

DoD EMPLOYEES

Fate of NSPS Hangs On House-Senate Conference

The Senate is debating the 2008 Defense Authorization bill that includes language that would limit the implementation of the Defense Department's new personnel system.

The Senate Armed Services Committee May 25 passed a draft Defense Authorization bill that would slightly scale back DoD's new personnel system, known as the National Security Personnel System (NSPS). The House May 17 passed its version with language that would reverse the negative portions of NSPS.

The two versions, however, are not identical. While the Senate version is an improvement over current law, the House version would essentially overturn NSPS. Specifically, the House bill would:

Completely restore collective bargaining rights for all DoD employees, which would allow them to negotiate procedures of important workplace rules such as assignments, transferring, promotions, reduction-in-force protections, overtime, shift rotation, safety and health protections, flexitime, and deployment.

Restore the employees' rights to appeal adverse personnel actions to independent third parties.

Allow DoD to move forward with the new pay system but require the department to bargain with unions before implementing pay for performance.

The Senate version, however, would:

NOT restore the employees' rights to appeal adverse personnel actions to independent third parties.

NOT fully restore collective bargaining rights. DoD may take certain issues off the bargaining table, including assignments, promotions, detailing, transferring, reduction-in-force protections, recruiting, and qualification standards.

Allow DoD to move forward with the new pay system. It would not allow bargaining over pay, but it appears negotiations about design and implementation of the new pay system is possible.

Exclude all wage grade employees from NSPS but keep GS employees under the system.

The full Senate is expected to finish the bill this month. After the Senate vote, both chambers of Congress will meet in conference to iron out differences between their versions of the bill.

The battle in Congress over NSPS is a result of a long battle between the Bush administration and labor unions after Congress in 2003 authorized DoD to revamp its personnel system. NSPS is designed to strip employees of their collective bargaining rights and eliminate the right to fair treatment in adverse action cases. It will also lower employees' standard of living now and in retirement, and open the door to abuse and favoritism with a non-transparent pay system where pay is more budget and personal relationships driven than performance driven. AFGE intends to fight until the problems caused by NSPS are fixed.

REQUEST FOR PAYROLL DEDUCTIONS FOR LABOR ORGANIZATION DUES

Form 1187/Revised 2003

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.

Please print in **BLOCK UPPERCASE LETTERING** using black ink.

1. LAST NAME		FIRST	M.I.								
<input type="text"/>		<input type="text"/>	<input type="text"/>								
2. HOME ADDRESS								APT. OR SUITE NO.			
<input type="text"/>								<input type="text"/>			
CITY				STATE		ZIP + FOUR					
<input type="text"/>				<input type="text"/>		<input type="text"/>		<input type="text"/>			
3. EMPLOYEE SSN		4. DATE OF BIRTH		5. HOME PHONE NUMBER:							
<input type="text"/>		<input type="text"/>		<input type="text"/>							
6. NAME OF AGENCY											
<input type="text"/>											
7. OFFICE PHONE NUMBER AND EXT.											
<input type="text"/>				EXT. <input type="text"/>				EMAIL: _____			

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Section A—Authorization By Employee

I hereby authorize the agency named above to deduct from my pay each pay period, or the first full pay period of each month, the amount certified below as the regular dues of the (Name of Labor Organization and Local #):

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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 below 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 the left are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.

GENDER (OPT.)	M	F	DATE	SIGNATURE OF EMPLOYEE
	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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
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Section B—For Use By Labor Organization

Name of Labor Organization (Indicate Local)

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO, LOCAL: I.D. CODE:

I hereby certify that the regular dues of this organization for the above named member are currently established at \$ _____ per biweekly pay period.

SIGNATURE AND TITLE OF AUTHORIZED OFFICIAL	DATE	COUNCIL #
<input type="text"/>	<input type="text"/>	C <input type="text"/>

REBATE RECEIPT

Recruiter: _____	Date: _____
Recruiter's SSN: _____	Recruiter's Contact Phone # _____
Rebate Amount: _____	_____

Sign for receipt

