

Proud Member of  
AFGE Local 1482  
Marine Corps Logistics Base  
Barstow, CA

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EMPLOYEE  
AS A RETIRED DOD AND AS A TAXPAYER/CITIZEN  
WHO IS VERY MUCH CONCERNED ABOUT KEEPING UP THE  
STRENGTH OF OUR MILITARY, I AM DEEPLY CONCERNED THAT  
THE NEW NSPS WILL DO JUST THE OPPOSITE. GOOD  
PRODUCTIVE EMPLOYEES WHO ARE TREATED UNFAIRLY UNDER  
THE NEW SYSTEM WILL RECALL THAT THEY WERE NOT TREATED IN  
THAT MANNER UNDER THE CIVIL SERVICE REFORM ACT OF 1978.  
MANY OF THESE GOOD EMPLOYEES WILL "JUMP SHIP" AND SEEK  
EMPLOYMENT IN THE PRIVATE SECTOR IF THEY ARE STILL YOUNG  
ENOUGH. I CAN RECALL HOW MUCH BITTERNESS AND LOW  
MORAL THERE WAS UNDER THE OLD "AGENCY GRIEVANCE PROCEDURE"  
WHICH FUNCTIONED MUCH LIKE THE NEW NSPS ie, THERE WAS  
NO THIRD PARTY RESOLUTION OF DISPUTES (ARITATION). THIS  
NEW PERSONNEL SYSTEM MUST BE MODIFIED TO PERMIT FAIR  
TREATMENT OF EMPLOYEES IN EVERY RESPECT!

# National Security Personnel System

## MCLB

DoD started its implementation of NSPS on February 14, 2005. In this implementation "ALL" employees have 30 days to make comments on its impact.

AFGE has provided a short guide on the effects of NSPS on DoD employees. AFGE feels MCLB's employees need to have as much information on NSPS as possible. AFGE has negotiated a Memorandum of Understanding with the command, allowing "ALL" base employees up to 15 hours of "time allowed" to gather information and make written comments concerning NSPS. Your supervisor must allow you to use your shop computer for this purpose. If you cannot get access to a computer at your work site, request permission to go to the Union Hall, Nebo, Bldg. 33, and use ours.

Our written opinions are absolutely vital if we have any chance to correct the many inequities in the new personnel system. We are giving you web sites and phone numbers for you to get information and to make comments. Any comment--short or long, good or bad--is needed. If you would prefer, write your comments on the *NSPS Comment Sheet* on the reverse and give it to a steward or drop it off at the Union Hall at Nebo or Yermo. (Note: a *Sample Public Comments* page is enclosed.)

We also need the help of your friends and family. They can make written comments just like any other employee. This proposed rule affects all Americans! Time is critical!

To make comments online or view and copy the NSPS proposed rule, go to: [www.CPMS.OSD.Mil/NSPS/](http://www.CPMS.OSD.Mil/NSPS/) or [www.afge.org](http://www.afge.org), click *Defense workers*.

If your supervisor sets unreasonable restrictions on allowing you the means and opportunity to read, review and respond to this proposed rule, call Mark Gibson @ 1-830-935-2206 (the call is free if made from the Nebo Union Hall) or call Raul Reyes @ 1-760-256-1482.

All comments given to the union for mailing need to be in by March 11, 2005 to make the March 16, 2005 deadline.