

United DoD Workers Coalition

Nat'l Assn. of Aeronautical
Examiners

Nat'l Air Traffic Controllers Assn.

Professional Airways Systems
Specialists

Antilles Consolidated Education
Assn.

Int'l Brotherhood of Boilermakers

Assn. of Civilian Technicians

Communications Workers of
America

Federal Education Assn./NEA

Int'l Brotherhood of Electrical
Workers

Nat'l Federation of Federal
Employees

Fairchild Federal Employees Union

American Federation of Gov.
Employees

Nat'l Assn. of Gov. Employees

Int'l Guard Union of America

Int'l Assn. of Fire Fighters

Hawaii Council of Defense
Commissary Unions

Laborers' Int'l Union of
North America

Int'l Assn. of Machinists and
Aerospace Workers

Nat'l Marine Engineers Beneficial
Assn.

Int'l Organization of Masters,
Mates & Pilots

Metal Trades Dept., AFL-CIO

American Nurses Assn.

United American Nurses

Int'l Union of Operating Engineers

Int'l Union of Painters and Allied
Trades

United Assn. of Journeymen and
Apprentices of the Plumbing &
Pipe Fitting Industry of the U.S.
and Canada

United Power Trades Org.

Int'l Federation of Professional and
Technical Engineers

Retail, Wholesale, and
Department Store Union

Seafarers Int'l Union

Service Employees Int'l Union

Sport Air Traffic Controllers

American Federation of State,
County and Municipal Employees

American Federation of Teachers

Int'l Brotherhood of Teamsters

Int'l Assn. of Tool Craftsman

(List in-formation)

September 8, 2009

The Honorable Carl Levin
Senate Committee on Armed Services
228 Russell Senate Office Building
Washington, DC 20510

Dear Chairman Levin,

On behalf of the 36 labor organizations of the Department of Defense (DoD) Labor Coalition we are gravely concerned that despite our concerted efforts for more than six years the ill-advised Bush-era National Security Personnel System may be revived and again imposed on hundreds of thousands of federal civilian employees of the Department of Defense.

Language in Sec. 1101 of S. 1390, the National Defense Authorization Act FY 2010 includes a provision which—while it purports to terminate the NSPS—would grant DOD authority to set up a new pay-for-performance personnel system, complete with a pay pool (renamed), as long as that system is “fair, credible, and transparent.”

We urge you to reject that proposed section and adopt the House language sponsored by Rep. Carol Shea-Porter (D-NH) in HR 2647, Sec. 1112 and 1113 of The National Defense Authorization Act of FY 2010.

As Rep. Shea-Porter notes: “Numerous studies have shown that the implementation of NSPS has been plagued by inequities in how employees are compensated and rated. My amendment will prevent additional employees from being added to the system, and will move current NSPS employees back to the General Schedule within 12 months.”

The language of the Senate version would result in the same impact as the original language that was in the NSPS plan at its inception in 2003. It does not provide any meaningful congressional involvement, oversight or authority to define; “Fair, Credible and Transparent” nor does it provide any checks and balances to ensure that DOD will comply with even those vague and subjective terms.

As stated throughout the collaborative process, we are willing to work with this Administration, the Office of Personnel Management and Congress in addressing their concerns with the current pay system. We believe as co-equals we would be able to help improve personnel practices and labor relations within the Department of Defense and the Federal Government as a whole.

Sincerely,



Byron W. Charlton
Chairman UDWC