



August 15, 2005

VIA FACSIMILE AND FIRST CLASS MAIL

The Honorable Michael Chertoff  
Secretary of Homeland Security  
United States Department of Homeland Security  
Naval Security Station  
Nebraska and Massachusetts Avenues, N.W.  
Washington, D.C. 20528

Dear Secretary Chertoff:

I am writing to request a meeting with you to discuss a plan for working together to develop a personnel management system that meets the department's mission and respects and retains employees rights.

As you know, the U.S. District Court for the District of Columbia upheld NTEU's challenge that key provisions of DHS's personnel regulations are illegal and has blocked their implementation.

The prospect of coverage by the regulations has had a profound negative impact on the morale of the men and women of DHS who protect our nation's borders. Indeed, their morale is at an all-time low. DHS is lucky to have these dedicated employees working every day on behalf of our country. They are hard working, talented, and committed to the mission of DHS.

NTEU would like nothing more than to stand with DHS in endorsing a human resource system for DHS employees. This court decision and the Homeland Security Act's procedures, present a new opportunity to achieve that goal.

NTEU hopes that, under your leadership, DHS will engage in good faith efforts resulting in a revised system that DHS front-line employees can support. NTEU is willing to begin that process. Rest assured, however, NTEU remains fully committed to protecting the legal rights of DHS employees and will not hesitate to challenge any adjustments that do not fully satisfy legal requirements.

I am available to meet with you about these matters at your earliest opportunity.

Sincerely,

Colleen M. Kelley  
National President

cc: Director Springer (OPM)