

MARCH 14 2005

DEAR SIR:

I WRITE TO EXPRESS MY CONCERNS ABOUT CHANGE TO WORK RULES IN THE DEPT. OF DEFENSE. THE PROPOSED REGULATIONS KNOWN AS NSPS, WERE PRINTED IN THE FEDERAL REGISTER ON FEB. 14 2005. THIS MESSAGE WILL BE SENT TO BOTH DOD AND MY REPRESENTATIVES IN CONGRESS. I HAVE AND STILL WORK FOR THE DOD FOR 15 YEARS. I SPENT ONE YEAR IN VIETNAM FOR MY COUNTRY AND WAY OF LIFE. I DID A LOT OF THINGS THAT I LIVE WITH EVERY DAY. WHAT NSPS IS TRYING TO DO TO DOD EMPLOYEES IS AN OUTRAGE! WE ARE NOT THE ENEMY! MISTREATING DOD EMPLOYEES WILL HURT THE AGENCY'S MISSION AND I AM VERY UPSET THAT THIS IS WHAT NSPS DOES. NSPS DESTROYS OBJECTIVITY IN THE WAY WORKERS ARE PAID, EVALUATED, PROMOTED, FIRED, SCHEDULED AND TREATED BY CREATING A SYSTEM IN WHICH FEDERAL MANAGERS ARE INFLUENCED BY FAVORITISM RATHER THAN SERVING THE CIVIL CONCERNS OF THE AMERICAN PEOPLE.

ANNUAL PAY RAISE WILL BE A THING OF THE PAST UNDER NSPS. IN THE PAST DOD DID NOT FUND ITS AWARD PROGRAM GIVEN THE AGENCY'S MISERABLE RECORD ON THIS ISSUE, HOW CAN EMPLOYEES FEEL CONFIDENT THAT OUR SALARIES & BONUSES WILL BE FUNDED IN THE FUTURE? WITH THE NEW PAY SYSTEM, WHICH DOD CALLS "PAY FOR PERFORMANCE", THE AMOUNT OF A WORKER'S SALARY WILL DEPEND ALMOST COMPLETELY ON THE PERSONAL JUDGMENT OF

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HIS OR HER MANAGER. THIS SYSTEM WILL FORCE WORKERS TO COMPETE WITH ONE ANOTHER FOR PAY RAISES, WHICH WILL DESTROY TEAMWORK AND REWARD SHORTTERM OUTCOMES. THIS SYSTEM WILL CREATE A SITUATION IN WHICH WORKERS ARE IN CONFLICT WITH ONE ANOTHER AND AFRAID TO SPEAK OUT ABOUT HARASSMENT, VIOLATIONS OF THE LAW AND WORKPLACE SAFETY PROBLEMS. FURTHERMORE THERE WILL BE NO IMPARTIAL APPEAL SYSTEM TO ASSURE THAT EVERYONE IS TREATED FAIRLY. NSPS WILL ALLOW MANAGERS TO SCHEDULE EMPLOYEES TO WORK WITHOUT SUFFICIENT ADVANCE NOTICE OF SCHEDULE CHANGES.

OVERTIME ROTATIONS CAN BE CANCELED, WHICH MEANS THAT EMPLOYEES MAY NOT BE ABLE TO PLAN ADEQUATELY FOR CHILD-CARE AND OTHER IMPORTANT RESPONSIBILITIES.

FEDERAL EMPLOYEES COULD BE ASSIGNED ANYWHERE IN THE WORLD, EVEN INTO A WAR ZONE, WITH LITTLE OR NO NOTICE. PUBLIC EMPLOYEES ARE RESPONSIBLE FOR CARING FOR THEIR FAMILIES AND PERSONAL OBLIGATIONS! YES! AMERICA IS AT WAR! WE ARE FIGHTING FOR DEMOCRACY ABROAD, BUT THESE REGULATIONS ARE AN ATTACK ON WORKERS BASIC RIGHTS. I URGE YOU TO FORCE DOD TO RETHINK THIS PROPOSAL. WE NEED WORK RULES THAT PRESERVE FAIRNESS, SERVE THE AMERICAN PEOPLE, AND RESPECT THE RIGHTS OF DOD WORKERS.

YOURS TRULY,  
Dennis J. McKeelie