

March 8, 2005

Program Executive Office
National Security Personnel System
ATTN: Bradley B. Bunn
1400 Key Boulevard Suite B-200
Arlington, VA 22209-5144

SUBJECT: NSPS Regulations

Dear Mr. Bunn:

I have been a federal employee for more than 30 years and have read the very confusing new policy (NPSP). To tell you the truth, what I have read concerns me deeply. I am the first one to admit we need to reform the personnel system but this is way off base and out in left field.

I was brought up with "old school" values, work hard, be loyal and trustworthy, but with this new system I feel stripped of my benefits, privileges and seniority. The new systems will give managers the right to show favoritism when handing out awards, or promotions. It also gives managers and supervisors the right to change working hrs, conditions (and when I say conditions I mean they can send me to Iraq if they choose), time off, take me off the alternate work schedule and show prejudice to working moms with the attitude "if you can't cut it, leave." The new system gives supervisors and manager the right to hand you an empty box and tell you "pack up your fired" and you have little to no recourse. This is a private industry tactic.

My main concern is everyone knows very little about this new system. I sat in a meeting yesterday during lunch when our AFGE president went over some of the main points in the new system and it was his views, which may or may not be correct. In the back of the room was one of our personnelists. We lost our personnel folks to the Department of the Army about 2 years ago. They are now just advisors. So at the end of the session he asked for questions and told everyone that it was just his opinion and he may not be able to answer it. I told the president I thought he did a great job of trying to interpret the new system, but since Army was going under this in July 2005, I would like to hear personnel's views and was told by the personnelist that he has NO information on the new system. Doesn't that seem odd that they are kicking this thing off in July 2005 and the ADVISORS know nothing? "What's wrong with that picture?"

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My main concern is I am eligible to retire in three years. This new system doesn't address this at all. My question is what would stop my manager from letting me go say 2 months before retirement? Or, say he/she doesn't like me and I get no awards, promotions just pay decreases that would force me out? Donald and his cronies really came up with a system of "MAYBE'S AND UNCERTANTIY" and has put the screws to the senior federal worker who has protected this country for over 100-years.

Someone needs to take a good look at this system. I have sent a copy of this letter to each of my congressional affiliates asking that they review this new system for legality before its put into place.

Sincerely,

A handwritten signature in cursive script that reads "Cheryl A. Michener".

Cheryl A. Michener, CPS