

2006 Federal Caucus  
July 8, 2006

The opening remarks were made by International President Greg Junemann. He welcomed us to Toronto. He stated the convention was for leadership development, strategic planning and business of Union. He stated there would be workshops available Mon., Tues. and Wed. He described each one.

He said management be didn't think the coalition we formed was going to be anything, but our coalition has become much stronger than anyone believed. Management didn't think that we would hang in and fight this fight. We all joining together and we are successful. We must bring our "A" game into every thing we do. Our members deserve nothing else.

Local 12 presented Greg a plaque for his leadership in this fight against NSPS.

Paul Shearing addressed the caucus. He stated it is only through unity that we are going to win this fight against NSPS. He is running for Sec./Treas. He wants to revamp the training and he has a lot of experience with organizing.

The Federal Caucus was called to order by Western VP Ben Toyama.

Ben reported he has been attending the meetings on NSPS. We are one of the 5 chairs in the coalition and Matt is the voice of the coalition. No local will make a statement without the agreement of all the members. We think we have the de-funding of NSPS in the Senate also. We have a lot of locals working with their congress people and have made the difference in this fight.

Ben and Matt Biggs provided a NSPS update. Matt stated the strength of the coalition is very strong and we are making a difference. We have 36 unions as part of the coalition. He explained the beginning of this coalition. Now we have won the suit against NSPS. The court stated it was illegal. We are using this win as the reason for de-funding NSPS as part of the Appropriations Bill. We won that in the House and we are now seeking Senate. We have some very good support. We should know if it is in the underling bill next week. It has been a tremendous effort, but the solidarity has really worked and he thinks it will continue if we continue to pull together. A question and comment time followed.

Jimmy Blick discussed the Union Rule. In the 70's and 80's the Feds always lost everything. The Feds got together and the Union Rule came about and we pull together. The Unit Rule was codified and reads as follows:

Unit Rule is applied on all votes by the Federal Caucus unless specified. If a local cannot live by the democratic process, they must identify that to the caucus and VP's prior to the vote, but after the discussion. The Local that identifies that it cannot live by Unit Rule prior to the vote, does not have the opportunity to vote in the Caucus on that issue.

Local reports as follows:

Local 1 – Harriette Suggs, President, reported that they had settled the computer cases very favorably. The FTSCCLANT Bargaining Unit has been combined with Portsmouth SupShip, an AFGE Local and SIMA. They are now MARMC. They stated with a Labor Council, but now Local 10 merged with Local 1 and AFGE gave up those few people, so Local 1 represents all. We are now at 801 members of about 2900 eligible for about 27.6% and growing. We are beginning to network with NARFE. We have awarded our first scholarship of the Ralph McElfresh Scholarship Fund. One of our family members won one of the International's scholarships. We have been very active on Capitol Hill, lobbying congress people on NSPS.

Local 3 – John Garrity, President, reported 4 different commands with 1600 employees and has 390 members. They worked with FMCS for 5/4/9 and won. They are very active on the Hill with Kirk Weldon been very helpful. They have joined the Philly AFL-CIO and are networking.

Local 4 – R. Kirk Miller, President, reported they survived the BRAC. They are working very hard with congressionals. They are expanding to Mass. They have a total membership of 901.

Local 12 – Bob Steinmetz, President, they are working with management and they have a resource budget and 5 man years of time with unlimited representational time. Management sends the labor reps to the same training they do management. This has meant many promotions to management for labor reps.

Local 16 – Horace Hill, Jr., President, stated they survived BRAC. They are combining many depot level work position which brings different levels of people working together and they are trying to work those issue out.

Local 27 – Wesley Darbro, President, stated they are working on having 10 healthy centers but there is not enough money for technology and they are working through many issues.

Local 28 – Virginia Cantwell, President, thanked Matt and Greg for all their help. We are all working together for the same end result. They have a lot of strength with Ohio delegation. They have a great deal of media coverage.

Local 30 – Paul Davis, President, said they are under serious attack by the administration. They have decreased form 1400 to 1000 employees but have maintained 300 members. NASA is canceling contracts and putting people in jobs they are not trained for. RIFs may be ahead for them.

Local 49 – James Conley, President, reported they are in transition of moving into new building.

Local 75 – Dennis Roth, President, stated their employees do the research for government. They are part of the Legislative Branch so don't fit into a lot of the regulations. They have 315 members of the 525 employees. They may be facing their 1<sup>st</sup> RIF because retirements have dropped their membership.

Local 94 – Stacye Madson, President, reported they have 270 employees with 195 in BU of which 60 are members. They have been through an A-76 study and filed a ULP because they were left out of the process. They have had a drop in membership.

Local 97 – Gordon Taxer, President, reported they have 110 employees with 38 members. They are in an A-76 study. They are losing ownership of the HR organization.

Local 98 – Stan Nuremburg stated they are very active in NSPS fight. They are active in the Corp Council. A-76 study is a big issue for them. They are negotiating a leave bank to help others. They have determined that management just has not asked for permission. They are renegotiating their contract.

Local 121 – Peter Fontanilla, President, reported they have been through a reorganization and FLRA ruled that the local still has jurisdiction of its members in the various activities and it opens the door for the union to organize in new areas. They may be facing a RIF in 2008 which could result in SIP/VERAs in late 2006. They have 589 members out of a possible 1500.

Local 259 – Larry Donald, President, reported their major issue was hurricane Katrina.

Local 386 – Gloria Lowe, Chief Steward, stated they were going through an A-76 study. Retirement was causing a drop in membership as was downsizing. They must do more work with less people. Moral is down. There is a hard job ahead of us all and we all are working together to get it done.

Ben stated we have a traveling road show of training that will come to your local if you need it.

Marilyn Zahn, Judicial Council of Federal Law Judges reported they have 1000 through the US in Social Security and Health and Human Services for a 95% membership. Their issues are in technology, pay for performance, and pay compression because of the age of members put them in the top of pay scale.

Matt briefed us on additional legislative issues. We got a moratorium on RIFs until 2007 for NASA. Management claims they need to RIF 1000 people while they say they need to hire highly trained people and engineers. We are working on a RIF de-fund amendment, which may or may not work, but are getting people to look at it during committee.

Labor Free Choice Bill has 215 signers. It will never make it out of committee until we have a different administration. This bill will do three things. 1) 1<sup>st</sup> contract arbitration, if no contract is signed it will automatically go to arbitration, 2) have a card check

neutrality, which will automatically become fact if there is a distinct margin on the card, and 3) a stiff monetary penalty for reprisal for people that want a union in their work place.

IT A-76 has been the most expensive and we won those jobs which are inherently Civil Service. The Lock and Dam workers may surpass that one. We think those will be inherently Civil Service also and we did de-fund language in House and Senate to save the Lock and Dam employee. We will have to do it again each year until we get the bill passed.

Local 12 presented a plaque to Matt for all his hard work for the Federal workers.

The Hot Buttons Issues for Feds:

- Executive Council has authorized training along with organizing internally and externally. This training might help the issue of decreases in membership due to early outs, retirements and downsizing.
- New rules for unions – post a notice and we must tell all member of their rights every 3 years and new members within 90 days. We can use this as an organizing tool.
- Virginia Cantwell stated that they have been told they couldn't have a retention register for the RIF because the law has changed. No one else has had that problem and some stated theirs was online without the privacy act stuff.
- Bob Steinmetz said that privacy act information is not being handled in accordance with the law. We all need to follow the law for handling of privacy act information.
- In contract negotiations, we need to watch the change of “shall” to “may”.
- Bob Steinmetz reported they had found in security cases that people don't know they don't have to give up every bit of information that is asked for by NIS during an investigation. We all need to make sure that our members know their rights.
- There is a case that has not been heard on NRLB team leader yet. Matt will check on that and report back tomorrow.
- We need to have people trained in Workman Compensation and Disability.
- Hatch Act information could be stored on web site and e-mail members to check out web site.

The 2007 Fed Caucus should be in Washington DC. Locals 1, 75 and 121 will work together on a no frills caucus.

Nomination of Fed. VPs:

There will be a slate on the floor of the VPs and cut out a lot of speeches so we can go help some hotel workers on strike.

Local 12 presented a paper on the expectations of Fed. VPs. This issue was put on the agenda for the next day.

The process of the election was discussed.

Elaine Wrightson of Local 12 made the following motion and John Garrity of Local 3 seconded the motion:

MOTION: Eastern locals vote for the Eastern VP sector and Western locals vote for the Western VP sector.

Angie Harris of Local 75 made the following motion and Stacye Madson of Local 94 seconded the motion:

MOTION: To table until tomorrow. PASSED

Caucus adjourned for the day.

July 9, 2006 Day two of Federal Caucus

Dennis Roth of Local 75 moved and Horace Hill of Local 16 seconded the following motion:

MOTION: To bring the tabled issue back to the floor. PASSED

A lengthy discussion followed.

We broke into a committee to codify the Fed. VPs expectations.

The committee brought back the following recommendation:

**Fed VPs Expectations for IMPROVED Communication**

- Email monthly from VP to local Presidents  
(e.g., issues facing locals and emerging issues)
- Quarterly conference call with Local Presidents (VPs will pick day and time)

The call will be broken out in East and West calls, but both VPs are expected to be present on both calls with the respective VPs chairing the call. The conference call is voluntary for the locals (but is highly recommended and cost estimate will be sent to all locals).

- Emergency situations – Locals will send emails to VPs with a carbon copy (cc) to all local Presidents.
- VPs will set up an email response with out of office reply when on vacation or travel. It will include another individual to contact to assist with issue(s).
- Ensure that locals are aware of available training.
- A discussion of these expectations will be an agenda item at each Federal Caucus
- Represent the Federal Sector at National Meetings/Bargaining on major issues

Shelia Perez of Local 12 moved and Paul Davis of Local 30 seconded to accept the recommendation of the committee. PASSED

Paul Davis of Local 30 moved and Stacye Madson of Local 94 seconded the following motion:

MOTION: The person who nominates and seconds the nomination for a Federal VP must be from that sector. PASSED

The floor was opened for nominations for Western VP.

Stacye Madson of Local 30 and John Sylvester of Local 121 seconded the nomination of Ben Toyama.

Nominations closed.

The floor was opened for nominations for Eastern VP.

Phil Geraci of Local 4 and Mike Russo of Local 4 seconded the nomination of R. Kirk (Moose) Miller

Nominations closed.

Ben and Moose were the nominates for the Fed VPs at the convention.

2006 Federal Caucus was adjourned.