



TUESDAY, SEPTEMBER 11, 2001

Too many questions will forever go unanswered when rethinking the events of Tuesday, September 11, 2001. Thousands of innocent lives were lost at the World Trade Center (WTC), the Pentagon, and in Somerset, Pa., shortly after terrorists hijacked four commercial airplanes. Too many families lost daughters, sons, fathers, mothers, brothers, and sisters that fateful morning. Our nation lost far too many dedicated fire-

fighters, flight attendants, pilots, janitors, restaurant workers, teachers, office workers, government workers, communications workers, bankers, ... the list is achingly long. AFGE members from six Locals were working in the WTC and the Pentagon that morning. Thankfully, and somewhat amazingly, all AFGE members survived September 11. (see **September 11** on page 4)

UNIONS ASSIST IN RELIEF & CLEAN-UP EFFORTS *America Witnesses Union Mettle*

As our nation pulled together in rescue and relief efforts immediately following the events of September 11, union members were at the heart of the tragedies, reaching out and providing needed assistance to thousands. (see **America Witnesses Union Mettle** on page 4)

Davis Wins Special Election

In a special election supervised by the Department of Labor (DoL) on October 13, AFGE members elected **Jim Davis** to serve as National Secretary-Treasurer (NST). AFGE and DoL agreed to the special election in May of 2001 when it was determined that a machine error miscounted ballots at AFGE's 2000 Convention where Davis was first elected to the NST position.

Davis won the first ballot with 63,361 votes to **Rita Mason's** 55,810. **District 14** National Vice President **David Schlein** finished third with 27,255 votes. Since none of the candidates won a majority of the votes on the first ballot, as called for in AFGE's National Constitution, a runoff election between Davis and Mason was held. Davis won the runoff over Mason 75,979 to 65,353, respectively.



(l-r) Local 2014's Coleta Brown, Leg. Coord. Janet Winhart, Georgianna Bouchard, Lynn Ostrom-Ramonell, Local President Julius Mallette, Marta Revilla and Woman's Coord. Carol McPhee were relentless in contacting their members of Congress in Florida to vote with AFGE on H.R. 2586.

AFGE Members Waged Unforgettable Fight

AFGE members can be proud of the courageous fight they waged against contractors in the defense authorization bill (H.R. 2586) vote on September 25. Despite extraordinary opposition—the Bush Administration, Pentagon, House Republican leadership, and contractors—AFGE members secured the support of almost 200 lawmakers. Unfortunately, the House of Representatives voted down AFGE's amendment 221 to 197. (see **AFGE Members Waged Unforgettable Fight** on page 6)

Meet the Contractors

Editors' Note: "Meet the Contractors" is an ongoing series.

American Management Systems (AMS), a giant consulting firm that specializes in government computer systems, has billions of dollars worth of federal contracts. Its U.S. government clients include every branch of the Defense Dept., the Dept. of Veterans Affairs, the State Dept., the Environmental Protection Agency, and the U.S. Dept. of Housing and Urban Development. (see **AMS** on page 8)

750 Join in Los Angeles

Over 750 Department of Veterans Affairs (DVA) physicians, pharmacists, social workers, medical technicians, researchers, physical therapists and dentists in the greater-Los Angeles area chose AFGE as their exclusive bargaining agent in a recent election victory. (see **750 Join** on page 3)



The *Government Standard* is counting down to AFGE's 70th anniversary on August 18, 2002, with "AFGE Time Capsule," a six-part series celebrating AFGE's colorful history. This issue will cover Part 2 of the series: 1942-1952, McCarthyism & Conflict.

The following speech, which begins on page 5, was written by AFGE President **James A. Campbell** and delivered to delegates of the 13th National Convention in San Francisco. Excerpts of the speech were printed on page 1 of the Sept. 12, 1952, issue of *The Government Standard*. Campbell's address stressed the importance of unity during, what he called, a "Vital Time." The message is hauntingly applicable today given the events that took place on September 11 and the war that has been waged on terrorism throughout the world. (see **McCarthyism & Conflict** on page 5)

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AFGE Supports America & Government Workers

A Message From President Bobby L. Harnage

September 11, 2001, reminded us that life is precious. It was also a reminder of how important the federal government and its employees are to America. Federal employees are supportive of the President and our nation's commitment to rid the world of terrorism. In fact, many federal employees also serving in the National Guard and Reserves have already been called to active duty to take their place in the fight against terrorism.

However, federal employees and AFGE members also know that privatizing government work—most times to the lowest bidder—is not only bad policy but a bad deal for the American people. We will continue to fight for accountability and an end to the privatization of federal work to contractors whose bottom line is profit—not proficiency.

We have a right as federal employees and Americans to assemble and disagree with decisions that are counter to the common good. We have a right to disagree with the way

public funds are spent or—in the case of contracting out—ill spent. We also have the right and the duty as federal employees to talk with our elected officials about these concerns.

In times of uncertainty, it is not difficult to lose focus of priorities. Let me assure you that AFGE remains focused and committed to its efforts to stop wasting America's money on privatization.

The Bush Administration has not lost its focus. It remains determined to privatize some 425,000 federal jobs over the next several years.

In the months ahead, the Bush Administration will urge Congress to enact initiatives and policies to improve national security and fight the war on terrorism. But, I can assure you that many initiatives and policies will also be introduced in an effort to fulfill the Administration's legislative agenda—an agenda that AFGE and federal employees disagreed with prior to Sept. 11, 2001, and we disagree with today.

Even as the world is now forever changed since that day, AFGE's commitment to providing what's best for America remains

constant. Government employees are what is best for America—whenever needed and most significantly at this time.

It's time for President Bush and Congress to recognize that we need a partnership for victory. There is a critical need for loyal and dedicated federal employees just as there is a role to be played by the private sector. The challenges we face can only be won by restoring the balance between the two parts of the federal government's work force.

Union Insights

What would you like to say to the Bush Administration regarding the decision to continue the practice of contracting out federal jobs during this time of crisis?



ANNA I. WINSTON, RN
EEO/Fair Practices Dir.,
Local 3390
Dept. of Veterans Affairs (DVA)
Memphis, Tenn.

America's best resources are federal employees. When America invests in federal employees, we have a better nation. Nobody does it better than federal employees!



JIM BROZ
President, Local 40
Immigration & Naturalization
Service (INS)
Renton, Wash.

The dollar will always be the driving force in contracting out. AFGE, federal employees, and America for that matter, do not want security issues to be determined by profits.



CAROL FEHNER
2nd Vice President, Council 220
Social Security Administration
(SSA)
Oceanside, Calif.

September 11 showed the true value of federal employees—that we are there when you need to get the job done. Contracting out is a penny-wise and pound-foolish approach to government.



Stay on top of the latest AFGE news—sign up for the AFGE Action News. The AFGE Action News exclusively provides AFGE members with the most current AFGE information available. To date, over 2,100 AFGE members have signed up for AFGE's newest communications tool. Have you?

AFGE Action News delivers legislative grassroots and organizing news right to your computer screen. Go to the *Members-Only* section of AFGE's Web site, www.afge.org, to subscribe. Sign up today and urge your AFGE sisters and brothers to do the same.

Correction: In "Recent Organizing Victories"—which appeared on page 3 of the September/October 2001 issue of *The Government Standard*—**Local 1395** deserved credit for winning the election at the SSA Office of Hearings and Appeals in Grand Rapids, Mich., not **Local 3272**. Thank you Local 3272 President **Ken Keillor** for the correction.

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On The Hill

AFGE Supports Federalized Airport Security

AFGE urged President **George W. Bush** and leaders in Congress to federalize airport security just two weeks after the terrorist attacks of September 11. AFGE believes that airport security—like law enforcement—is not a function suitable for outsourcing and contends that outsourcing is one of the original problems with airport security. “The bottom line for federal employees is public safety and national security,” said President **Bobby L. Harnage**. “It is clear that the bottom line for the outsourcers and contractors is profit.”

Poll Supports AFGE Position

According to a *Washington Post* poll published on September 29, 82 percent said they favored having the federal government take over security screening at U.S. airports.

Jobs of Guards and Reserves Will Be Protected

According to the House Veterans’ Affairs Committee, the thousands of men and women in the Guard and Reserve who have been called to active duty should be assured that their jobs will be waiting for them upon their return.

As approved and strengthened by Congress, the Uniformed Services Employment and Reemployment Rights Act (USERRA) protects members of the Guard and Reserves who are called to active duty. Law requires that they be reemployed at the same position or better, with the same benefits and seniority they would have accrued had they not been on military leave. The purpose of USERRA is to ensure that the brave men and women who stand ready to defend America are not penalized in any way for their service.

USERRA also provides protections for health insurance coverage. Employees are entitled to maintain continuous health insurance coverage with their employer’s policy for up to 18 months, under a COBRA-like arrangement in which the employee pays the full cost of coverage. Additionally, beginning October 1, the Department of Defense will pay the total premiums for its civilian employees who serve in the Reserves and National Guard.

Detailed information regarding the rights and obligations of employees can be obtained through the Department of Labor—www.dol.gov/elaws/userra0.htm—or the National Committee for Employer Support of the Guard and Reserve—www.esgr.org.

Education/HUD Help Troops

The Department of Education ordered lenders to postpone the student loan payments of troops called to active duty since the Sept. 11 terrorist attacks. It also encouraged schools to refund tuition or give comparable credit to students forced to withdraw from school because of military obligations.

According to the Department of Housing and Urban Development (HUD), Reserve and National Guard members who are called up and who have home mortgages with Federal Housing Authority-approved lenders will have their rates cut to a maximum of six percent for one year. It also gives these military members more protection against foreclosure on their home loans, and renters more protection against eviction.

Harnage to Congress—Bring AFGE to FEHBP Table

“The Federal Employees Health Benefits Program (FEHBP) has become a scandal. This year the carriers, led by their Most Valuable Player, Blue Cross/Blue Shield (BCBS), shot for the moon and got it,” said AFGE President **Bobby L. Harnage**. Harnage’s statement was provided to the House Government Reform Subcommittee on Civil Service and Agency Organization at a hearing on October 16.

Harnage pointed out that it is a misconception that under the “Fair Share” formula, the government pays 72 percent of premiums. The government pays 72 percent of *average* premiums and this amount serves as a cap on the dollar amount that agencies pay. There is also a cap on the percentage of premiums that agencies pay (75 percent). However, there is no cap on either the dollar amount or the percentage of what employees pay. “Thus, in 2002, federal employees will pay a full 30 percent of the premiums for BCBS’s Standard Option plan,” Harnage stated.

Harnage noted that large private sector firms and state governments routinely pay from 80 to 100 percent of employee premiums and unionized employees in both the public and private sectors are able to have a meaningful voice in the inevitable trade-offs between premium increases and covered benefits. “Yet, OPM insists on making these decisions for us, with no input from employee organizations whatsoever,” Harnage added.



Representative **David Bonior** (D-Mich.), above, carried the torch for AFGE members on this critically important piece of legislation.

Photo by: Jocelyn Augustino



Steny Hoyer (D-Md.)



Ben Gilman (R-N.Y.)



Steve LaTourette (R-Ohio)

AFGE thanks Representatives **Steny Hoyer** (D-Md.) and **Ike Skelton** (D-Mo.) for supporting the position of over 600,000 federal workers.

Republican Representatives **Ben Gilman** (N.Y.), **Steve LaTourette** (Ohio), **Ron Lewis** (Ky.), and **Walter Jones** (N.C.) voted with AFGE.



Ike Skelton (D-Mo.)



Walter Jones (R-N.C.)



Ron Lewis (R-Ky.)

Representatives **Hill**, **Turner** and **Tauscher** strongly supported AFGE.



Baron Hill (D-Ind.)



Jim Turner (D-Texas)



Ellen Tauscher (D-Calif.)

AFGE Members Waged Unforgettable Fight

(continued from page 1)

The AFGE-authored amendment that was added to the defense authorization bill at its mark up by the House Armed Services Committee would have allowed federal employees to compete in defense of their own jobs—for at least a fraction of new work and for contractor work. The amendment would also have established a contractor inventory.

A manager's amendment that included almost a dozen different provisions, including one that gutted the AFGE-authored amendment, was added to the defense authorization bill. It was up to AFGE to try to take it out.

Rep. **David Bonior** (D-Mich.) led the effort, offering a motion to recommit that would have restored the AFGE-authored amendment to the defense authorization bill. Bonior declared that the AFGE-authored amendment would:

Make the service contracting process at the Department of Defense (DoD) fairer to federal employees and more accountable to taxpayers. It will save an enormous amount of taxpayer dollars. When given a chance to compete, federal employees actually win 60 percent of the contracts. Why? Because they do a great job, and they do it for less money. It is as simple as that. Too often what happens at our bases—and those of you who have facilities know this—private contractors get the work, they fail to do the job, and then when the federal government has to take over, the employees are gone. Their work experience is gone. Competition for defense contracts can reduce costs and give workers a chance to compete for their jobs before they are contracted out.

Rep. **Rob Andrews** (D-N.J.) also spoke in support of the motion to recommit: "The record shows that privatization is often a failure. It means lower quality at a higher price. It means taking jobs away from people with benefits and giving them to people without benefits for private profit."

Rep. **Steny Hoyer** (D-Md.) insisted that the AFGE-authored amendment "is good for America. I frankly think it is good in the final analysis for

contractors and it clearly is fair to our federal employees."

Rep. **Curt Weldon** (R-Pa.), the outgoing chairman of the House Readiness Subcommittee, chose not to discuss the issues—as he did during the debate at the mark up—and instead devoted much of his time to questioning Bonior's good faith. Weldon wrongly accused Bonior of not consulting with the Democratic leadership of the House Armed Services Committee before offering his motion. In fact, Rep. **Ike Skelton** (D-Mo.) and Rep. **Solomon Ortiz** (D-Texas)—the ranking members of the full committee and the Readiness Subcommittee respectively—were both strong supporters of Bonior's motion.

reinstates the Army's contractor inventory more ambitiously than the one in the AFGE-authored amendment.

Vote Totals

When the votes were counted, lawmakers voted against restoring the motion to retain the AFGE-authored amendment to the defense authorization bill by a vote of 221 to 197. 192 Democrats, four Republicans—Rep.'s **Ben Gilman** (N.Y.), **Steve LaTourette** (Ohio), **Ron Lewis** (Ky.), and **Walter Jones** (N.C.)—and one Independent, Rep. **Bernie Sanders** (Vt.), supported federal employees, taxpayers, and warfighters.

212 Republicans and eight

have more than likely voted in favor of the Bonior motion.

The following Republicans who cosponsored the TRAC Act, in turn voted wrong, include: **Connie Morella** (Md.), **Jim Leach** (Iowa), **Frank LoBiondo** (N.J.), **John McHugh** (N.Y.), **Tom Petri** (Wis.), **Chris Smith** (N.J.), and **Jack Quinn** (N.Y.).

The following Republicans voted for the AFGE-authored amendment at the mark up but voted wrong on the floor: **Bob Riley** (Ala.), **Terry Everett** (Ala.), **John McHugh** (N.Y.), **Jim Gibbons** (Nev.), and **Saxby Chambliss** (Ga.).

Between 15 and 20 Republicans were leaning in favor of AFGE's position, but ultimately voted wrong because

to recommit. Instead of a long list of items to be corrected, the Bonior motion included only the reinstatement of the AFGE-authored amendment, thus giving lawmakers a clean, up-or-down vote on whether they supported competition or contractors. In addition, passage of the motion would not send the bill back to committee—passage would mean only that the AFGE-authored amendment would be added to the bill and that floor consideration could then resume. Nevertheless, some Republicans continue to say that their support for the motion to recommit would have been interpreted by their leaders as a sign of disloyalty. That is, they valued their good standing with their party more than the need to reform service contracting. Nevertheless, four Republicans stood up to their leaders' pro-contractor bias. If your Republican lawmaker didn't, why not?

Thank You!

While there's no substitute for winning, AFGE members can be very proud of their efforts. If just 13 more lawmakers who voted had chosen competition rather than contractors, AFGE's pro-federal employee campaign would have prevailed. That's how close we were. Despite the profound hostility of the Bush Administration, the Pentagon, the Republican leadership and the contractors, AFGE members came within an arm's reach of winning.

Bonior and Skelton worked hard to give AFGE a chance for a vote. The AFL-CIO lobbied aggressively on behalf of federal employees. Other labor unions that deserve recognition include the American Federation of State, County and Municipal Employees (AFSCME); the United Automobile Workers of America (UAW); and the National Treasury Employees Union (NTEU).

What You Can Do, Today!

If your lawmakers voted with AFGE, be sure to thank them. If your lawmakers did not vote with AFGE, make sure they hear from you.



Members of Local 916, Tinker Air Force Base, barraged their members of Congress with phone calls before the vote on the defense authorization bill.

Weldon insisted that he did "not want anyone thinking I am not in favor of equal competition for workers." But in fact, he led opposition to the Bonior motion that would have actually ensured the right to compete.

Weldon declared that the AFGE-authored amendment would require DoD to "establish a new classification system that will require every private contractor to open their records, and we do not even know what it looks like." In fact, Weldon had written of his strong support for the contractor inventory established by the Dept. of the Army, on which the inventory in the AFGE-authored amendment is based. Weldon is also the author of a provision that

Democrats—**Neil Abercrombie** (Hawaii), **Bud Cramer** (Ala.), **Jane Harman** (Calif.), **Cal Dooley** (Calif.), **Alan Mollohan** (W.Va.), **John Murtha** (Pa.), **Jim Traficant** (Ohio), and **Jim Moran** (Va.)—supported contractors. One Independent, **Virgil Goode** (Va.), also supported contractors. Two Republicans and 10 Democrats did not vote.

Where did AFGE lose votes? Of the eight Democrats who voted wrong, five of them actually cosponsored the TRAC Act, including Abercrombie, Harman, Mollohan, Murtha, and Traficant. Of the 10 Democrats who were missing, nine cosponsored the TRAC Act and would

of the procedure used to reinstate the AFGE-authored amendment and not because they disagreed with our position. A motion to recommit is usually a partisan procedure. It usually consists of a long laundry list of complaints by the minority party about a bill that is usually very important to the majority party. Passage of the motion to recommit usually kills a bill by sending it back to committee. However, the House Republican leadership wouldn't provide AFGE any opportunity to reinstate the contracting reform provisions other than through a motion to recommit.

AFGE worked with Bonior to craft the best possible motion

September 11

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AFGE Members

AFGE **Locals 913, 3477, 3555 and 3872** were directly affected by the attacks at the WTC. All members were safe but all the buildings—their work sites—were destroyed. Members of Locals 3477 and 3827 (Commodity Futures Trading Commission) worked on the 37th floor of the north tower. Members of Local 3555 (Equal Employment Opportunity Commission) worked in Building 7. Members of Local 913 (Department of Housing and Urban Development) worked in Building 6.

AFGE **Locals 2 and 1092** were directly affected by the attacks at the Pentagon. Local 2—which represents Department of the Army employees at the Pentagon, Walter Reed, Fort Myer, Fort McNair, Bolling Air Force Base (AFB), the Headquarters of the Military Traffic Management Command in Alexandria, Va., and the Headquarters of the Personnel Command, also in Alexandria—reported that all members were safe. Local 1092—Department of the Air Force, representing workers at Bolling AFB, Andrews AFB, Aberdeen and other sites in the D.C. metropolitan area—also reported that all members were safe. The conditions of their work sites were not disclosed.

AFL-CIO Affiliated Unions

Although AFGE members were unharmed, hundreds of union members were lost. Thousands more are impacted by massive layoffs and job losses. **International Association of Fire Fighters (IAFF):** More than 300 firefighters were missing. **Hotel Employees & Restaurant Employees (HERE):** Some 47 were missing. More than 3,000 layoffs and job losses occurred as a direct result of the attacks. **Communications Workers of America (CWA):** Eight members and a retired member were killed. **Service Employees International Union (SEIU):** The total number of missing members was estimated at 62. At least 6,000 members were immediately out of work because their workplaces were damaged. **American Federation of State, County and Municipal Employees (AFSCME):** Ten emergency service workers still missing. Father **Mychal Judge**, the firefighter chaplain who died giving last rites to a victim, was a member. **American Federation of Teachers (AFT):** Three D.C. teachers were onboard the hijacked airliner that hit the Pentagon. At least nine schools in south Manhattan where members worked were abandoned. **Airline workers:** The four hijacked airliners used in the terrorist attacks carried a total of 233 passengers, 26 flight attendants, and eight pilots. **International Association of Machinists & Aerospace Workers (IAM):** Two members were lost. The union continues to face the loss of tens of thousands of jobs as the airline and aircraft industry face a recession. **Office and Professional Employees International Union (OPEIU):** Sixteen members were missing. **International Brotherhood of Electrical Workers (IBEW):** Sixteen members were reported missing. **International Union of Operating Engineers (IUOE):** Two members were reported dead and six were missing. **International Union of Painters and Allied Trades:** Two members died and three were missing. **Other building trades workers:** Many building trades employees worked on several construction projects in both WTC towers—many were unaccounted for.



Health & Safety Watch

ELEMENTS OF AN EMERGENCY PLAN

By Milagro Rodriguez, AFGE Health & Safety Specialist

The General Services Administration (GSA) has guidelines to help federal agencies develop Occupant Emergency Plans, which are required by Federal Property Management Regulations. The regulations outline how to put together the Occupant Emergency Organization and the team that is responsible for coordinating the agency’s emergency response, including floor or area monitors. For information on security in the federal workplace, check out the Federal Protective Service (FPS) page of GSA’s Web site www.gsa.gov, or contact your local FPS office for help. The Occupational Safety and Health Administration’s (OSHA) online consultant program for small businesses can also be helpful in developing an evacuation plan. Go to www.osha.gov. Below are some elements of an emergency plan.

Warning/Communication—preparing people for the impending disaster. Make sure every employee knows the evacuation procedure, the evacuation route, and alternate routes if the emergency prevents use of the usual route. Make arrangements for the evacuation of employees needing assistance. Conduct regular training/drills.

Public Information—providing information and directions and keeping employees updated. Establish a means of communication: public address systems, e-mail, telephone broadcast messages, supervisor announcements.

Evacuation—getting people away from a threat. Establish an evacuation route. Maintain properly trained floor/area monitors to help evacuate. Get help with traffic and crowd control from Federal Protective Police, guards, or local police. Identify a location for evacuated personnel—people should know where to meet. Account for employees—make sure everyone is safely out of the building. Provide emergency welfare—shelter, food, medical care while the evacuation is in progress. Work with fire and rescue personnel in the rescue and removal of trapped employees.

Analysis and Assessment—for future situations and recovery efforts.

For more information on elements of an emergency plan, be sure to check the GSA and OSHA Web sites or send an e-mail to AFGE’s Public Policy Department at pp_dept@afge.org.

America Witnesses Union Mettle

(continued from page 1)

From removing debris to organizing blood banks, America’s unions went on full alert to help those in need following the September 11 attacks.

Debris Removal: Working with cranes, bulldozers, end loaders and by hand, hundreds of members of the building and construction trades continued to work around the clock to remove rubble and debris so rescue efforts could go forward, despite the dangerous, unstable situation at the rescue site. **Ironwork:** Three teams of Ironworker recovery volunteers were being rotated in South Manhattan, drawn from up and down the eastern seaboard. More than 1,000 Ironworkers volunteered. **Boats/Ships Play Crucial Role:** Members of the Marine Engineers; the Seafarers; and the Masters, Mates and Pilots helped direct the effort. Workers on the USNC Comfort played a vital role in the relief efforts, while NYC fireboats were the only source of water for

36 hours after the event. The NYC waterway ferry workers usually transport 20,000 workers a day—on Sept. 11, they evacuated over 200,000 people. These workers also had the grim task of carrying bodies from the scene on ferries. **Asbestos Risk and Heavy Equipment:** To minimize the asbestos risk from the World Trade Center buildings, asbestos abatement workers volunteered from all 16 New York City (N.Y.C.) Laborers Locals while Operating Engineers continued to operate heavy equipment at the scene. **Face Masks:** When N.Y.C. emergency shelters needed paper masks for rescue volunteers, members of the Bakery, Confectionery, Tobacco Workers & Grain Millers International Union (BCTGM) contacted unionized bakeries in the region and obtained 20,000 masks. They then helped distribute the masks to rescue workers at various points in Manhattan. **Food & Drink:** The New York State AFL-CIO and the United

Food and Commercial Workers (UFCW) teamed up to provide truckloads of food from union supermarkets for firefighters and other relief workers. **Clothing:** When it was clear that emergency workers needed fresh clothing, the New York Central Labor Council set up a collection center on Chelsea Pier. **Medical Assistance:** An early call for nurse volunteers by the N.Y. State Nurses Assoc. drew such a tremendous response that the need was immediately filled, and many would-be volunteers were turned away. Interns, residents and doctors who are SEIU members provided non-stop emergency medical services. EMT workers who are part of AFSCME worked around the clock to help victims. **Counseling/Support:** The needs of the victims and their families—counseling, monetary support and more—has been overwhelming. The New York City Central Labor Council set up a 24-hour crisis center for all victims and families. The AFL-CIO Community Services

also set up a counseling network for working people and their families affected by the events. **Helping Children:** Teachers and parents who wanted help talking to their children turned to materials for school children produced by the United Federation of Teachers, the N.Y. division of the American Federation of Teachers (AFT). **Raising Funds:** On September 15 and 16, in Washington, D.C. and Northern Virginia, hundreds of union members from dozens of unions went door-to-door to talk to 10,000 union families about how they can help in the relief efforts. **Giving Blood:** Blood drives by the hundreds have taken place in union halls across the nation. When the Red Cross needed space for a Compassion Care Center in New York City, the AFL-CIO staff helped find it. When the Red Cross needed communications equipment delivered from Memphis, Tenn., the Teamsters delivered it.

Please Give to the World Trade Center/Pentagon Fund

AFGE urges those who wish to help the federal employee victims and survivors of the September 11 tragedies to donate to the Federal Employee Education and Assistance Fund (FEEA) which has set up a special fund—the World Trade Center/Pentagon Fund—to assist affected federal families. Families who need assistance should contact FEEA at (800) 323-4140 or (303) 933-7580.

Donations to the fund may be made via credit card by calling FEEA at (303) 933-7580 or by sending a check to: FEEA World Trade Center/Pentagon Fund, 8441 West Bowles Avenue, Suite 200, Littleton, Colo., 80123-9501.

AFGE Time Capsule

Part 2: 1942-1952— McCarthyism & Conflict

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“We are convening at a time of profound and widespread uncertainty, whether we think in terms of the economic or political sphere, or of international or domestic conditions. Shortly before our National Convention in Omaha, this country had become a participant in a military campaign in Korea, while at the same time going forward with a large-scale program of rearmament and with measures to bring about economic improvement and political stability in many parts of the world.”

“As a nation we cannot escape the necessity of building up our defenses both within and outside our borders. Regardless of its cost or the sacrifice it entails, no one among us would wish the slightest modification of a sound program to strengthen our national defense. We must, however, recognize its economic implications. We must realize its effects on the economy as a whole, and understand that it will have its disadvantages to working people.”

AFGE Between 1942 & 1952

Because of World War II, AFGE did not hold a convention until 1946, when President **James B. Burns** was reelected. He held the post until 1948, when he resigned. Burns was succeeded briefly by **James G. Yaden**, who died in office in July 1950. **Henry C. Ilnert** followed Yaden and, he too died in office that same year. Stability in leadership was

established, however, when the National Executive Council chose **James A. Campbell** to serve. Campbell held the post the remainder of the union’s second decade.

Political activity was severely hampered by the heavy hand of the Hatch Act, but the union’s lobbying effort got a boost in 1943 when the AFL adopted AFGE’s legislative program and pushed it on Capitol Hill.

In 1945, federal employees’ pay—held back during World War II—was increased 15.9 percent in one jump with a Federal Pay Act, but passage of the Taft-Hartley Act in 1947 clamped down on activities with a severe no-strike proviso.

In 1950, Senator **Joseph McCarthy** (D-Wis.) weakened federal employment when he said, “Here in my hand,” is a list of 205 men in the State Department named as members

of the Communist Party who were part of a spy ring. McCarthy had no evidence of the charges but the accusations were enough. Soon, hundreds of Americans in and out of the federal government were blacklisted for being Communist sympathizers. Four years later, “McCarthyism” ended. Against all odds, AFGE made progress during the McCarthy era and won gains in the allowance of transportation costs for transferred workers; the addition of within-grade increases; and payment for accrued annual leave, overtime, and night



Benefits of Being an AFGE Member



Over 150 members attended the Labor Day Picnic at Patuxent River, Md., launching Local 1603's organizing campaign. National Organizer **Judy Mohr** (r) and Administrative Assistant **Samantha Newman** (c) participated.

AFGE Cyberunionists

An information technology survey was printed in the July/August 2001 issue of *The Government Standard* and over 130 members completed and returned it to the Membership & Organization Dept. This is the third in a series of membership surveys designed to measure the use of information technology among AFGE members.

Survey Results

Of those surveyed, 115 members have a computer at work, 17 do not. Eighty-one responded to having a computer at home while 51 do not. Of those members who responded to having a computer, 61 access the Internet at lunch, 51 do so on breaks, and 72 do so at home in the evenings.

One hundred respondents said they would consider online training for career development, while another 88 said they would prefer online training for personal enrichment. Seventy-seven respondents would consider online training for both—career development and personal enrichment.

Of those members surveyed who do not have a computer at home, 21 intend to buy one in the next six months, 22 said in one year and 18 in two years. Seventy-seven said the price of the computer would help in the decision to buy a computer, 65 said the computer features would help in the purchase decision while 55 responded to training on the computer. Another 55 said all of these factors—price, features and training—would play a role in purchasing a computer. Six were still undecided.

Eighty-five respondents said it would benefit them if AFGE provided assistance in selecting the right computer and financing. Thirteen said it would not. Of the 130-total survey respondents, 119 are interested in hearing about Members-Only computer related benefits. Of the respondents who do not plan on purchasing a personal computer for their home, price was a factor for 14 respondents and the lack of computer skills was a factor for four. Four said they were not interested.

AFGE Scrubs for Sale



AFGE purple scrub suits with a gold "Nobody Does It Better" logo on the front are now available while supplies last. Made in the U.S.A. S, M, L, XL—\$35; XXL, XXXL—\$40. Make checks payable to the *Special Organizing Fund (SOF)* and send to:

AFGE—M&O Dept.
80 F St., N.W.
Washington, D.C. 20001

Buffington is Local 2270's Recruiting Machine

Local 2270 member **Linda Buffington** has been a member of the Department of Veterans Affairs (DVA) Local in Omaha, Neb., for four years. When she's not working as an Office Automation Assistant in Patient Care, she's the Locals Recruitment Coordinator. And what a recruiter! Since October 1999, Buffington has signed up—ready for this—75 members!

"I get 15 minutes during new employee orientations to discuss AFGE," says Buffington, "and I make the most of it sharing the great things AFGE is doing for all federal workers."

Union Effort

Although Buffington is responsible for recruiting ninety percent of new members, she is the first to admit it is a union effort. "Local President **Mike Crawford** worked hard with management to secure time for AFGE to meet and address new employees at the orientations," adds Buffington.

The Local, with its involvement at every level at the Omaha DVA, is viewed as a partner to

management, not an adversary. "We bargained to send an AFGE and a management representative to professional workshops," said Sec./Treas. **Julie Springer**. "This relationship benefits everyone—the patients, workers, and managers."

"We're here for the veterans," states Buffington, who also sits on the Local's Partnership Committee and Safety Committee. "That is why we are always promoting and marketing AFGE inside the DVA and in the community."

Buffington, who is dedicated to the union movement, refuses to accept monetary recruiting awards (Bonus Bucks) for her efforts. "I give the awards to the new members," says Buffington. "Right off the bat federal workers see the advantages of joining AFGE." Buffington has been married to Jack—a Vietnam veteran—for 35 years. They have two boys, Chris (28) and Jason (30), and a daughter-in-law, Bridget (Jason's wife).

For more information on how you or your Local can increase membership, contact your District office or call the Membership & Organization Department at (202) 639-6410.

750 Join in L.A. (continued from page 1)

With this victory, AFGE now represents all eligible employees in the greater-Los Angeles DVA Health Care System. "AFGE offers the best opportunities for government employees to mobilize for collective action in and out of the DVA," said President **Bobby L. Harnage** after the victory. AFGE represents some 135,000 DVA employees nationwide.

District 12 DVA Local Presidents **Frank Barkley**, **Shirley Gaspard** and **Lula Mae Jones**, **Betty Terry**, and Natl. Rep. **Vince Maninno** worked hard to secure this valuable win for AFGE. AFGE Lobbyist **Linda Bennett** and DVA Rep.'s **David Cox** and **William Jefferson** also spent time speaking with workers about the value of AFGE representation. **Cathie McQuiston** and **Gloria Myles**, Membership & Organization staff, played leading roles in the campaign.

Holiday Bonus Bucks

December 3, 2001—March 15, 2002

AFGE's Bonus Bucks campaign officially kicks off on December 3. The monetary awards and prizes this year are plentiful. First place winner—\$2,500. Second Place winner—\$1,000. And Third Place winner—\$500. Some prizes include AFGE polo shirts for each of the first 50 recruiters.

Recruiters can earn from \$40-\$55 for each new member they sign up. Be sure to look for a letter in the mail with details on how the program works. Winners will be announced by May 1, 2002. Contact your AFGE District Office or Local for more details.

Here's To Our Stewards

(To the tune of *Frosty the Snowman*)

Here's to our stewards!
They're the union's heart and soul
Every worker goes to these heroes
When injustice takes its toll!

Here's to our stewards!
When the conflict is intense
If the boss gets rough, they'll stand for us
They're our first line of defense.

There seems to be no end to grievance
forms that they compile
And they're completely awesome when they defend the rank-and-file!

Here's to our stewards!
They know every contract clause
Bring the New Year in by awarding them our unanimous applause!

Written by **Julie McCall**, Labor Heritage Project Director. For more union lyrics, log onto www.laborheritage.org.



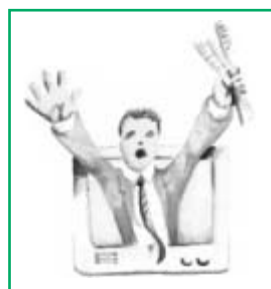
Worth Repeating

64 percent of Americans trust the federal government nearly always or most of the time "to do what's right."

Source: *Washington Post*

Conn. RN's Choose AFGE

Registered nurses (RN) at the Veterans Admin. Medical Center in West Haven, Conn., and four surrounding clinics overwhelmingly chose AFGE in October. The results of the election were 138 for AFGE and 48 for no union. Long working hours, calls to report to work at all times of the day and night, and subjective promotions were some of the issues in the representation campaign.



AFGE NEWS

AFGE Welcomes D.C. Attorneys

Attorneys working for the Office of Corporation Counsel (OCC) in Washington, D.C., chose AFGE in October by a vote of 99 to 4. OCC attorneys represent D.C. in court on civil and criminal matters. One major issue in this campaign was cost of living increases and pay equity with federal sector attorneys.

Calling All Guards

The *Government Standard* salutes the following AFGE members who have been called up or are on standby to be called up in the National Guard and Reserve: **Andrew Barnes** of **Local 387**, a VAMC Northport firefighter, has been activated in the N.Y. Air National Guard. Barnes is currently deployed. **Frank Indovino**, Chief Steward at **Local 2116**, representing the Merchant Marine Academy, was called up as a Navy reserve to work in the New York Harbor. **John W. McRae**, a Steward at **Local 2766** and a DVA Health Technician in Atlanta, has been placed on stand-by for the Army Reserves.

The *Government Standard* would like to recognize all of the AFGE members, or loved ones of members, who serve in the Reserves or the National Guard and have been called up to active duty. If you know of such a person, please send his or her name, AFGE Local number, job title, your contact information, and—if possible—a photograph. Send the notice and picture to: *The Government Standard*, ATTN: Calling All Guards, 80 F Street, NW, Washington, D.C. 20001. If you are sending a photo, be sure to identify everyone in the picture. All photos become property of the AFGE Communications Dept.

AMS (continued from page 1)

AMS, which has been battling lawsuits totaling hundreds-of-millions of dollars, is also a member of the Professional Services Council (PSC). PSC is a contractor-lobbying group that vehemently opposes AFGE's TRAC Act.

In July 2001, the Federal Retirement Thrift Investment Board filed a \$350 million lawsuit against AMS. The Board, which administers the Thrift Savings Plan (TSP) for the two biggest federal employee retirement systems, signed a contract with AMS in 1997 to create a record keeping system for TSP. According to the Board, "AMS has consistently failed to adhere to the numerous schedules it has established for delivery of the new system—all the while misleading the Board and delivering inferior interim products to it. AMS ultimately has demonstrated to the Board that it is unable to perform the contract under any timetable."

The Federal Retirement Thrift Investment Board is not the firm's first dissatisfied client. In Mississippi, AMS settled a lawsuit with the state for \$185 million last year. It took a jury 90 minutes to award Mississippi \$474.5 million for AMS's failure to provide a functional tax-processing system. In a press release, the state accused the company of "breach of contract, bad faith breach of contract, and misrepresentation."

In Ohio, AMS was hired to process child support payments. Today the company is a defendant in a class action lawsuit over the work it performed. Additionally, an investigation by the Ohio Office of Inspector General found that a former agency director approved large, sole-source contracts for AMS that have "an unavoidable appearance of impropriety."

Sources: Federal Retirement Thrift Investment Board, AMS, PSC, Mississippi State Tax Commission, ZD Net, and Ohio State Inspector General.

Attention Current & Former INS Employees

If you were an Immigration & Naturalization Service (INS) employee at any time from June 2, 1991 through May 1, 1998 (the claims period) and were not a supervisor during this entire period, please read the following information carefully.

AFGE is currently processing a Fair Labor Standards Act (FLSA) case that is worth millions of dollars to AFGE's INS bargaining unit members. AFGE is checking the accuracy of INS records of its AFGE bargaining unit employees during the claims period listed above. Please log on to AFGE's Web site, www.afge.org, and follow the instructions to check if you are currently recognized as a claimant in the FLSA case.

If you do not take the necessary steps to ensure that you are a recognized claimant, you will not receive payment at the conclusion of the case. If you have any further questions, please contact your INS Local.

COLA Settlement

AFGE members may be entitled to back pay under a cost-of-living allowance (COLA) settlement issued by the District Court of the Virgin Islands, Division of St. Croix. This class action settlement involves all persons who received a COLA while working in a non-foreign area as a civilian employees of the U.S. or a federal entity between October 1, 1990 and September 30, 2000. Non-foreign areas include Alaska, Hawaii, Guam/C.N.M.I., Puerto Rico, and the U.S. Virgin Islands. To learn more about this settlement, go to www.colasettlement.com or call the Settlement Administrator (toll-free) at (877) 480-2652. All Claim Verification forms must be received by the Settlement Administrator by February 17, 2002.

Collective Bargaining Manual

AFGE's Office of Labor-Management Relations has posted in the Members-Only portion of the AFGE Web site, www.afge.org, a draft of the revised collective bargaining manual. This draft, which is the first thorough revision of the manual in a number of years, focuses on negotiating strategies that will help to improve working conditions and job security without requiring months and years of bargaining. Additionally, OLMR has provided an e-mail address for comments and feedback on the draft. We'd like to hear from you!

Members Meet Civil Rights Leader



Local 3172's Howard Egerman (l) and **District 12's Duane Schuster** recently met Rep. **John L. Lewis** (D-Ga.), an inspiration to millions of Americans and thousands of federal employees for his dedication to civil rights and the public good.