

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:

AFGE Attn: MORE, 80 F Street, NW, Washington, DC 20001

FROM

Michael J. Harro
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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,

Michael J. Harro



P-0209

Comments are due in Washington, DC on March 15.

Add your comments below.
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This whole Reg is not a good thing as a vet of the
USN I served signed a oath to lay down my life
for my Country and still would of Collection; I can't
believe our Government would do this to us and
our Family. The government should be ashamed of them
selves for try to take our money for a piece of
mind away from us and this is what our soldiers
sailors and Marines are going to face when they are
discharged out of the service, this will weaken our
Country for the get go and our security will be
gone, this is a slap in the face for all of our
vets from WW1 WW2 Korea and Vietnam. Shame
on you for this my God have mercy on you for
this

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