



# THE GOVERNMENT STANDARD

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March/April 2009

for current and retired government workers and their families since 1933  
American Federation of Government Employees, AFL-CIO

## NSPS On Its Way Out

The fate of the Pentagon's controversial personnel system is about to be decided as the Defense Department kick-started the review of the National Security Personnel System following a March meeting between Defense Deputy Secretary Bill Lynn and American Federation of Government Employees President John Gage.

DoD is putting on hold the conversion of 2,000 employees scheduled to enter NSPS this spring pending the review, which is expected to take several months.

"This administration is committed to operating fair, transparent, and effective personnel systems, and we are undertaking this review to assess whether NSPS meets these objectives," Lynn said in a March 16 statement. "We recognize that varying viewpoints exist regarding NSPS, and given the scope and complexity of the system, it is important for leadership to conduct its own review of the program."



Defense Deputy Secretary Bill Lynn and NP John Gage

The announcement came only days after Lynn's meeting with Gage, who asked the new deputy secretary to review NSPS for a major revision or possible repeal as promised to AFGE by President Barack Obama. During his election campaign, Obama sent a letter to AFGE criticizing NSPS and acknowledging AFGE's charges

that the system is inherently unfair. Obama vowed not to support a system that discriminates against employees and is designed to suppress wages.

"AFGE consistently has said that this system is inherently flawed. It lacks transparency and fairness," Gage said. "It was a product of the ideologues of the previous administration aimed at suppressing civilian pay and eliminating collective bargaining rights."

Gage said he appreciated Deputy Secretary Lynn's willingness to meet with the union. AFGE will continue to push for a complete repeal of NSPS both within the administration and through legislation.

NSPS currently covers about 205,000 DoD civilian employees. Drafting and implementation of NSPS were overseen by then deputy secretary Gordon England, who has been replaced by Lynn.

Go to [www.afge.org](http://www.afge.org) for more information.

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### ELECTIONS NOTICE

AFGE will hold nominations and elections for the offices of National President, National Secretary-Treasurer, and National Vice-President for Women and Fair Practices at its 38th National Convention, which will be held Monday, August 24, through Friday, August 28, 2009, at the Grand Sierra Resort & Casino, 2500 East Second Street, Reno, Nevada 89595.

Nominations and elections will be conducted, and protests filed, in accordance with the "AFGE Rules of Conduct for an Election" as provided in Appendix A of the AFGE National Constitution, and with the Convention Rules, the current version of which is set forth in Appendix C of the AFGE National Constitution. All offices are for a three-year term.

**NOMINATIONS:** The convention will convene on Monday, August 24, at 10 a.m. Nominations shall be made by delegates in writing, stating the name of the candidate and signed by the delegate making the nomination. Under current Convention Rules, nominations shall be received by the chair of the Election Committee before 4 p.m. on Monday, August 24. No person may be a candidate for more than one office.

**QUALIFICATIONS:** No person shall be a candidate for, or be elected to, national office unless he or she: has been a government employee for three consecutive years; has been a member in good standing of the Federation for the three consecutive years prior to the date of nomination; and is not a member in any labor organization not affiliated with the AFL-CIO.

**ELECTION:** Under the current Convention Rules, the polls will open to delegates for the election of officers from 7:30 a.m. through 11:30 a.m. on Wednesday, August 26. Any required run-off election will be held immediately following the tally of votes.



# Working for Change

**F**or government employees, the start of the Obama administration shows both the promise of his historic presidency and the need to keep up our hard work for the changes AFGE members and our country need.

Already, President Obama is following through on his campaign pledges to improve the lives of government employees.

For example, the Department of Defense put its National Security Personnel System on hold while it conducts a full review of this sad legacy of former President Bush. No GS employees will be transferred to the NSPS while the review takes place. The department made this decision after I met with Deputy Secretary William Lynn and explained how the NSPS suppresses civilian pay, undermines collective bargaining, lacks transparency and fairness, and is untenable. His swift response lays the groundwork for sending the NSPS to a deserved death after the review's completion.

We also started reversing the Bush administration's eight-year rush to con-

tract out everything it could to its cronies. On March 4th, President Obama announced significant reforms and called for federal employees to perform inherently governmental functions. With this move, the president showed how seriously he takes his commitment to a better, stronger government by ensuring that

**President Obama is following through on his campaign pledges to improve the lives of government employees.**

public programs are not driven by private interests. And just eight days later, the president signed legislation suspending all new OMB Circular A-76 studies through September 30, 2009, a bold move that further advances the prospects for insourcing. (See p. 5 for more information.)

The Obama administration took another strong step forward by dismissing the Federal Service Impasses Panel, which had been stacked with anti-worker extremists appointed by ex-President Bush. This creates the prospect of a new panel dedicated to fairness.

Pleased as we are at these positive developments, and much as they are a tribute to AFGE's aggressive work at mobilizing our members, there remains much work yet to be done. The Obama administration only has been in office a little more than two months. By necessity, it has been focused on reviving the nation's struggling economy. The fact that we have achieved this much in such a short period of time is impressive.

Still, while remaining patient with the president we helped elect and grateful for the advances he has made, we must keep working relentlessly and tenaciously on many fronts.

First and foremost, we must win for Transportation Security Officers full collective bargaining rights, whistleblower protections, and all the workplace rights afforded to other government employees. The Obama administration stands with us, but legislative action is necessary. That's

why we must keep pressuring Congress to provide Title 5 protections, including the General Schedule for wages and promotion, to all 40,000 TSOs.

At the Bureau of Prisons, we need to defuse the dangerous situation caused by prison overcrowding and correctional officer understaffing, by urging Congress to pass new appropriations to hire a safe number of correctional officers and improve workplace safety.

At the Social Security Administration, we must ramp up the pressure on Commissioner Michael J. Astrue to resign or convince the administration to remove him from office, which has ample cause for doing so because the Bush holdover is systematically undermining the mission of his agency. He has prohibited SSA employees from advising claimants about their benefit election options, harming countless retirees. He has understaffed field offices, teleservice centers and disability hearings offices. He has created a hostile working environment, cut off communications with AFGE and even dismantled the Employee Activity Association. He is incapable of carrying out President Obama's agenda and he must go. (See p. 4 for more details.)

I am proud to say that we have the strong and unwavering support of the AFL-CIO Executive Council, which recently approved resolutions on all of these matters.

Another priority is to expose the Bush burrowers. We have clear evidence that dozens of hacks, some of whom could not have gotten Senate confirmation for their posts, have weaseled their way into the civil service. They don't belong there and until we get full transparency on who they are and what they're doing, they threaten to sabotage progress.

The good news is that we have a new president dedicated to reforming government, making it work again on behalf of the public interest, empowering federal employees and revitalizing our democracy. We stand united with President Obama on behalf of his good government agenda. We are moving forward together, but we must keep pushing ahead to reach our destination. ●

## AFGE—The Government Standard

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## DoD To Bring Jobs Back In House

Department of Defense Comptroller Robert Hale recently remarked during a budget hearing that the department is looking into doing more insourcing because contracting out turns out to be more expensive.

"I think particularly if you're more or less saying I'm going to replace 10 civil servants with 10 contractors doing similar things. They'll tend to be more expensive," Hale testified at a House Budget Committee hearing March 18. "We also need to look to be sure they are not doing inherently governmental functions and that it's cost-effective. And I think there are probably some areas where the answer is we need to move away from contracting..."

Some committee members have taken an interest in bringing certain functions back in house after realizing that outsourcing reached a historic level. Rep. Marcy Kaptur (D-Ohio), mentioned security and service personnel as possible candidates for insourcing and asked Hale to provide a summary of outsourced work and its cost.

### Lawmakers Call for Cancellation of West Point A-76 Study

At the urging of AFGE, lawmakers are calling on the Defense Department to cancel a controversial outsourcing study of 500 operations and maintenance jobs at West Point.

In separate letters to Defense Secretary Robert Gates, four House and Senate lawmakers said the job competition at the New York facility has several serious flaws, including the process in which prices are compared. According to the Senate letter, the agency submitted the total cost of doing the work in house but when soliciting bids from contractors, the agency was asking for a contract that allows for variable costs.

The study also violates the 2009 Defense Appropriations Act, which put a 30-month time limit on multifunction outsourcing studies. The House letter said West Point tried to cancel the study a year ago after realizing that internal reorganization would be less disruptive and more likely to yield efficiency and real savings. The Army, however, rejected the proposal. ●

# AFGE Leads the Fight to CLEAN UP Contract Mess

The American Federation of Government Employees is ramping up its effort to permanently stop waste, fraud and abuse in government contracting by working with lawmakers to come up with a bill that would save taxpayer dollars and restore good government.

The Correction of Longstanding Errors in Agencies' Unsustainable Procurements (CLEAN UP) Act is set to be introduced in Congress in response to eight years of the Bush administration's anti-worker, pro-business ideology, which resulted in the unprecedented number of sole source contracts and wholesale privatization of government jobs including those that should never be performed by contractors—inherently governmental jobs.

Specifically, the CLEAN UP Act would:

- Ensure that jobs that are inherently governmental or closely related to inherently governmental are performed by federal employees. Agencies would be required to identify those jobs being performed by contractors and come up with schedules to gradually bring the work back in house.
- Encourage agencies to give federal employees opportunities to perform new and certain outsourced work, such as work that was contracted out without competition and outsourced work being poorly performed.
- Require agencies to come up with inventories of contracts to track costs and performance.
- Require agencies to determine whether there are, or will be, staffing shortages and develop plans to address these shortages.
- Direct the Obama administration to make drastic, long-overdue reforms to the Office of Management and Budget Circular A-76, which governs outsourcing studies.
- Suspend the A-76 process until all the reforms have been made across the government.

"The CLEAN UP Act would result in big-time, long-term changes to the A-76 process that would make it far less unfriendly to federal employees and direct agencies to insource new work and previously outsourced work," AFGE President John Gage said.

To learn how you can help "clean up" go to [www.AFGE.org/operation\\_cleanup](http://www.AFGE.org/operation_cleanup). ●





# Social Security Needs a New Direction

Since its inception, the Social Security Administration has been known and respected for the personal services it provides to America's retirees, disabled workers and their survivors. But it is no secret that the agency now is in trouble. In the two years that SSA Commissioner Michael Astrue has been at the helm of the agency, the Social Security Administration has been downgraded into a troubled organization that no longer serves the best interests of retired and disabled Americans.

Not only has the American public been affected by Astrue's policy changes,

SSA employees are feeling the affects as well. However, those employees aren't taking this damage to their agency lying down. They have protested Astrue's failed policies, they have lobbied Congress for better conditions and have overwhelmingly voted no confidence in Commissioner Astrue's ability to run the agency.

AFGE is not alone in its fight against Astrue. The AFL-CIO Executive Council recently passed a resolution urging President Obama to take immediate action to remove Astrue as commissioner citing neglect of duty and the implemen-

tation of harmful policy changes. A few of these policy changes have included prohibiting SSA employees from advising SSA claimants on their benefit election options; depriving claimants of information that affects the amount of benefits

**The change Social Security needs is at the top. Commissioner Astrue needs to go.**

they receive; creating a hostile working environment for some 48,000 hardworking and dedicated SSA employees; and eliminating proof of age and citizenship when filing for benefits, which likely will result in an increase of fraud and beneficiary overpayments.

Commissioner Astrue's neglectful management also was the subject of a recent GAO report, which highlighted the many problems in the agency including:

- cuts to staff have made it difficult for the agency to provide proper services to American retirees and disabled workers;
- the agency does not currently have a detailed plan to address future service delivery needs;
- while Commissioner Astrue's strategic plan includes the goal of significantly expanding the use of electronic services, it is not clear how this will mitigate SSA's increasing workload;
- in 17 of the 21 field offices visited by GAO, managers and staff said that long waiting times were among the top customer complaints; and
- as a result of the changes at SSA, staff at some offices said they have less time to spend with customers, potentially leading to mistakes and limiting the ability of staff to ensure that customers fully understand their options and benefits.

The bottom line is that the change Social Security needs is at the top. Commissioner Astrue needs to go. Social Security needs a leader committed to the values and services the agency has always stood for. The agency needs a new direction. ●

## AFL-CIO Stands by AFGE on Major Issues

The AFL-CIO passed several resolutions at its recent Executive Council meeting in support of AFGE's mission to provide superior public service.

### Removal of Social Security Commissioner Astrue

Social Security Administration head Michael J. Astrue has implemented several damaging, detrimental policy changes since coming to office in 2007.

*For these reasons and for his neglect of duty in administering the Social Security Administration and its programs, the AFL-CIO urges immediate presidential action to remove Michael J. Astrue as commissioner of the Social Security Administration.*

### Transportation Security Officers

Despite efforts by AFGE for Transportation Security Officers, TSOs still have no bargaining rights and TSA continues to promote policies that amplify poor working conditions, which obstruct service that makes sense to the flying public.

*The AFL-CIO calls on the Obama administration and Congress to ensure—through legislation or executive action—that TSOs can exercise the same rights as other workers in DHS. We pledge to oppose any political attempts to use national security fears to curtail the collective bargaining rights of other federal workers.*

### Bureau of Prisons

The federal prison population is growing rapidly, but the number of correctional officers and staff who work in Bureau of Prisons institutions has failed to keep pace. Understaffing and inmate overcrowding has created an extremely dangerous situation for communities, correctional officers, staff and inmates.

*The AFL-CIO continues to encourage all of its affiliated unions and organizations to inform the president and Congress that they strongly support providing BOP with the necessary federal funding to solve its serious correctional understaffing and inmate overcrowding problems. This is essential to secure the safety and security of our brothers and sisters who work at BOP institutions.*

Read the full AFL-CIO resolutions at [www.afge.org](http://www.afge.org)

## President Obama Signs Bill Into Law To Stop A-76 Privatization Studies Through FY2009

Thanks to AFGE lobbying efforts, President Obama has signed into law the FY2009 Omnibus Appropriations Act, which will suspend all new OMB Circular A-76 studies through fiscal year 2009.

The A-76 process had been severely criticized by the Government Accountability Office in two 2008 reports for, in many instances, costing more than it saved and for its disproportionately adverse impact on female and African-American federal employees.

The Omnibus Appropriations Act also requires all agencies except the Department of Defense to establish plans to insource new and outsourced work, particularly inherently governmental work wrongly contracted out; work contracted out without competition; and work contracted out that is poorly performed.

Thanks to House Armed Services Committee Chairman Ike Skelton (D-Mo.), such a provision was established for DoD in the FY2008 Defense Authorization Bill. The Army, for example, reports insourcing, thanks to the Skelton provision, almost 1,400 jobs “at an average savings of \$50 million per year, totaling \$299 million over the program years.”

The Omnibus also closes a loophole in all agencies except for DoD that allowed for smaller functions performed by federal employees to be contracted out without public-private competition.

“These are historic achievements for federal employees and AFGE,” declared AFGE National President John Gage. Now is the time for federal employees and AFGE to work with the leaders in the legislative and executive branches to clean up the mess left behind by the previous administration.”

Special thanks to Senator Richard Durbin (D-Ill.) and Representative Jose Serrano (D-N.Y.), the chairs of the Senate and House Financial Services Appropriations Subcommittees, for their support in getting the legislation passed. ●

## AFGE Works with President Obama Towards Good Government



Labor Secretary Hilda Solis with National Council of Field Labor Locals President Ron Yarman and LP Alex Bastani



VA Secretary Shinseki Attends Labor-Management Relations Forum with National VA Council

AFGE is working closely with the Obama Administration to improve the functions of government and its public service.

During a meeting with several top aides and three cabinet appointees, AFGE National President John Gage met with the Department of Homeland Security Secretary Janet Napolitano and informed her about the unfair treatment of Transportation Security Officers, urging her to seriously consider directing the acting TSA administrator to grant the TSOs collective bargaining rights.

Gage also met with the Department of Defense Deputy Secretary Bill Lynn to discuss the issues with civilian DoD employees, labor relations, and the need to retract the National Security Personnel System.

During their annual meeting, the AFGE National Veterans Affairs Council met with VA Secretary Eric Shinseki at AFGE headquarters, where he heard the challenges faced by the veterans and VA employees. The VA has struggled to properly assist its veterans with proper health care and benefits, which progressively worsened during the Bush administration. Shinseki and the AFGE are both looking toward working together to improve the current condition of the VA and its workers.

“I look forward to working with the Obama administration to fulfill AFGE’s mission to support the federal employees who help America work,” said President John Gage. ●



# Collective Bargaining **Rights for VA Employees = Sustained Quality** Health Care for Veterans

**W**hile employees at other federal agencies use their collective bargaining rights to improve the quality and safety of government services, Veterans Affairs' management has prevented many of its healthcare professionals from exerting those rights. That's why AFGE

lective bargaining for frontline employees. Section 7422 states that there are three "nonnegotiable" areas: professional conduct or competence, referred to as "direct patient care;" peer review; and compensation. VA human resource managers have interpreted these exceptions so broadly

**"By limiting the ability of employees to have a voice at work, the VA...jeopardizes its ability to maintain excellence in care as healthcare professionals choose not to serve in the VA."**

fully supports legislation, introduced by Sen. John D. Rockefeller (D-W.Va.) and Rep. Bob Filner (D-Calif.), to amend Title 38 of the US Code to restore collective bargaining rights for VA nurses, physicians and other healthcare professionals.

For six years VA management has worked to silence the voices of these dedicated employees by using an overly broad interpretation of exemptions in Section 7422 of Title 38, which governs col-

that they have limited frontline employees from bargaining over the most routine workplace considerations.

"These policies are crippling the department's ability to recruit and retain quality personnel. By limiting the ability of employees to have a voice at work, the VA, which has suffered perpetually from chronic staff shortages, jeopardizes its ability to maintain excellence in care as healthcare professionals choose not to serve in the VA," said AFGE National Secretary Treasurer J. David Cox, a former VA nurse who has testified on the Hill.

The men and women who support our returning soldiers deserve full repre-



sentation. As veterans from wars in Iraq and Afghanistan continue to return home with complex healthcare needs, the VA must remain the employer of choice for healthcare professionals. Collective bargaining is key to supporting the agency's primary mission.

Go to [www.fundtheva.com](http://www.fundtheva.com) for more information on how you can help AFGE get Congress to support the workers who support the troops. ●



## A Tribute To A Fallen Hero

**T**he sounds of bagpipes rang out as a procession of AFGE activists, law enforcement officers and members of AFGE's Council of Prison Locals marched to the National Police Memorial in February for a candlelight vigil in remembrance of fallen correctional officer Jose Rivera. Rivera, an Iraq war veteran and California correctional officer, was killed in June 2008 while trying to break up a fight among inmates at the Atwater Correctional Facility. The tribute was held at the National Police Memorial in Washington, D.C. Following a prayer by AFGE Sixth District Vice President Arnold Scott, Council of Prison Locals President Bryon Lowry and Congressman Dennis Cardoza (D-Calif.) addressed the crowd.

See more photos from the vigil at AFGE's Flickr site, [www.flickr.com/photos/afge](http://www.flickr.com/photos/afge).

# AFGE Adds More TSA Locals to its Growing List

With more than 10,000 TSA members nationwide, AFGE continues to add to its reputation as *the* union for Transportation Security Officers. The union recently added five new Locals to its ever-growing list, bringing the total to 30.

"AFGE has stood behind TSOs for seven years, but the new Locals mean that TSOs will have a voice at home," said AFGE National President John Gage.

"These Locals signify a growing trend among TSOs that they want local representation, while belonging to the largest—and among the most influential—federal employee union in the nation. AFGE is



Members of AFGE's new TSA Local in St. Louis, Local 912

"AFGE continues to urge Congress to support efforts by President Obama to rescind the directive denying TSOs their rights by granting TSOs the same collective bargaining rights and workplace protections as those afforded to other workers in DHS."

the only union that can offer that, and will continue its drive to have Locals in every major city in the U.S."

AFGE years ago won the fight for Transportation Security Officers to be allowed to join the union. Those workers however, in stark contrast to other employees at the Department of Homeland Security and most other federal employees, still are denied basic workplace rights.

"AFGE repeatedly has, and continues to urge Congress to support efforts by President Obama to rescind the directive denying TSOs their rights by grant-

ing TSOs the same collective bargaining rights and workplace protections as those afforded to other workers in DHS," Gage added. "AFGE urges Congress to continue its efforts to repeal the Aviation and Transportation Security Act footnote placing such overreaching discretion in the hands of the TSA administrator, and once and for all to place the 40,000 members of the TSO workforce under Title 5 protections—including the General Schedule for wages and promotions."

A complete list of AFGE TSA locals can be found at [www.tsaunion.net](http://www.tsaunion.net). ●



## UPDATE YOUR PROFILE:

### Help AFGE Wipe Out Bad Addresses In Our Database System

Right now seven percent of all AFGE members are coded with bad addresses. While this seems like a low percentage, it represents 18,000 members and that's too many to ignore said National Secretary Treasurer J. David Cox. It is a problem that can be resolved if individual members will periodically go to their MY PROFILE page profile and make sure all their information is accurate.

"We are asking that local presidents help us with this effort by asking their members through their union local newsletters and email listservs, to periodically check their review through AFGE's My Profile page," said Cox.

**MEMBER NOTES:** NST Cox has recorded a "how to video" that can be found on the My Profile and the My Local pages of the AFGE Web site. You also can obtain flyers that instruct members on how to update their profiles by emailing [communications@afge.org](mailto:communications@afge.org).

## AFGE's TSA Campaign Takes Off with New Video Series

Using information technology to enhance its organizing campaign, AFGE recently launched a video series detailing its involvement at TSA. "We are very excited about the opportunity these videos give us to highlight our record of representation at TSA," Gage said. "AFGE's dedication to the TSA workforce is evident in everything we do. However, most of our work is behind the scenes, but with these videos those efforts are brought to light."

The videos will be presented as a series of five shorts ranging from two to six minutes, and featuring AFGE staff, leaders and members. The videos tackle topics including federalizing the TSA workforce, the right to unionize, organizing efforts, attorney representation and TSA's flawed pay-for-performance system.

The videos are posted on AFGE's TSA Web site, [www.tsaunion.net](http://www.tsaunion.net)



AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES  
Statement of Activities\*  
2008

	As of 31-Mar	As of 30-Jun	As of 30-Sep
<b>REVENUE</b>			
Per capita tax and fees	\$11,315,071	\$22,760,893	\$34,373,621
Death benefit insurance premiums	253,202	509,327	769,063
Building rental income	622,281	1,216,256	1,810,528
Investment income	231,320	471,085	657,550
Net appreciation in value of investments	(1,490,024)	(1,804,314)	(3,524,426)
Contributions	507,801	700,053	872,810
Settlement payments	80,845	124,242	316,906
Education and training	187,619	250,184	389,500
Other	402,601	619,628	758,940
<b>TOTAL REVENUE</b>	<b><u>12,110,716</u></b>	<b><u>24,847,354</u></b>	<b><u>36,424,492</u></b>
<b>EXPENSES</b>			
Salaries	5,142,571	9,520,198	15,030,679
Payroll taxes	436,977	773,998	1,190,454
Employee benefits	1,274,858	2,469,451	3,922,694
Net periodic pension costs	825,000	1,650,000	2,475,000
Organizing rebates and programs	440,255	936,050	1,362,850
Death benefit premiums	59,497	279,363	502,298
Travel	1,218,044	2,593,410	3,825,371
District office lease	108,062	214,949	326,751
Interest expenses	325,097	648,644	972,191
Affiliation dues and expenses	866,677	1,885,163	2,694,961
Assistance to councils	127,505	377,427	578,857
Real estate taxes	317,810	384,783	703,119
Building operating expenses	474,466	808,282	1,083,498
Contributions	115,020	282,798	484,568
Other general and administrative	1,722,762	3,998,295	5,756,836
<b>TOTAL EXPENSES</b>	<b><u>13,454,601</u></b>	<b><u>26,822,811</u></b>	<b><u>40,910,127</u></b>
<b>EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES</b>	<b>(1,343,885)</b>	<b>(1,975,457)</b>	<b>(4,485,635)</b>
<b>CHANGE IN NET ASSETS</b>	<b><u>(\$1,343,885)</u></b>	<b><u>(\$1,975,457)</u></b>	<b><u>(\$4,485,635)</u></b>

\*These statements have not been audited.



# AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES

## Statement Of Expense By Activity\*

2008

	As of 31-Mar	As of 30-Jun	As of 30-Sep
<b>DISTRICT OFFICES</b>			
2	\$361,480	\$691,173	\$1,047,634
3	209,171	395,852	610,650
4	337,180	663,603	1,025,809
5	431,799	873,367	1,311,462
6	183,382	355,518	554,417
7	222,056	413,863	619,324
8	131,435	288,184	458,508
9	220,655	413,561	637,570
10	299,789	585,142	941,972
11	262,182	513,086	784,873
12	354,323	703,992	1,091,680
14	270,146	462,720	676,707
<b>Total District Offices</b>	<b>3,283,598</b>	<b>6,360,061</b>	<b>9,760,606</b>
<b>HEADQUARTERS DEPARTMENTS</b>			
General Administrative	1,212,024	2,588,274	3,871,240
Finance & Information Services	1,169,566	2,308,306	3,280,979
Education	66,239	159,570	276,355
Service	178,596	330,010	557,069
Human Resources	64,835	150,166	215,044
Legislation	555,113	1,137,645	1,686,200
Field Services	399,748	747,596	1,161,142
Fair Practices	242,166	483,264	719,650
Political Action	200,818	375,192	542,516
General Counsel	767,312	1,461,371	2,184,206
Membership & Organizing	1,309,670	2,638,915	4,543,132
Special Organizing	309,291	754,773	1,112,833
Communications	294,861	698,852	1,052,403
Women's Issues	433,731	591,529	745,592
Media	127,764	299,774	499,394
<b>Total Headquarters Departments</b>	<b>7,331,734</b>	<b>14,725,237</b>	<b>22,447,755</b>
<b>OTHER</b>			
Death Benefit program	59,497	279,363	502,298
Strike-Legal Fund expenses—primarily legal fees for legal rights cases	679	65,377	65,725
Legislative Action Fund program	57,266	136,061	221,560
Legal Representation Fund program	248,952	358,082	531,811
Affiliation with AFL-CIO and other organizations	866,677	1,885,163	2,694,961
Costs of National Convention	15,826		
Assistance to Councils	127,505	377,427	578,857
Contributions, gifts and grants	115,020	282,798	484,568
Cost of operating and maintaining the Simms/Sturdivant Building including interest on mortgage	1,332,770	2,295,293	3,321,955
District Training Funds	47,106	78,076	309,849
Union Privilege Fund	3,677	19,633	33,996
Less: Rent expense charged to District 14 for occupancy of the Building	(19,880)	(39,760)	(59,640)
<b>Total Other</b>	<b>2,839,269</b>	<b>5,737,513</b>	<b>8,701,766</b>
<b>TOTAL EXPENSE</b>	<b>\$13,454,601</b>	<b>\$26,822,811</b>	<b>\$40,910,127</b>

\*These statements have not been audited.

# D.C. MAYOR ADRIAN FENTY PLAN TO Eliminate Jobs Will Affect City Services

On March 20, the mayor of Washington, D.C., Adrian Fenty, laid out a proposal to eliminate 1,632 public jobs in the District of Columbia. Fenty, who has refused to meet with union representatives, seeks to lay off 776 public employees and to further reduce the workforce through attrition and elimination of vacant jobs. According to the mayor, the cuts will be spread throughout city agencies but will hit areas such as education, mental health, and public works particularly hard. In the area of mental health, Fenty plans to eliminate 240 positions in an agency that already suffers from short staffing and a lack of resources.

Fenty has been criticized in the media for his refusal to speak candidly with D.C. residents about the real state of the city. In his "State of the District" address, the mayor glossed over the city's systemic problems and rattled off statistics flattering to his administration. One of the topics



skirted by the mayor is the increasing rate of teenagers who are either victims or perpetrators of violent crime while under the care of D.C.'s Department of Youth Rehabilitation Services. The little information that has been commented on by the Fenty administration has come in response to media reports after tragedy or from the whistle-blowing of public employees.

The elimination of these government positions only will exacerbate the problems faced by residents of the district.

"While the mayor charges that they are necessary to restrain spending during a budget deficit, this shortsighted planning will hamper city services and leave residents holding the bag," said AFGE National Vice President Dwight Bowman. "Mayor Fenty is wrong to try to eliminate the budget deficit on the backs of city workers and at the expense of city services. It is misguided and it will not address the city's real problems." ●

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# 2009 AFGE Legislative Conference







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