

Comment on NSPS Now! American Federation of Government Employees, AFL-CIO

Comments on Proposed NSPS Regulations--RIN 3206-AK76/0790-AH82

Mail original to:

Program Executive Office

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FROM

Martha A. Long
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General: I believe the proposed NSPS will undermine the Civil Service and hurt the mission of the DoD employees.

Subpart C Pay, Sections 9901.301 to 9901.373: The employees in DoD should continue to receive the same annual pay across-the-board adjustment that other GS/FWS workers receive.

The individual pay increases for performance should include guaranteed percentages in the regulations so that employees will understand the pay system and what their pay increase will be depending on their performance.

Subpart D Performance Management - 9901.401 to 9901.409: In order to insure fairness and accuracy, DoD employees should be able to appeal any performance rating to an independent grievance and arbitration process like they can do now.

Subpart F Workforce Shaping - 9901.6012 to 9901.611: DoD should not change the current layoff/RIF rules which give balanced credit to performance and the employees valuable years of committed service to DoD.

Subpart G Adverse Actions - 9901.701 to 9901.810: Due process and fairness demand that the independent body reviewing a major suspension as termination be allowed to alter the proposed penalty if they deem it to be unreasonable. The current standards approved by the courts to guide such bodies should continue to be used.

Subpart I Labor-Management Relations - 9901.901 to 9901.929: The labor management law that has governed the employees' right to organize and engage in collective bargaining has worked well since 1978. There is no compelling reason to take away most of the collective bargaining rights or grievance rights.

DoD should not create a "company dominated dispute board." Any dispute board must be "jointly selected" by management and the Union.

Sincerely,

Martha A. Long



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Comments are due in Washington, DC on March 15.

Add your comments below.
American Federation of Government Employees, AFL-CIO

I am really concerned with various aspects of the NSRS System. The main concern is the Pay-for-Performance decisions being rendered by one manager. In DOD, especially with the majority of the managers being military with a 2 to 3 year turnover, how can employees be convinced that the employee's well-being will be of major concern to Management? I know Training is suppose to take place for managers, but human attitudes, values, personalities, upbringing, and other attributes determines how fair or unfair a person will be when rendering decisions that affects others. Not only is this too much control and room for intimidation tactics to surface in managers, it is also unfair. Also, pay bands, work schedules, overtime, and deployments for civilians are unfair under the new system. The entire system needs to be re looked at and really should address problems and issues more focused on employee benefits and issues opposed to money, since we are taxpayers.