



Local 1998 News



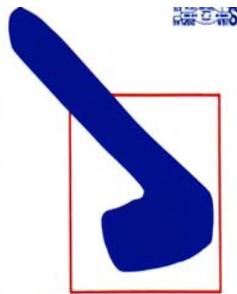
Issue 7

National Federation of Federal Employees, IAMAW, AFL-CIO

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**AMERICA WORKS BEST WHEN WE SAY...
YES
UNION**



Local 1998 Elects New President

Other Changes On Local Executive Board

Alex Allen was elected president of NFFE/IAM Local 1998 during the biennial union election held this past May. Alex will serve until December 31, 2004. The term has been extended to bring Local 1998 practice in compliance with NFFE and IAM bylaws. Alex, a passport specialist in New Orleans, has been

serving as a union vice president for the past two years. Colin Walle, a passport specialist in Seattle, was re-elected to a third term as secretary/treasurer. Additional changes were made to the Local 1998 Executive Board during the spring election. See page 2 for additional details.

President's Message

NOTHING MATTERS

This is my first opportunity to address the entire bargaining unit since taking office as President of IAMAW/NFFE Local 1998. It is this Local's mission to represent each of you to the best of our ability. I am pleased and honored to be your spokesman. I know that not everyone will agree with everything that we try to do, but we are trying to do something. But, I cannot do it all by myself. The Vice Presidents and Stewards in your office cannot do it all by themselves. We need help from each and every one of you.

I was fortunate to attend a Toastmasters speech convention a few weeks ago and heard one of the most profound speeches that I have ever heard. It was given by Larry Tucker from North Carolina and the title of it was "NOTHING MATTERS." For me, the essence of this speech ranked right up there with the Gettysburg Address and President Kennedy's famous "Ask not what your country can do for you but ask what you can do for your country." I liked it so much that I put it as a screen saver on my laptop. In short, he talked about dreams that he had as a child of what he wanted to be. When he got to his college years, other people told him of things he could do with his life and how lucrative these careers could be. He basically said, "Show me the money." Later in life he found that he was not happy. After some soul searching he found that he was not happy

because he had not followed his dream. Now comes the profound part. He asked himself what he had done to prepare for the future that he had dreamed of. The answer was NOTHING. It was at that point that he realized that the NOTHING that he had done mattered more than everything else that he had done in his life.

When you see something going wrong in your home or community and you do NOTHING, it MATTERS. In most cases, it will get worse. When there is an abusive spouse in the family and the rest of the family does NOTHING, it MATTERS. They usually continue to abuse and it often ends with a loss of life. When we see things going wrong on the job and we do NOTHING, it MATTERS. It usually progresses. When we see a co-worker mistreated or disrespected and we do NOTHING, it MATTERS. The next time it could be you. Humans like to live on the edge. When a child does something wrong and the parent does NOTHING, it MATTERS. The child usually will continue to push the envelope until someone steps in and corrects him or her. With any luck, someone will do something before the child becomes a part of the criminal court system. When these children become adults and bosses, they do not undergo some type of metamorphosis and always do the right thing by everybody. They continue to push the envelope and it is up to someone to say

(President's Message continued on page 2)

Election Results

In May, the Local 1998 election committee conducted elections for officers and members of the Executive Board. Alex Allen of New Orleans ran unopposed to fill the position of president. Colin Walle comfortably won his third term as secretary/treasurer.

The following were elected vice presidents for their office and members of the Board for their first term: Butrina Tolbert (PPT/HN); Catherine Prince (PPT/LA); Emily Yvonne Smith (PPT/NO); Daryl "Two Feathers" Neal (PPT/NY); Rob Arnold (PPT/SE); and Carole Lopez (PPT/SF). The following vice presidents are returning for an additional term: Dan Egan (PPT/BN); Brenda Moore (PPT/CPC); Luz Figueroa (PPT/CT); Lily Sasaki (PPT/HH); Donna Ward (PPT/MM); Michael Garofano (PPT/NPC); and Dianne Maynard (PPT/IML). The election for VP in Chicago resulted in a tie. As of the printing of this newsletter that election has not been resolved. Until that time, Eva Brumfield continues to serve as VP for Chicago. No votes were cast in PPT/PA, but Sharlene Dandridge has agreed to continue her service as VP in Philadelphia.

The following former Board members did not seek reelection. Bill Beardall (president); Beverly Ellis (PPT/

HN); Leah Anderson (PPT/LA); Vanessa Fields (PPT/NY); and Jon Peterson (PPT/SE).

A big thanks goes to the 2002 Election Committee. Members Tom Grasso, Alice Freeman, and Barbara Kennedy (all from NPC) who went the extra mile in investing their personal time in making this year's nomination and election process go smoothly.

You may obtain the complete election tally by contacting your office vice president.

2002 NFFE Convention

Local 1998 will be represented by five delegates at the 2002 NFFE Convention to be held at the Flamingo Hilton in Las Vegas. President Alex Allen will be leading the delegation which also includes Michael Garofano (NPC), Carole Lopez (SF), Catherine Prince (LA), and Bill McDermod (NPC).

There is no election of officers at this year's convention. However, changes to NFFE bylaws will be considered. Attendees will also receive training on representational issues.

(President's message continued from page 1)

something. It is up to all of us to quit doing NOTHING because **NOTHING REALLY DOES MATTER.**

The Union is the only organization that management is required by contract to deal with. If you are a Union member, you should stop what you are doing, stand up and pat yourself on the back because you are trying to make working conditions better, not only yourself, but for everyone that works with you. If you are not a Union member you should shake the hand of every Union member in your office. You have two choices, you can hang your head and say, "I will continue to do NOTHING and take whatever is thrown my way. I will let them fight the battles. I will let my fellow co-workers buy the land, till the soil, plant the seeds, chop the weeds, harvest the bounty, cook the meal, and I will show up and feed my face when the food is on the table." Or, you can say, "I will stand up for what is right. I will join in the fight. I will do my share of the work and be able to eat with my head held high." You can see your Vice President or Steward and say, "I want to be a part of this because NOTHING MATTERS.

We have a long road ahead of us. When I ran for Union President I made several promises of things that I wanted to work toward. I will restate them here.

I will work closely with the Vice Presidents and Stewards at each agency to look for creative ways to get the word out to the bargaining unit that there is strength in numbers.

I will put in place a system that allows each of us to share our struggles and to learn what worked and what did not

work in another location.

I will develop training that can be shared through e-mail, site visits and literature.

I will fight with everything in me to see that we get everything that we deserve.

I will work to improve the opportunities for qualified employees to become Passport Specialist.

I will fight with every ounce of tenacity in me to ensure that any standards set will be fair.

I will establish a system to get your feedback and promptly act upon it.

I have not given up those promises and we are making progress in many areas. However, this is a process rather than an event and results happen with time. Please talk to your Vice Presidents and Stewards about your concerns. The more we communicate the more we find that we are all going through similar problems. The more we band together, the more we can accomplish. One drop of water cannot do much in the desert, but a ten foot tidal surge can devastate a city.

REMEMBER: NOTHING MATTERS

Alex Allen - President NFFE/IAM Local 1998

2001-2002 Training Report

After the new Agreement between Local 1998 and Passport Services went into effect in July 2001, Local 1998 began an unprecedented effort to update and train union representatives on the provisions of the new contract and to provide addition training on the grievance process and union/management councils. Beginning in late September, then president Bill Beardall, traveled to and did one to two day sessions in Washington, D.C. , Charleston, Boston, Norwalk, Los Angeles, New Orleans, Houston, Chicago, and San Francisco. Local 1998 representatives from Portsmouth also attended the Boston session and New York representatives attended the Norwalk session. Mr. Beardall also did training with representatives at his home office in Seattle. These sessions were designed to better equip each attendee with the knowledge and tools necessary to represent bargaining unit employees.

In May of this year, three Local 1998 officials attended leadership training at the IAMAW Winpisinger Center at Placid Harbor, Maryland. Secretary/treasurer Colin Walle attended the week long Leadership II course. Walle attended Leadership I in May 2001. President-elect Alex Allen (PPT/NO) and vice president Michael Garofano (PPT/NPC) attended Leadership I. Mirna Lopez (PPT/NO) attended the editor's school, a course on writing and designing newsletters. All attendees stated that the courses were excellent and well worth attending. The Winpisinger courses are fully funded by IAMAW, at no cost to Local 1998.



Constitutional Revision Needed

In 1999 the National Federation of Federal Employees entered into an agreement of affiliation with the International Association of Machinists and Aerospace Workers. As part of that affiliation, the constitution and bylaws of NFFE required revision to come in compliance with the IAMAW constitution. This was done at the NFFE biennial convention in August 2000.

As part of compliance with the IAMAW constitution, each NFFE local is required to review their bylaws and adjust them accordingly. This is something that must be done in Local 1998 over the next few months. There are several changes required in current practice. Terms of office for the president and members of the executive board will be

extended from two years to three years. In the future, those terms will begin on January 1. It was noted during the recent election, that the current term would be extended to December 31, 2004, in order to bring the next term of office into compliance.

In addition, the office of secretary/treasurer will be divided into two positions, a recording secretary and financial secretary. IAM rules also requires the local budget to be approved by the membership.

Anyone wishing to assist with the effort of rewriting the Local 1998 constitution should contact President Alex Allen.

Union/Management Cooperation & Performance Standards

By former Local 1998 President - Bill Beardall

When I became president of the Local in May 1998, one of my top priorities was the encouragement and further development of union/management partnerships at both the national and regional levels. We have enjoyed some degree of success at the regional level due to the cooperation of some regional directors and their management staff.

However, development of union/management cooperation at the national level, as envisioned in Article 4 of the current Agreement, has succeeded little beyond lip service. We have enjoyed a good relationship with management at the national level and our joint meetings have been useful, but there has been no evidence that management intends to work with the Union in considering "problems at the predecisional stages, crafting solutions" and partnering together to "design and create procedures to achieve bilateral resolution of issues between labor and management" (Article 4, Section 6).

The development of national performance standards for passport specialists is evidence of management's failure to comply with Article 4. Since the September 2001 union/management meeting in Washington, D.C., Local 1998 has made numerous pleas and inquires about the process of developing these standards. We have continued to remind management that the union and those we represent, the people doing the work, need to be fully involved in this process.

In early April, Local 1998 received the development plan and we found that management only committees had been formed and that the union had been excluded from the process until the plan was fully developed. Management has invited us to share our thoughts, but even at this late date, the union has otherwise been fully excluded from the process. So much for union/management cooperation.

This issue is one both of fairness to employees and one of preserving the integrity of the United States passport. We believe that management is violating the contract in developing national standards, a process different than that outlined in Article 18. Every union member and bargaining unit employee must stand united with President Allen in dealing with management on this issue.

**Colin's
Corner**

Colin's Corner will return next issue. Colin is busy preparing to get married. He assures Local 1998 News that finances are in excellent shape. We wish him the

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PPT/CG - Eva Brumfield
312-341-6043
PPT/CPC - Brenda Moore
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PPT/HH - Lily Sasaki
808-522-8198 x510
PPT/HN - Butrina Tolbert
713-655-2154
PPT/LA - Catherine Prince
310-575-5798 x41025
PPT/MM - Donna Ward
305-539-3639
PPT/NO - Yvonne Smith
504-412-2661
PPT/NPC - Michael Garofano
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PPT/NY - Daryl Neal
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PPT/PA - Sharlene Dandridge
215-931-4562
PPT/SE - Rob Arnold
206-808-5768
PPT/SF - Carole Lopez
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Local 1998 Website
nffe1998.org

NFFE Call To Action

Congress Votes Against Union Rights For Homeland Security Employees

In a recent vote by the U.S. House of Representatives, an amendment was defeated that would have allowed federal employees of the new Department of Homeland Security to maintain collective bargaining agreements and retain their Title 5 rights and entitlements.

In a letter dated July 30th, NFFE President Richard Brown sent out the following call to action, "We ask that you all contact your Congressman and graciously thank them if they voted 'YES.'.... If they voted 'NO,' we urge you to contact them and ask them to reconsider their *union-busting* vote. Ask them to show some appreciation for all your hard work and loyalty as a dedicated federal employee."

President Brown continues: "Sisters and Brothers, we must band together to protect what we have all worked so hard for over the years. As of yet, the vote has not been taken in the Senate. We urge you to contact your Senators immediately, and urge them not to support any legislation that would take away your Title 5 rights and entitlements. Remind them that unions helped build this country and help promote good government."

It does not appear that Consular Affairs will be moved to the new department, but members of Local 1998 must stand with their NFFE brothers and sisters to fight this encroachment upon our rights as federal employees.

NFFE-IAM Officials Meets With



Director of OPM to Discuss Homeland Security

On June 17, Richard Brown, President/DBR and Frank Carelli, Director of Government Employees, IAMAW, met with OPM officials and other labor leaders to discuss the proposed Department of Homeland Security.

During the course of the meeting President Brown stated that, "We're all for homeland security, but we must make certain that we maintain the right to collectively bargain."

Brown and Carelli have also been working with Senator Kennedy to get language into the homeland security bill that will protect the collective bargaining contracts that are in place.

Outgoing & Incoming Local President's Meet

On June 10 and 11, newly elect Local 1998 president, Alex Allen, met with outgoing president, Bill Beardall, at the Seattle Passport Agency. The two day transition discussions included details on the current state of the Local, details on past and ongoing situations in each office, a review of current issues before the Local, and preparation of union materials for shipment to President Allen's home office in New Orleans.

President Allen had the opportunity to meet with Seattle union members and representatives during his two day visit. On Saturday evening prior to Allen's visit the agency, a welcoming barbecue was held at the Beardall home. Past and present union representatives from the Seattle office participated in the Saturday event.

Membership Benefit

Increase your tech power, while decreasing your costs. Whether you're a student, parent or retiree, computers can make your life at home easier - and fun! Surf the net, balance checkbooks and do school research quickly and easily.

The Union Plus Computers & Tech

Program, in conjunction with Dell, now offers a 5-10% discount exclusively for union members on selected products purchased through Dell. The discount prices are listed online at http://www.unionplus.org/benefits/computer/frame_dell.cfm or quoted by sales reps by calling 1-800-934-1652.

