

My concerns with the National Security Personnel System (NSPS) Regulations Federal (Register 02/14/2005) are real and every one of these changes will not only have a negative affect on my career, but my life as well. I've established a long career with the federal government and although I will be eligible to retire in only a few short years, these changes will determine how those final years will be spent.

Even without these changes, my recently promoted supervisor, with whom I've had no prior dealings, has never shown any concern what-so-ever about my work or myself as an individual. She has never treated me the same as other employees and has refused to provide even minor assistance with any portion of my workload. My capabilities are well within the guidelines of a successful employee and well above most other employees. I have never had any negative comments about my work, but my physical impairments do not permit me to work any additional hours. Other employees have spent considerable time working credit hours during the week and overtime on the weekends in order to keep their workload in line, yet she refuses to have any of these employees work even small portions of my workload during these 'additional' hours... because "I have just as much time as they do". How can I have just as much time when I haven't worked any additional hours since an accident four years ago? Why does she refuse to acknowledge this? Why did she routinely refuse to answer any technical questions I had in the past? Why did she refuse to call a (female) claimant who had serious emotional problems, was on medication, and cried uncontrollably on the phone when we were unable to assist her with an issue? I only wanted another female to call her and make sure she was okay, yet she pointed to the folders on her desk and said she did not have the time. Where is the concern and compassion? Outside of herself, there is none.

This has nothing to do with either of our workloads, but more with my medical condition and her resentment that I routinely work 9:00am - 5:30pm. Although my work period is within flextime guidelines, this presents an issue management resents... arrangements have to be made daily for someone to close the office at 5:30pm. Although other employees are permitted to open the office in the morning, it's hard to understand how a 'cleaning lady' is permitted to lock up at the end of the day and an employee is not, but I honestly have no problem with any decision as long as it doesn't adversely affect an employee or their workload.

Unfortunately, this has not been the case with me. Unfair personal actions towards any employee are not only demeaning but can only adversely affect the attitude, motivation and ability of an employee to work at his/her full capacity. My personal experience, especially at one point six months ago, created so much stress that I became ill, missed work and came in late for weeks, yet all blame rested with only one person, me. Fortunately, this is no longer an issue and although the situation with my supervisor has improved the last two months, I continue to sense a cold feeling towards me and she still refuses to provide any assistance with my workload. Despite the improvement, it is only because management realized some of their actions towards me were obvious enough to be contested, not for my benefit.

The bottom line is I strongly believe the proposed changes in the NSPS Regulations will have a significant affect on my own situation and more than likely create an environment even worse than before. And if this can happen to me, it can happen to thousands of other employees. Do not give management the ability to interfere with, control and discipline employees unjustly. Treating employees unfairly in order to force them into early retirement or worse, to quit, for managements own convenience, is uncalled for.

If I have such strong concerns about my few remaining years then how must other employees feel that have even more years remaining. I have no desire to be promoted and I'm only looking for peace my last few years. I can only sympathize with those that have even more to lose than I.