

# 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  
National Security Personnel System, Attn: Bradley B. Bunn  
1400 Key Boulevard, Suite B-200, Arlington, VA 22209-5144

Mail a copy to:

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FROM

Christine Cochran  
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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,



P-0181

Christine Cochran

Comments are due in Washington, DC on March 15.

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

I believe this change for DOD Employees to be a detriment to the force of Civilian Workers.

I firmly believe that these changes are not fair & Credible. The rights of employees will be exploited & taken away. The way that the change in performance & Years of service will work is wrong due to only taking into consideration the last performance rating --

-- A 20 yrs Employee gets rifled & a 34yr Employee gets to stay all because of (1) performance rating.

Employees should be able to challenge ratings

This right will be taken away in this new System

Too many rights will be lost/taken away

Managers -- Many have "favorites" & have people they want in these positions in their office --

therefore they can get rid of people & put in who they want in positions no matter how hard anyone works. Unfair to long term Employees!

There are no rules restricting actions that's a "No N."

We want our rights as they stand today!

Unfair Payroll practices w/no raises or raises that do not match other Federal workers -- Unfair all round.

NO GOOD FOR GOVERNMENT EMPLOYEES

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