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# ◆ Local 1998 News ◆

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Issue 5

National Federation of Federal Employees, IAMAW, AFL-CIO

May 2001

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## Contract Completed

After two years of work and sixteen months of negotiations, the Agreement between Passport Services and Local 1998 has been completed. The contract was finished on May 3. The State Department has a thirty day period to review the contract. It will go into effect when approved or on June 3, whichever comes sooner.

Though it is patterned after the old Agreement, there have been numerous changes that will make a positive difference for Passport employees.

The next newsletter will highlight the new contract and provide greater details.

## President's Message

Dear Local 1998 Members,

It has been quite a few months since we issued the last newsletter. Colin Walle and I have been responsible for putting the newsletter together. Most of it must be done on non-duty time. Since the last newsletter, we have been primarily tied up with contract negotiations. It has been a challenge during this period, along with other union and personal obligations, to put together a newsletter. Even though we have the Union Updates via e-mail and the Local website, we continue to believe that issuing a periodic newsletter remains an important part of our efforts to communicate with the membership.

The past twelve months have been a historic time for Local 1998. Last May, elections were conducted for officers. Representatives were elected in every office except one. Two years ago, about half of our offices were without representation.

Elections were also conducted for delegates to the NFFE national convention. In August, four of us attended the convention in Las Vegas. Local 1998 carried five votes to the convention. Those five votes made a difference in the adoption of new bylaws and also in the election of national officers.

The most significant event for the Local in the past year has been the negotiation of a new contract. In January 2000 we submitted over 100 proposals to revise and update our current agreement with Passport Services. We met with management in two week sessions in January, June, and September 2000. In January of this year we met for a one week session that included three days with a federal mediator. It has been a long, tedious process, but we finally reached tentative agreement on the contract in January. The contract is now under final review. It will be a good contract and should make a difference

to every employee.

I especially want to thank Barbara Kennedy (NPC) and Colin Walle (SE) for their sacrifice and effort over the past year. They did a marvelous job of representing the membership of Local 1998 and bargaining unit employees. Robbie Exley, our NFFE negotiator, did an incredible job of negotiating and Local 1998 owes her a debt of gratitude.

Local 1998 has continued to grow over the past year and we are very close to 200 members, which is about one-third of the bargaining unit. This growth has made us one of the largest NFFE locals. More importantly, this unified voice has given us a stronger voice and the ability to better serve the membership. Over the past year we have had the opportunity to involve many of our representatives in important training that enables them to better serve you. We are hopeful to continue that effort this year.

The state of the Local is good, but we still have a lot of work to do. Most importantly, we need to continue to increase membership and maintain our training efforts. We need to do a better job of communicating with each member of the Local, including more frequent issuance of the newsletter. If we are going to be successful in these efforts, it cannot be accomplished by a few. It needs to be team effort. We need volunteers to assist with a variety of functions. Please let me know what you are willing to do (see page 2 for more information).

As always, your support of our efforts is appreciated. Let's keep up the good work and continue to move Local 1998 forward.

Bill Beardall

# Year 2000 Training Report

Representing members of Local 1998 and the employees of Passport Services is the primary function of the union. It cannot be done effectively without appropriate knowledge and skills, which are developed through training. The year 2000 was a banner year for Local 1998. Many of our representatives had the opportunity to attend various training sessions during the year. Following are reports from two of our representatives:

## Representational Training

**New York City - October 3, 2000**

*By Vanessa Fields, Vice President (PPT/NY)*

We here at the New York Passport Agency began the morning at 7:15 AM. In order to be good hosts, we prepared coffee, tea, etc., for the attendees. Two Feathers (steward at PPT/NY) and I also assembled all the training materials. Jim Davis, NFFE National Representative, arrived about 8:00 along with representatives from other agencies. Attendees at the training included Mike Garofano and Mike Darcy from Portsmouth, Luz Figueroa and Wanda Murillo from Stamford, Sharlene Dandridge from Philadelphia, as well as Two Feathers and myself. One representative from the Veteran's Administration also attended.

Mr. Davis began by giving the history of NFFE and why we merged with the International Association of Machinists. His agenda for the day included discussion of how to handle grievances, contract negotiation problems, what the Partnership Agreement means and how the partnership should be structured, handling arbitration, the Federal Service Labor Management Relations Statute, duty of fair representation, unfair labor practices, and the Federal Labor Relations Authority.

After the morning break we had so many questions, particularly about specific incidents, that Mr. Davis' prepared training took a dramatic turn. All of the representatives had questions on actual situations that they wanted addressed. Mr. Davis provided a wealth of information and we hated to see the day end.

Mr. Davis returned to the agency the following day to assist us with a membership drive. The union provided fruit salad, cheese and crackers, bagels, orange juice, and coffee for all employees. Mr. Davis visited with the employees and provided handouts. Eleven new members joined that day.

## IAM/NFFE Training

**Placid Harbor, Maryland - November 26 - December 4, 2000**

*By Alex Allen, Vice President (PPT/NO)*

The IAM William W. Winpisinger Education Center is truly a state of the art, fully self contained training facility. From the time you arrive, until the time you very reluctantly have to leave, everything is taken care of for you. The only thing you have to do is learn. We all had individual rooms with two queen size beds and all the balconies faced the beautiful Placid Harbor. There are enough channels on the TV to satisfy every taste. Placid Harbor has their own channel that is often used to air labor history films. The staff was excellent and provided the type of service that you would expect in a nice hotel.

I would not advise anyone to go there who is having trouble sticking to a diet. The meals were all prepared to tempt everyone's taste buds and came with all the trimmings, including a freezer with all types of ice cream. In addition to the three daily meals, there were always fruit and pastries if you needed something to tide you over until the next meal.

The classrooms are equipped for PowerPoint presentations. There is a computer room for student use, a Jacuzzi, a fully equipped exercise room, and a library.

The training was broken into ten major topics: Role of the Steward, Labor History, Union Administration, Government and Politics, Strategic Planning, Organizing and Targeting, FLRA Updates on Representation, Contracting Out Issues, Communications, Safety and Health, Strategic Resources, Legislative and MNPL, and Legal Updates. Each section is taught by highly qualified instructors, most with at least a masters degree. I found the faculty to be very committed to helping every union member. In addition to the instruction at Placid Harbor, the class was also addressed by NFFE President, Richard Brown. Everyone participated in the classes and all opinions were thoughtfully discussed.



**Alex with Steve Flory,**

On the final day, we visited the IAM Headquarters where we met IAM International President R. Thomas Buffenbarger. The headquarters is command central for all of the good things that IAM is able to do for Union members. Everyone there from President Buffenbarger on down seemed very friendly and committed to working for the working man and woman.

*Editor's Note:* Beverly Ellis, Vice President (PPT/HN) attended this same session and was enthusiastic about the course. Local 1998 is hopeful about sending additional representatives to training at the Winpisinger Education Center whenever opportunities become available.

In addition to the training opportunities noted above, Veraneice Knotten, former Vice President (PPT/NO) attended training in Baton Rouge, Louisiana. In August, delegates Michael Garofano and Barbara Kennedy (PPT/NPC), along with Bill Beardall, attended a day of representational training while attending the NFFE national convention in Las Vegas. Robbie Exley spent a day of training with Keith Key (PPT/WN), Dianne Maynard (PPT/IML), Wayaka Jordan (PPT/IML), and Gayle Williams (PPT/SF), along with Bill Beardall and Colin Walle in Washington, D.C., following the September negotiating session.

## Local 1998 Needs Your Help

Local 1998 can only continue to succeed in its mission if the membership becomes involved. Local 1998 is looking for help in the following areas: Audit Committee, Finance/Budget Committee, Consultation/Negotiations Committee, Membership Committee, 2002 Election Committee, IAM liaisons for communication and educations, and newsletter editor. If you are interested, please contact President Bill

## Local 1998 Member Spotlight

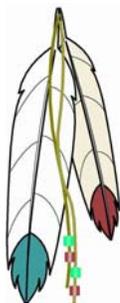
*This issue we are highlighting Daryl "Two Feathers" Neal. Two Feathers is the Local 1998 steward at the New York Passport Agency.*

I am Two Feathers. Born in New York City, raised in North Carolina. I am a Cherokee of mixed blood ancestry. I walk the path of my great grandparents, both father and mother.

My name comes from an elder who's vision showed me the way. I speak the tongue of my ancestors and I traditionally dance in the circle. I have creator. I listen to my mother earth.

I am Two Feathers, government worker of sixteen years, shop steward of the New York Passport Agency. I will do my job.

"Do-Hiyi hanegi" (go in peace),  
Two Feathers



## Union Privilege Benefits Save You Money

*By Jahn Farrington, Local 1998 member - PPT/SE*

I needed a rental car one weekend in Southern California. I was able to find the rental car discount information by going to Bill's website and clicking the NFFE hyperlink. From there, I went to "Other discounts" in the services section of the page. It said Avis and Budget both offer discounts of up to 15% to union members. The codes are shown on the web page so all you have to do is scribble them down and inform the rental car company. I used Budget. With the discount, I received a discount of 15%. I didn't have to show any special union identification. I just mentioned the discount code for the union to the rental agent and it was automatically calculated. I used the discount to upgrade to a bigger car (for a long trip to Phoenix). It worked perfectly. I'll use the discount again next time I rent a car. I saved about \$12.00 ( 15% x \$80.)



### Colin's Corner

*Update on membership and money issues by Local 1998 Secretary/Treasurer Colin Walle.*

#### Membership Cards Completed

You will finally be receiving a card showing that you are a member of our Union! All Union members will be receiving IAMAW Union cards with this newsletter. About 30 cards were received when our books were audited last November – however, since we have grown to nearly 200 members, that meant that we had to type the remainder ourselves as well as assigning new "book numbers" (the number on the card). Seattle Union members Pat Ellingson, Jahn Farrington, Jon Peterson, and Christi Mason all pitched in and volunteered many lunches to help me complete the task. These cards are useful in obtaining some union benefits.

#### Local Passes Recent Audit

The finances of NFFE Local 1998 are correctly maintained and accounted for, according to an audit by IAMAW Grand Lodge Auditor John Straub. He performed an audit of the local's records in Seattle on November 15, 2000 for the period September 30, 1999 to June 30, 2000. A copy of the audit has been delivered to each location's Vice President in conjunction with this newsletter.

#### Change in Fiscal Year

One result of the affiliation with the IAMAW is that we have to change our fiscal year. We had been operating under a July 1<sup>st</sup> to June 30<sup>th</sup> fiscal year, but from now on we will use the calendar year – January 1<sup>st</sup> to December 31<sup>st</sup> – as our fiscal year.

#### Official Department of Labor Annual Reports

Since I had already submitted the required annual report (LM-4) to the Department of Labor's Office of Labor-Management Standards (see newsletter #4 from July, 2000) for the "old" FY 2000, and since we affiliated with the IAMAW in September 1999, John Straub helped me complete new LM-4's for July 1 to September 30, 1999 and from October 1 to December 31, 1999. Also, we applied for and later received a new non-profit taxpayer identification number

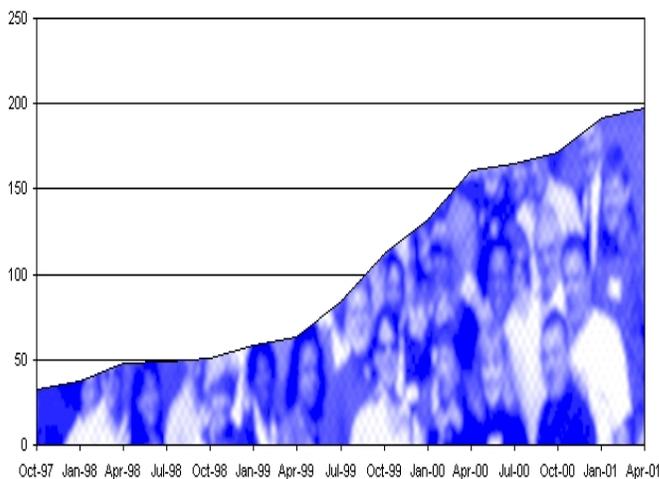
(EIN) from the Internal Revenue Service. This was also necessary due to the affiliation. We will close the old bank account and open a new one, reflecting our new EIN and new name: IAMAW NFFE FD1 FL1998. On February 27, 2001 I completed another LM-4 form for the "new" FY 2000 (January 1 to December 31, 2000) and submitted it to the DOL.

#### Full Accounting of Receipts & Expenditures

Using an excel spreadsheet, I have completed a financial report that shows all of Local 1998's transactions and payment from January 1<sup>st</sup>, 2000 to December 31<sup>st</sup>, 2000. A copy of this report has been sent to each Vice President along with this newsletter and each member is encouraged to read it. It is important that all union members know how the union has spent their money.

#### Dramatic Growth in Union Membership

Our local has grown to 197 members! There are 600 employees in the Passport Services bargaining unit, so we still have room to grow. The chart below illustrates our growth since October 1997.



**Local 1998 Membership Growth: Oct 1997 to Apr 2001**

## NFFE Local 1998 Executive Board

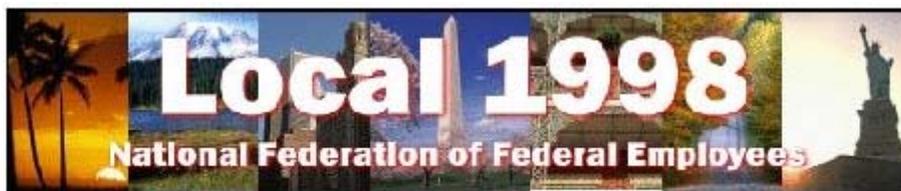
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**Vice Presidents:**  
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312-341-6043  
PPT/CPC - Brenda Moore  
843-746-1724  
PPT/HH - Lily Sasaki  
808-522-8198 x510  
PPT/HN - Beverly Ellis  
713-655-2174  
PPT/LA - Leah Anderson  
310-575-5798 x41011  
PPT/MM - Donna Ward  
305-539-3639  
PPT/NO - Alex Allen  
504-412-2673  
PPT/NPC - Michael Garofano  
603-334-0585  
PPT/NY - Vanessa Fields  
212-206-3000 x  
44000  
PPT/PA - Sharlene Dandridge  
215-597-8027  
PPT/SE - Jon Peterson  
206-808-5712  
PPT/SF - Annette Wood  
415-538-2700 x51023  
PPT/SM - Luz Figueroa  
203-325-1803  
PPT/IML - Dianne Maynard  
202-955-0324  
PPT/WN - Keith Key  
202-955-0148

## Check Out The Redesigned Website!



**International Association of Machinists & Aerospace Workers**



**Local 1998 represents  
hundreds of Passport Office  
employees nationwide serving  
American citizens traveling  
abroad**

Welcome to the Local 1998 web site. This site includes information and current news about Local 1998, NFFE and IAM. You will also be able to link to the NFFE web page, IAM web page, labor organizations, and other resources from this site. We welcome your comments and suggestions. Thanks again for visiting the Local 1998 web site.

### News Headlines

[Contract Nears Completion](#)

### Legislative Action

[Supervisors In The Federal Government: A Wake Up Call](#)



In April, Local 1998 launched its redesigned website (home page pictured above). The new website is designed to provide quick access to the information you are looking for.

As a nationwide local, this website will enable our members from New York to Honolulu to get the latest union news and information.

This will be an evolving website. At present the website has the following categories:

- About Local 1998: Basic information about the Local including a list of officers.
- Local Documents: The new contract is now posted, along with signup forms. The Local's grievance form will soon be added.
- Legislative Action: News and information

related to Congressional and Executive actions that affect the bargaining unit.

- Union Links: Includes links to the NFFE, IAMAW, and AFL-CIO websites along with links to information on benefits. Other NFFE and IAMAW local webpages will also be listed here.
- Government Resources: This pages includes news important to Federal Employees, along with links to relevant laws, regulations, and federal agencies.
- Federal Newsletters: A listing of websites containing federal news and information. Most of these sites offer a free newsletter via e-mail.