

NSPS Is Unfair.

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

Vivian Jaramilla
821 Martha Jean
Belen, N.M. 87002

- Given DoD's awful record on funding employee bonuses, workers cannot be certain that we will receive any salary increases no matter how good our performance.
- There is no guarantee that even the best workers will receive a pay raise or that the pay offered will be fair or competitive.
- These work rules allow managers to schedule employees for work without sufficient advance notice of changes.
- This system will force workers to compete with one another for pay raises, which will destroy teamwork, increase conflict among employees, and reward short-term outcomes.
- This system will create a situation in which workers are in conflict with one another and afraid to about harassment, violations of the law, and workplace safety problems.
- There is no impartial appeal system to assure that everyone is treated fairly.
- NSPS will allow managers to schedule employees to work without sufficient advance notice of schedule changes. This will make it extremely difficult for working parents to care for their children and family. It will also mean that abusive managers could harass employees with bad schedules or short notice.
- Federal employees could be assigned anywhere in the world, even into a war zone, with little or no notice. I am proud to serve my country but I am also responsible for caring for my family and my personal obligations at home.

Sincerely,

Vivian Jaramilla