculture Officers, particularly those who are GS-9-436 Officers, to apply for one of the two new GS-11 positions, either the CBP Officer or CBP Agriculture Specialist. The CBP Officer will be in the non-professional GS-1801 series, and the CBP Agriculture Specialist position, in the professional GS-401 series. Both will have entry levels at GS-5/7, and both will have journeyman or full-performance levels at GS-11. Both new positions will require the incumbents to wear identical uniforms, but only the CBP Officer will be required to carry a weapon, with the requisite firearms training; the CBP Agriculture Specialist will not.

The CBP Officers will be cross-trained in all three disciplines, Customs, Immigration, and AQI. The CBP Agriculture Specialists will not. The CBP Officers will work primary and secondary at the airport, clearing passengers as well as performing certain cargo duties. The CBP Agriculture Specialists will require only minimal new training (if they come from Legacy Agriculture), principally in targeting and analysis systems, and will perform duties requiring a degree or college credits in biology, science, or agriculture, providing expertise primarily in cargo-related functions. The Agriculture Specialist will examine cargo for quarantine diseases/pests, collect, prepare, and submit pest and disease samples to USDA/APHIS, seize, safeguard, destroy, re-export, or conduct non-fumigation treatment, and make referrals to USDA/APHIS. He or she will also perform certain new functions, including executing identification and targeting procedures, using CBP automated targeting systems, and conducting liaison duties. They will perform their cargo functions at sea, air, and land ports. They will also be active in mailroom facilities, including FedEx and UPS. They may also work baggage, at least in the beginning.

To fill CBP Officer positions, the Agency plans a two-pronged approach, adding new-hires and converting existing CBP employees to CBP Officers. CBP intends to bring in 3,600 new recruits during FY 2004. The new-hires will start arriving in late September 2003, first as Customs Inspectors and (once the overtime/premium pay system has been determined by Secretary Ridge and Director James) then as "CBP Officers" in the GS-1801 series. New recruits (not current CBP employees) must complete a Background Investigation, a drug test, a medical examination, and a physical fitness examination. They will then have an initial two-year trial period during which they must undergo extensive training, starting first with at least 70 days of basic CBP Academy training at Glynco, GA and then receiving nine to 12 months of in-port training at their assigned ports. They will be required to demonstrate fluency in Spanish if they work at the Southwest border locations, Miami, or Puerto Rico. The in-port training will include, among other topics, the more technical aspects of the agricultural requirements of the job. During this phase of their training, they will be performing certain limited CBP duties, such as working the primary at airports. The earliest new recruits will not emerge from their Academy training classes until early January 2004 and then will start their in-job training phase.

In the Spring of 2004, CBP intends first to bring on board through conversion to the 1801 series all CBP supervisors who will have supervisory responsibilities for the new cadre of CBP Officers. CBP will have separate Supervisory CBP Agriculture Specialists in the 401 series. Once that supervisory transition has been completed, CBP intends to transition or convert all its Legacy Customs Inspectors and Legacy Immigration Inspectors to the new GS-1801 CBP Officer positions. They will undergo cross-training immediately, the total length of which is uncertain at this time. The CBP staff is currently determining how the new CBP Officers, formerly Customs and Immigration Legacy Inspectors, will receive cross-training on AQI functions and the length of their agriculture training.

CBP has not yet determined the timing of the announcements for the new GS-1801 and GS-401 positions for Legacy Agriculture employees. They may or may not be announced only after CBP completes the transition of the Legacy Customs and Immigration Inspectors to their new CBP Officer positions. Current CBP thinking is to start the Legacy Agriculture transition first by opening up the 1801 series CBP Officer positions to applications from GS-9-436 Officers. It will be strictly a voluntary process. All 1801 CBP Officer applicants who are Legacy Agriculture employees must understand they will be expected to undergo and successfully "pass" a Background Investigation and a physical fitness test (probably similar to the Customs fitness test), receive training on firearm usage, carry a weapon, and spend 70+ days in Glynco, GA training at the CBP Academy learning the Customs and Immigration side of their new responsibilities. Because of the save-pay provisions NAAE negotiated with Management at USDA/APHIS, GS-9s on pay retention will receive, as down-graded GS-11s, promotions to the GS-11 position if they are accepted as 1801 CBP Officers. (NAAE believes all qualified GS-9-436 Officers who apply during the transition period must be hired at or promoted to the GS-11 level when they enter the 1801 series as CBP Officers.) The promotions will be pursuant to either the two-step promotion rule or use of the "highest previous rate," whichever is more beneficial to the employee. (The same promotion rules will apply to Legacy Agriculture Officers accepting GS-11-401 CBP Agriculture Specialist positions.)

According to the current CBP plan, CBP will accept applications from Legacy Agriculture Officers for the new GS-401-11 CBP Agriculture Specialist positions only after CBP has processed the applications from Legacy Agriculture GS-436 Officers to fill the CBP GS-1801 Officer positions. All remaining Legacy Agriculture GS-436 Officers may apply as well as those who, for some reason, applied but were not selected for the 1801 CBP Officer positions. The NAAE Executive Committee intends to press CBP management not to wait until the close of the 1801 applications before opening up the 401 series for applications from Legacy Agriculture Officers.

Again, the CBP Agriculture Specialist will be a position with a grade span, probably from GS-5 up to GS-11, will be in the 401 professional series, will receive only minimal additional training in order to assume his or her new responsibilities, will not have to pass a new physical, will not carry a weapon, and will be expected to perform most of the same AQI functions, primarily in the cargo field, that Legacy Agriculture Officers have been performing as GS-436 Officers in CBP prior to the transition.

CBP, at two separate briefings, has assured NAAE representatives there will be as many GS-401 Agriculture Specialist positions or vacancies available as there are applicants from Legacy Agriculture GS-436 for those positions. Despite these specific assurances, it remains unclear what will happen if, in the judgment of CBP management, too many Legacy Agriculture

Officers apply for the 401 CBP Agriculture Specialist positions. In other words, it is not clear what will happen if too few Legacy Agriculture Officers apply for the 1801 CBP Officer positions. CBP management has told NAAE that it is committed to maintaining the same level of Agriculture staffing it has today.

CBP asserts it has no feel for how many Legacy Agriculture Officers will apply for the 1801 positions. NAAE's Executive Committee, based upon a very informal poll at one of the large airport locations, believes that only 10% to 20% of the current Legacy Agriculture Officer workforce will actually apply for the CBP Officer 1801 positions: the mandatory BI, carrying weapons, and 70+ training days for GS-436 Officers all factor into the election equation and may deter potential applicants from seeking a CBP Officer position.

If indeed many more Legacy Agriculture Officers apply for and are accepted into the 401 CBP Agriculture Specialist positions than CBP originally contemplated, NAAE believes issues will arise as to the nature of their duties. Will there indeed be enough cargo inspection and related cargo work to keep all CBP Agriculture Specialists fully occupied as 401s? In many of the large ports, most Legacy Agriculture Officers are engaged in passenger clearance work, not cargo inspection work. If the vast majority of the Legacy Agriculture Officers at that port opt to become GS-401 CBP Agriculture Specialists, can there be enough cargo work to keep them fully occupied performing productive AQI duties within their new PDs? Even though the 401s may become GS-11s, will they have enough overtime work to make up the difference between their prior take-home pay as GS-9s and what they will receive as GS-11-401s?

These and other pay-related issues and questions remain to be clarified and answered. NAAE hopes they will be addressed long before the Legacy Agriculture Officers are required to elect whether to apply for the GS-1801 CBP Officer positions or to wait for the new GS-401 CBP Agriculture Specialist positions to be offered.

One of the yet-to-be-decided pay decisions is what Overtime and Premium Pay system to apply to the new CBP Officer and CBP Agriculture Specialist positions. CBP has decided to use a single system and is leaning towards the Customs system, known as "COPRA" (Customs Overtime Pay Reform Act). The final decision on the governing system will be in the hands of Secretary Ridge and Director James, at the conclusion of the process by which the Design Team develops options for a new personnel system governing all DHS employees.

CBP management considers COPRA to be the fairest overall O/T-Premium Pay system of the three (Customs, Immigration, and Agriculture) currently used within CBP. This single, unified system may be implemented by changes in the regulations without going to Congress. It includes an up to a seven-day workweek, a 40-hour workweek, scheduled overtime, double time for overtime (hours worked over 40/week or over 8/day), Sunday pay for non-O/T hours at 1.5 times basic rate, better nighttime differential pay, earlier night differential start time (3 p.m.), CTT of three times basic rate for commuting time, \$30,000 annual cap on O/T and premium pay, and 50% of overtime pay (up to \$15,000) credited towards retirement plans. Many other differences (with the AQI system) exist, some favorable, some not.

What about Legacy Agriculture employees who do not elect to apply for either of the new CBP positions, the 401 CBP Agriculture Specialist or the 1801 CBP Officer position? CBP intends to create yet a new third position, probably also within the 401 series. It will, in all

likelihood, be called a CBP Agriculture Inspector position and will have a full-performance level of GS-9. Legacy Agriculture Officers who elect not to apply for either of the new positions, CBP Officer or CBP Agriculture Specialist, will be permitted to continue to function in their current grades, but probably as GS-401 CBP Agriculture Inspectors. Legacy Agriculture GS-5 and -7 Officers also may apply for one of the lower level (GS-5, -7, or -9) 401 CBP Agriculture Specialist positions. NAAE is advised there will be plenty of GS-5-7-9 work available, particularly at the small ports where there is little or no cargo activity and perhaps at the large airports assisting the CBP Officers in primary and secondary. The position description for this new 401 Inspector position has not yet been written.

The new Agriculture Inspector position also may be available to those Legacy Agriculture Officers who apply for but are not selected to fill one of the 1801 CBP Officer positions and who elect not to apply or are not able to apply for the 401 CBP Agriculture Specialist position. They will continue to be employed within CBP, but probably in the new CBP Agriculture Inspector position as GS-9s, without loss of pay.

What about the Agriculture Legacy Technicians? According to the briefing on September 2, 2003, CBP has not yet determined exactly what it intends to do with Technicians who came over to DHS. It is likely they will be permitted to apply for CBP positions in the 1801 and 401 series, although obviously not initially as GS-11s. They apparently will be offered positions in the 401 series open to CBP Agriculture Inspectors, but not as Agriculture Specialists.

NTEU and AFGE representatives expressed displeasure that, unlike Legacy Agriculture Officers, their Legacy Customs and Immigration workforce will not be offered separate Customs Specialist or Immigration Specialist positions. CBP remains somewhat open to discussing this issue, but at this time appears unlikely to be willing to develop new specialist positions for CBP employees other than the 401 CBP Agriculture Specialist position, limited to Legacy Agriculture Officers.

AT PRESS TIME:

A "LITTLE BIRD" TOLD US DHS IS RECONSIDERING ITS "NO AGRICULTURE SPECIALISTS IN PASSENGER FOREIGN ARRIVALS" POLICY. NAAE WOULD CONSIDER A REVERSAL ON THIS POLICY A POSITIVE CHANGE IN THE PROGRAM TO THE BETTERMENT OF OUR MISSION: **PROTECTING AMERICAN AGRICULTURE.**

NOTE!!!!!!: The following is NAAE's understanding of the K-9 program as related to us at national level from briefings given by top DHS and CBP officials immediately after the roll-out of "One Face." Members have informed us of variations from the account below as given through local town halls. We are checking the K-9 policy which seems to be developing "on-the-fly" and we will be posting the latest information at our website on:
[HTTP://NAAEBbranch14.freesevers.com](http://NAAEBbranch14.freesevers.com)

Ag Dog Handlers To Become Part of K-9 CBP “One Face” Program

As an integral part of the “One Face At The Border” program, CBP has announced that canine handlers from all three “legacy” agencies, Customs, Immigration, and Agriculture, will be combined into a single canine CBP Officer position in the GS-1801 series. For Legacy Agriculture Dog Handlers, there will be no options: they must accept transfers to CBP’s Canine Officer program, we are told, as long as they intend to continue to be canine handlers. Timing of this transfer has not yet been decided. This “transfer” apparently will entail carrying a weapon and cross training in the Immigration and Customs side of the business. Will CBP Management attempt to “cross-train” the dogs, too? Can you imagine beagles sniffing out drugs? CBP has indicated that Legacy Agriculture Canine Handlers will continue to manage the dogs they bring with them from Legacy Agriculture and from their current canine positions within CBP. The regular Canine CBP Officer position will have a GS-11 journeyman level. There also will be canine trainer positions available, possibly even at a GS-12 level.

Case Exam Job Announcements

Beware of Case Exam job announcements. These announcements will state: “Open to all U.S. Citizens” and are intended for people taking their first step into government service. You may be giving up your federal tenure, career rights, pay rate, etc. by accepting a job announce in this manner. It may be better to wait for an “Agency-wide” or “governmentwide” announcement intended for current government employees. New CBP jobs are being offered as “Excepted Service” positions. There is a two year “probationary period”, but it is not the probation you and I know. It is an acceptance period for permanent employment. Just wink wrong once and *adios*—no appeals. Our opinion: this is not a good way to start off in a regulatory/enforcement position that requires you to make decisions that the public may not like—thanks for backing us up Agency!

No Pay for Work Performed?

Recent grievance decisions in both INS and USCS have left us scratching our heads regarding the possibilities facing Legacy Agriculture employees who have a trip to the training Academy in Glynco, GA. CBP has been requiring a six day work week for Academy attendees. The problem is that the Agency doesn’t want to pay for that sixth day. The Agency utilizes a regulatory loophole that prohibits payment for training that can’t be scheduled (unless the Agency seeks

If an 1801 job is in your future, or another job takes you to Glynco, Don't count on getting any overtime for that mandatory sixth day.

JAPHIS REORGANIZATION?

The comic strip consists of three panels arranged vertically. In the first panel, a stick figure with a neutral expression stands upright. In the second panel, a large, thick downward-pointing arrow is positioned above the stick figure, which now has a sad expression. In the third panel, the stick figure is significantly shorter and wider, appearing crushed, with a sad expression. The entire comic is enclosed in a hand-drawn rectangular border.

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different from Custom and Immigration Inspectors; they bring to the DHS mission a unique set of skills designed to carry out a critical co-mission, protecting America agriculture. Second, their rights as federal employees are under separate national and local collective bargaining agreements, separate from Customs and INS, and CBP managers must honor those agreements.

Early on, Secretary Ridge and the upper echelon of CBP appeared oblivious to the agriculture mission Legacy Agriculture brought with them to DHS. Overlooked was the fact this co-mission was and will remain an important function of Legacy Agriculture. Slowly but surely, NAAE, together with the management component of Legacy Agriculture, has convinced CBP that Agriculture Inspectors bring valuable, unique expertise to the table and are specially trained to carry out the critical function of protecting American agriculture. Less successful has been NAAE's constant efforts to compel local CBP managers to comply with national and local NAAE agreements when making changes in conditions of employment of CBP Agriculture Inspectors.

II. One Face At The Border Is Really Two.

CBP seems to have gotten at least one important part of the NAAE message. On September 2, 2003, CBP rolled out its "One Face At The Border" program. Although the outline of the "One Face" is not as clear now as it will become by the Spring of 2004, it is clear that "One Face" is a misnomer. There really will be two faces at the border, contrary to the public clamor from CBP publicists. One will be the cross-trained CBP Officer, performing fundamental inspection duties covering Customs, Immigration, and Agriculture regulations. But there also will be a second face, the newly created Agriculture Specialist and the Agriculture Inspector. He/she will be highly trained and separately charged with protecting American agriculture, particularly with respect to addressing issues relating to enterability of foreign cargo.

As Mike Randall's article appearing elsewhere in this Newsletter indicates, Legacy Agriculture, unlike their Customs and INS counterparts in CBP, may have the best of both worlds. Those who wish to become CBP Officers and perform rudimentary Customs, Immigration, and Agriculture functions, carry a loaded weapon, pass a physical fitness test, and undergo 72 days of training in Glynco, GA may elect to become non-professional 1801 series CBP Officers. If they are GS-9s with at least one year in grade as GS-9s, they will, if otherwise qualified, be promoted to GS-11-1801 CBP Officer positions upon their selection.

Alternatively, those Legacy Agriculture employees who prefer to rely more heavily upon their extensive training and experience in the sciences and who do not wish to carry a weapon and undergo 72 days of training may elect to become CBP Agriculture Specialists in the 401 series. If they currently are GS-9s with at least one year in grade, they will be hired as GS-11-401 CBP Agriculture Specialists. Those Legacy Agriculture employees who currently are GS-5s, -7s, or newly promoted -9s will be permitted to continue to work in CBP as GS-401 Agriculture Inspectors at their current grades performing normal AQI functions. They also may be given the opportunity of applying for higher graded positions as Agriculture Inspectors in the 401 series.

While CBP Management currently claims it is not planning to open up the 401 CBP Agriculture Specialist position to Legacy Agriculture applicants before the spring of 2004,

NAAE continues to press CBP not to wait that long before making those positions available. The 401 Specialist position description has already been written, and only minimal additional training will be necessary in order for Legacy Agriculture applicants to perform the duties encompassed within that position description. One stumbling block is, according to CBP Management, the inability of CBP or OPM to designate a premium pay system to govern the new 401 CBP Agriculture Specialist position until Secretary Ridge and Director James (of OPM) meet in late October or early November 2003 to select the personnel system option, including the compensation system, for DHS. NAAE will continue to try to work through this hurdle towards a more immediate implementation.

In addition, NAAE believes PPQ Officers will benefit from OPM's recognition that the work 401 CBP Agriculture Specialists perform at the journeyman level is GS-11 work. This recognition should substantially improve the chances that APHIS/PPQ Officers still in USDA will be able to convince APHIS management to reclassify their own GS-436 Officer journeyman level positions at the GS-11 level. NAAE, through its Executive Committee, will continue to pursue this issue in the coming months.

III. SITC Officers Become Part of NAAE Bargaining Unit.

NAAE scored a huge victory when FLRA's Regional Office on August __, 2003 issued a decision declaring that SITC Officers are entitled to belong to unions and that NAAE is the appropriate union for them to belong. In making this decision, FLRA rejected APHIS Management's contentions that the SITC Officer is not eligible to belong to any union because he or she engages in security work directly affecting national security or in investigative functions pertaining to the integrity and honesty with which other PPQ Officers perform their duties. In making its ruling, the FLRA Regional Office adopted the narrow, traditional interpretation of "national security" that NAAE has advocated. USDA/APHIS Management has not yet announced whether it will appeal the Regional Office's decision to the National Office of FLRA. There is a certain irony, if not inconsistency, in Management's argument, rejected by FLRA, that SITC Officers perform primarily national security work, but at the same time maintaining that SITC Officers should not become part of the U.S. Department of Homeland Security where protecting America against terrorism is its primary mission.

IV. 125+ Retroactive Temporary Promotions/Back Pay Grievances.

USDA/APHIS management under the able guidance of Tom Valenti has finally ensured the "Cleveland Four" they have received the retroactive temporary promotions and back pay they deserved, and were awarded by Arbitrator Professor Bernhardt, as PPQ Officers who performed as GS-9s domestic duties at a GS-11 level. NAAE is now working closely with Mr. Valenti to ensure the successful "Miami 15" grievants also receive as promptly as possible the retroactive temporary promotions and back pay with interest to which they are entitled as a result of the favorable arbitration decision of Professor Bernhardt.

Mr. Valenti representing APHIS management has agreed to enter into meaningful discussions and negotiations with NAAE in an effort to resolve the remaining unresolved grievances that fall under the broad category of 125+ grievances seeking retroactive temporary promotions and back pay for performing GS-11 work. This settlement process will become

complex because DHS Labor Relations staff must participate, and perhaps play the lead role, as the employer of those grievants now in DHS/CBP.

DHS Personnel System Process

Mike Greenberg, NAAE Northeast Region Vice President

NAAE has been given an incredible opportunity to participate on an equal footing with NTEU and AFGE in shaping the future human resources management system governing employees of the U.S. Department of Homeland Security ("DHS"). By some accounts, the personnel system DHS eventually adopts will become the model for the remainder of the federal government, outside the Department of Defense. The Office of Personnel Management ("OPM") has chosen a three-step process to develop DHS's new personnel system, involving first the "Design Team," then the "Senior Review Committee," and finally the heads of DHS and OPM, Secretary Ridge and Director Kay Coles James, respectively.

I have been selected to serve as your representative on the Human Resources Design Team. The Design Team is comprised of DHS managers and employees, personnel experts from DHS and OPM, and representatives from the DHS's three largest unions, the American Federation of Government Employees, the National Treasury Employees Union, and the National Association of Agriculture Employees. The Design Team's charge is to develop a wide range of options for Secretary Ridge and Director James to consider when they select the components of the personnel system to be put into place for DHS employees in early 2004. These options will address areas of pay, performance, labor relations, adverse actions, and appeals. This activity will include creating options for a premium pay system.

The Design Team has been meeting every day throughout the summer in Washington, DC. It has organized a series of "field visits" to receive input from the employees at 10 representative ports where DHS has a major presence. Eileen Thrift, NAAE Treasurer, has served as a member of the Field Group Team, a subgroup within the Design Team that facilitated the field visits. The Design Team has finished its research and recently concluded summarizing that research. It is now time for the Design Team to begin developing the options.

In September 2003, the Design Team will deliver the broad range of options to the Senior Review Committee. The Senior Review Committee is comprised of the top leadership from OPM and DHS, the presidents of the three principal DHS unions -- NAAE President Mike Randall will be representing us -- and a group of highly regarded technical experts, serving as advisors to the Senior Review Committee. The Senior Review Committee is charged with crafting a final, more narrow set of options, employing the options the Design Team develops as the starting point.

The Senior Review Committee will present its final set of options to Secretary Ridge and Director James by mid-October 2003. The Secretary and the Director will then meet, consider the options package, and collectively issue proposed new personnel rules for DHS. Those rules will then go through another level of review before Congress as well as through a final round of public comment and consultation before they become final and effective, tentatively scheduled for March 2004.

This is an extremely exciting opportunity for me personally and for NAAE. The process thus far has been open, cordial, and respectful. I hope this open-mindedness coupled with a big dose of fairness continues to influence the process through to the end. The Design Team fully understands the mission of DHS and, in our deliberations and in our development of the options, we fully acknowledge the need to create a personnel system that will accommodate this mission.

"Stay Calm—until the S_____ comes down."-- *A wise DHS employee in Missouri.*

DHS CBP Uniform

Tom Restivo, Miami and Mike Greenberg, NERVP

During the week of September 8, 2003, the Uniform wearing guidelines were discussed in Washington DC. Our representative for these negotiations was Tom Restivo from Miami, Fl.

During the meetings, many issues were discussed. The new inspectional uniform will be implemented in phases between October of 2003 and July of 2004. CBP managers will lead the transition and will be wearing the new CBP uniform by October 2003. Legacy employees will transition to the new uniform in stages as follows:

Agriculture

1) Initial allowance (core items)	\$1000.00
2) Recurring allowance (at employees discretion)	\$500.00
Total FY 04 benefit	\$1500.00

CBP Academy Graduates:

1) Initial allowance	\$1000.00
2) Class 1 allotment	\$435.00

Note: Class I Uniform will be in addition to these allowances.

Phase 2 Ordering Plan:

- Pre-filled (complete class 1 uniform) Order Forms will go out to on September 15, 2003.
- Forms must be filled out and returned by October 1, 2003
- From the pre filled Order Form, Class 1 will be issued to these employees
- Web site orders will be temporarily suspended.

Phase 3 Ordering Plan:

- INS will order new CBP uniforms
- Pre-filled order forms will go out to employees on 10/15/2003.
- Forms must be filled and returned by 11/1/2003
- Website orders will resume. Only website and Phase 3 orders will be processed at this time
- Orders will ship as inventory allows.

Phase 4 Ordering

- Legacy USCS transition 11/15/03
- Initial allowance \$700.00
- Reoccurring allowance: \$500.00
- FY 04 benefit \$1200.00

Recurring Allowance Ordering Plan (Legacy AQI, INS and USCS)

- Recurring Allowance (\$500.00), order may be placed over the course of FY 04.
- Employees have complete discretion on the disposition of these funds.
- The website is the preferred method of order placement.
- Orders will ship as inventory allows during/after transition phases 2-4.
- CBP will continue to afford employees "patch swapping" benefit at no cost to employees throughout FY04 for approved uniform articles.

Highlights of Major Program Modifications:

Items Deleted

- Skirts: Allowed only for medical or religious reasons. (Someone thinks it's "unprofessional.")
- Shorts: Still pending if they are to be allowed for cargo.
- Class 3 Utility Trousers (Patch Pocket Trousers): replaced with Battle Dress Uniforms
- Dress Pumps, Spike Heels and Panty hose: Deleted, worn only with skirts for medical or religious reasons
- Cardigan Sweater: Deleted, viewed as unprofessional.
- Rocky Boots: Deleted poor materials

Items Added:

- Enforcement T-Shirt: To be worn only with class 4 BDU. Dark Blue in cargo only.
- Longevity Stars: Class 1 pins
- Ike Jacket: Class 1
- New Version Ball Cap
- Felt and Straw Campaign Hat
- Leather Belt for Campaign Hat
- Class 2 Trousers with Black Stripe
- Selected Legacy INS Footwear Options

General Decisions

- All Shirts and Outerwear (except the dress trench coat must have CBP patch on both sleeves
- Serviceable Outerwear with non-unique legacy agency identifiers are authorized once patches have been swapped

- Nameplates, Badges and Rank Shoulder Boards must migrate out to the outermost garment as appropriate
- Large Rank Insignia Pins _ Class 1 Jacket
- Footwear Exception Policy Remains in effect
- The CBP wear policy will afford the Commissioner, AC-OFO, DFO or Port Director the ability to designate a uniform of the day for special events, functions or dignitary visits. There will be at least 24 hour notice.
- Seasonal short or long sleeve shirts are still in negotiations
- Outerwear, (i.e. shell jackets, parkas, etc), may not be worn indoors in Class 1 and Class 2 environments/applications.

Class One:

Required:

- Basic training graduation ceremony
- Senior, CEO and SPO training graduation
- Formal CBP award ceremonies
- Whenever it is the uniform of the day

May also be worn:

- With the approval of the Commissioner, A/C, OFO, DFO, PD or Director of OFO Training
- When an individual petitions the A/C and receives approval
- The Class One is strongly encouraged for wear at fallen officer vigils and memorial services.

Class Two:

- Must be worn in all climate controlled passenger environments
- CBP employees may wear this uniform in other than climate controlled passenger environments
- Rank displayed with Rank Shoulder Boards only
- Class one Ike jacket may be worn with class 2 long sleeves, tie and tie tack
- Turtlenecks available as alternative to tie/tie tack with long sleeve shirt

Class Three

- Is authorized for land border passenger environment and all air, land and sea cargo environments
- This uniform is not authorized for use in any climate controlled passenger environment.
- Tie is not authorized with long sleeve shirt
- Turtlenecks authorized with long sleeve shirts
- CBP managers do not need a waiver to wear this uniform

Maternity Uniform

- Twelve month advanced notice required
- OK, Just kidding! We wanted to see if you were still interested!

Did you recently drop out of the Union because of the misinformation from the Congressional debate as to whether or not you are represented in CBP? Tired of fighting for justice in USDA? This message is for you:

We are still here. We are still here for you.

We are not tired! Justice will be served!

NAAE is a rank-and-file Union.

We know our working conditions. We know what's fair.

We know how to fix things that aren't right.

But...We can't do it without you!

Be part of the democratic process...and the solution.

Consider submitting the application in this newsletter and expressing your views in making just working conditions.

**We Have
Just Begun to Fight!**

**Now More Than Ever! Encourage Your Co-
Workers to Join! Strength In Numbers!**

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) <input type="checkbox"/> USDA-APHIS-PPQ <input type="checkbox"/> DHS-CBP-AQI	

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

YOUR NATIONAL NAAE REPRESENTATIVES
(Your Input & Feedback Is Most Welcome d) PLEASE MAIL ALL DUES
WITHHOLDING FORMS TO NAAE NAT'L PRESIDENT FOR SIGNATURE

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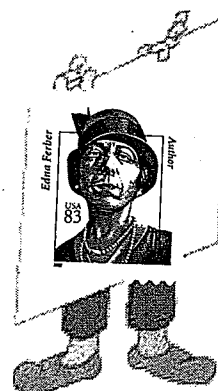
Note: If you are faxing or emailing material that must be handled with discretion, it is advisable to call recipient first.

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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
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