



# The Voice of the Union

## The Monthly Newsletter of

American Federation of Government Employees  
Local 2022

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May 2007  
Issue

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### Court Upholds NSPS

Friday May 18, 2007

WASHINGTON (AP) - A federal appeals court said Friday the Pentagon has the authority to pick and choose what labor issues it will negotiate with unions representing more than 600,000 civilian employees.

The policy has been on hold since early last year when a federal judge said it eroded collective bargaining rights. The U.S. Court of Appeals for the District of Columbia Circuit overturned that ruling Friday, saying in a 2-1 decision that Congress temporarily authorized the policy change until 2009.

The policy gives Defense Secretary Robert Gates greater flexibility to change workers' assignments and refuse to negotiate over certain issues.

The American Federation of Government Employees said the policy also unfairly restricts the appeals process for unfavorable personnel decisions and allows the Pentagon to avoid negotiating at all.

"This undermines the fundamental concept of collective bargaining," said Ward Morrow, assistant general counsel for AFGE. "If they disagree with our offer, they can just take it off the table. What kind of bargaining is that?"

The Pentagon has said the changes are critical to improving the management of the department's huge civilian work force, which includes support staff such as accountants, engineers, firefighters and mechanics.

Morrow said the union would appeal the ruling but Congress may address the issue first.

The House voted on Thursday to back a \$646 billion spending bill that restores collective bargaining rights and access to an employee appeals process. The White House threatened a veto.

For more information go to [www.afge.org](http://www.afge.org) or <http://www.guardian.co.uk/world/latest/story/0,->

[6643803.00.html](http://www.guardian.co.uk/world/latest/story/0,-6643803.00.html)



### No time off for travel on holidays, OPM says

By Brittany R. Ballenstedt

Federal employees traveling on federal holidays as part of their jobs are not entitled to compensatory time off, under final rules issued Tuesday by the Office of Personnel Management.

"Compensatory time off for travel may be earned by an employee only for time spent in a travel status away from the employee's official duty station when such time is not otherwise compensable," the rules stated.

The final regulation will go into effect May 17, according to a notice published in the *Federal Register*. OPM reviewed comments submitted by agency officials, union representatives and members of the public in response to a 2005 draft proposal.

For the Full story go to:

[http://www.govexec.com/story\\_page.cfm?articleid=36651&dcn=e\\_wfw](http://www.govexec.com/story_page.cfm?articleid=36651&dcn=e_wfw)

We need AFGE Activist to call their Senators immediately and urge them to support the legislative fix that was passed May 17, 2007 by the House of Representatives.

Calls should not be made on duty time, on government property or using government equipment.

Call the Capital Switchboard at 202-224-3121 and ask to be connected to your Senator's office.

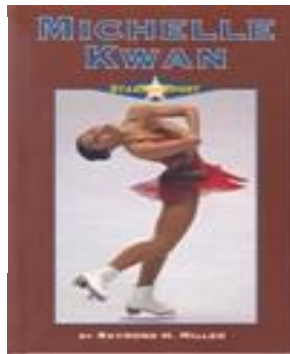


## Asian Pacific American (APA) Heritage Month

May is Asian Pacific American (APA) Heritage Month—a celebration of Asians and Pacific Islanders in the United States.

Much like Black History and Women's History celebrations, APA Heritage Month originated in a congressional bill. May was chosen to commemorate the immigration of the first Japanese to the United States on May 7, 1843, and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. Chinese immigrants were the majority of the workers who laid the transcontinental railroad tracks.

Asian Pacific American Heritage Month is celebrated with community festivals, government-sponsored activities, and educational activities for students.



## The Shining Stars

49<sup>th</sup> Annual Civilian Employee of the Year  
Fort Campbell, KY



To ALL Nominees for  
Civilian Employee of  
the Year for 2007!!!

The Awards Ceremony was held on May 1, 2007 at the Cole Park Commons.

### **Congratulations to all the winners:**

#### **Administrative/Specialist**

Christopher Brown PAIO

#### **Supervisory**

Nathan Endres DES

#### **Leader**

Kim Hooks CABC

#### **Outstanding Employee with a Disability**

Larry Boyer CABC

#### **Professional/Scientific**

Clark Lemmons DOL

#### **Secretarial/Admin. Assistant/Clerical**

Dionne Mc Cowan DOL

#### **Technician**

Mae Cruz ACA/DOC

#### **Trades & Crafts A**

Larry Maclin DOL

#### **Trades & Crafts B**

John Eckel DPW

#### **Team**

Government Purchase Card Team

## May is Women's Health Month

### Empowering Women to Take Charge of Their Health, Live Longer and Enjoy Life More

**Fact:** According to the U.S. Census Bureau, there are nearly 40 million women in the United States over the age of 50.

**Fact:** These women are now living one-third of their lives after menopause.

**Fact:** After menopause, a woman's risk of cardiovascular disease, certain cancers, osteoporosis, diabetes and other diseases increases significantly.

### Lifetime Medical Costs for Women

**Three conditions that are of particular medical concern to women in the United States are cardiovascular disease (CVD), diabetes, and stress urinary incontinence (SUI).**

A 2002 study supported by the Partnership for Long-Term Health for Women determined that these annual incremental medical costs are financially debilitating and are driven by the treatment of coexisting conditions as well as the use of medical services. These medical costs are likely to increase 500% after a woman reaches the age of 65.

Find out more at: <http://ncwo-online.org/pages.cfm?ID=67>

# Tid-Bits

## CLOUT NEW LOCATION

CLOUT has a new meeting Location at NALC 364 Union Hall, on Russellville Pike. It will still meet the 3<sup>rd</sup> Thursday each month at 7:00 p.m.

## Tracking the Government Pension Offset

The Government Pension Offset can have a big impact on federal retirees. NARFE is highlighting legislative activity that would overturn the GPO and favors a new bill that would result in more money for many retirees.

For more information and the full story go to <http://www.fedsmith.com/articles/articles.showarticle.db.php?intArticleID=1237>

## 2007 Federal Employee Almanac's

The 2007 Federal Employee Almanacs are available at the Union Hall for \$14.00 each. If you are interested in purchasing one please contact the Union Office at (270) 798-2343/4297.

## **ANNOUNCEMENT** **July 2-6, 2007**

The Union office will be minimally staffed during that week due to the 4<sup>th</sup> of July and Union Staff vacations.

## House panel approves 3.5 percent military pay raise

By Brittany R. Ballenstedt [bballenstedt@govexec.com](mailto:bballenstedt@govexec.com) May 2, 2007

A House Armed Services subcommittee on Wednesday passed a 3.5 percent pay raise for members of the military for 2008.

That figure, which is half a percent higher than the raise proposed by the Bush administration, likely will give federal labor unions an edge in pushing for an equivalent raise for civilian federal employees. The subcommittee approved it as part of the 2008 Defense authorization bill.

The National Treasury Employees Union and the American Federation of Government Employees have been pushing for a military and civilian raise larger than the Bush administration has proposed. NTEU has backed a 3.5 percent increase, while AFGE has pushed a 4 percent raise.

The fiscal 2000 and fiscal 2004 Defense authorization acts called for a 0.5 percent increase above the Employment Cost Index figure for the military. The administration followed that standard every year until 2007, when military and civilian employees received a 2.2 percent increase -- the lowest in many years.

Labor leaders also have stressed that over the past two decades, there have been equal adjustments in military and civilian pay nearly every year. NTEU President Colleen Kelley said that the "undeniable contributions" of civilian federal employees mean they warrant the same raise as military service members.

"NTEU strongly supports a minimum 3.5 percent raise in 2008 for the federal civilian workforce," she said, "and will continue our work in securing bipartisan congressional support for this increase for civilian and military employees."

For more information go to [www.govexec.com](http://www.govexec.com)

## Dates to Remember

- May 13<sup>th</sup> - **HAPPY MOTHERS DAY**
- May 15<sup>th</sup> - **Democratic Party** Meeting starting at 7:00 p.m. at the Smith Trahern Mansion
- May 16<sup>th</sup> - **Safety Committee** Meeting starting at 2:00 p.m. at the Union Hall
- May 17<sup>th</sup> - **Women's Committee** Meeting starting at 2:30 p.m. at the Union Hall
- May 17<sup>th</sup> - **CLOUT** Monthly Meeting Starting at 7:00 p.m. at NALC 364 Union Hall, Old Russellville Pike
- May 25 & 28<sup>th</sup> - **Union Office CLOSED in observance of Memorial Day**
- May 31<sup>st</sup> - **5<sup>th</sup> on the 5<sup>th</sup>** CLOUT starting at 7:00 p.m. at O'Charley's Restaurant on Riverside Drive.  
(10<sup>th</sup> Anniversary Celebration of CLOUT)

- June 12<sup>th</sup> - **Monthly Union Meeting** starting at 4:30 p.m. at the Union Hall
- June 5<sup>th</sup> - **Strategic Planning** Meeting starting at 3:00 p.m. at the Union Hall
- June 17<sup>th</sup> - **HAPPY FATHERS DAY**
- June 19<sup>th</sup> - **Democratic Party** Meeting starting at 7:00 p.m. at the Smith Trahern Mansion
- June 20<sup>th</sup> - **Safety Committee** Meeting starting at 2:00 p.m. at the Union Hall
- June 21<sup>st</sup> - **Women's Committee** Meeting starting at 2:30 p.m. at the Union Hall
- June 21<sup>st</sup> - **CLOUT** Monthly Meeting Starting at 7:00 p.m. at 1571 Vista Lane (Clarksville, TN)



# more Tid-Bits

## Drawing Results / Monthly Meeting

**Gordon Trader won the drawing for the HAT.**  
**Gloria Neale won the drawing for the T-shirt**  
**Ramon DeLong won the 50/50 drawing.**  
**Karen Wilkins won the \$50.00 Door Prize.**

### CONGRATULATIONS:

The Union would like to congratulate Charlotte Tyson, Fire Fighter, and Nellie Thorpe, AAFES, on their retirement from Government Service. Thank you for the many years of service.

### CONDOLENCES:

The Union would like to send their condolences, prayers and thoughts to:  
The Kikendall Family

### **UNION OFFICE**

**Will be**

**CLOSED**

**May 25 & 28, 2007**

**In Observance of 911**

**Fire Fighters and Police Officers  
(Memorial Day)**



### **CASE LAW UPDATE - UNION FILES CLASS ACTION SUIT AGAINST TSA FOR LOSS OF EMPLOYEE DATA**

calling the recent loss of employee data a breach of the Privacy Act, the American Federation of Government Employees (AFGE) filed a class action lawsuit against the Transportation Security Administration (TSA) last Tuesday. AFGE represents employees throughout the Department of Homeland Security, including the TSA. Recently, the TSA announced that an external hard drive containing archived employment records had been lost (see May 8, 2007 FED manager, "TSA Loses Sensitive Data On Approximately 100,000 Employees, Provides Free Credit Monitoring, ID Theft Insurance, And More").

The missing data included names, social security numbers, dates of birth, and payroll and bank account information for some 100,000 employees.

In its lawsuit, AFGE, et al v. Kip Hawley and TSA, AFGE claims that by failing to establish safeguards to ensure the security and confidentiality of personnel records, TSA violated both the Aviation and Transportation Security Act (ATSA) and the Privacy Act of 1974. The ATSA explicitly mandates the TSA administrator to "ensure the adequacy of security measures at airports," and the Privacy Act directs that every federal agency have in place a security system to prevent unauthorized release of personal records.

"TSA's reckless behavior is clearly in violation of the law," AFGE National President John Gage said. "TSA must be held liable for this wanton disregard for employee privacy."

In the lawsuit, AFGE asks that TSA be ordered to create new security procedures consistent with the ATSA and the Privacy Act, specifically electronically monitoring any mobile equipment that stores personnel data and encrypting personnel data.

"The maintenance and safeguarding of personnel data is vital to the protection of security at our nation's airports," Gage added. "If the stolen information were to fall into the wrong hands, false identity badges easily could be created in order to gain access to secure areas. This is the Department of Homeland Security we are talking about. The American people look to DHS for security and protection. A DHS agency that cannot even shield its own employee data is not reassuring."

AFGE is also asking for TSA to grant administrative leave to Transportation Security Officers (TSOs) who request it in order to protect against or correct identity theft or financial disruption caused by this incident, and to ensure that no retaliation occurs against employees who take such time off. Finally, AFGE wants the court to grant judgment for all actual damages incurred as a result of TSA's alleged Privacy Act violations.

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