

March 10, 2005

Mr. Bradley Bunn
Program Executive Office
National Security Personnel System
1400 Key Boulevard – Suite B-200
Arlington, VA 22209

Dear Mr. Bunn

On behalf of the 300,000 active and retired members of the National Association of Letter Carriers (NALC), I wish to submit the following comments concerning the proposed National Security Personnel System (NSPS) scheduled for introduction over the next year. NALC is the recognized collective bargaining agent of 230,000 active urban delivery employees of the United States Postal Service.

NALC has been informed by the unions and employee associations that make up the United DOD Workers Coalition that the proposed NSPS will seriously harm the interests of the DOD's 700,000 civilian workers. We urge the Department of Defense to reconsider implementing this system.

NALC strongly objects to the NSPS use of "merit pay" principles to undermine the collective bargaining rights of DOD civilian workers. The NSPS gives too much power and discretion to individual managers and ignores the legal requirements imposed by the Defense Authorization Act of 2004, which mandated DOD to abide by existing federal labor relations statutes and to effectively consult with duly elected union leaders when fashioning the NSPS. "Stakeholder briefings" are no substitute to substantive consultations and negotiations. The NSPS should be withdrawn and DOD should seriously engage the concerns of the United DOD Workers Coalition.

As the representative of a federal union with full collective bargaining rights and a membership that has a very high percentage of veterans, I am personally offended that the NSPS appears to sacrifice union rights and reasonable work rules in the name of national security. There is nothing incompatible with such rights and rules and concern for national security. Indeed, NALC and its members recently committed to provide universal delivery of life-saving medicines in the event of any future terrorist attack using biological or chemical agents. The patriotic civilian employees of the DOD are no less committed to our nation's security and deserve the same rights as the nation's letter carriers.

The DOD Workers Coalition's demand for an improved NSPS will improve workplace morale and job satisfaction. Achieving those ends will do nothing but strengthen our nation's security. NALC urges you to withdraw the proposed NSPS to negotiate an improved version of it.

Sincerely,

William H. Young
President