

# 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)

October 1, 2007

Dear Conferee,

We the undersigned unions of the United DoD Workers Coalition (UDWC), representing 600,000 Department of Defense (DoD) civilian workers, urge you to support the inclusion of the House language reforming the National Security Personnel System (NSPS) as a part of the Fiscal Year 2008 (FY08) Defense Authorization Conference Report.

Both the House (H.R. 1585) and Senate (S. 1548) versions of this legislation, respectively, did include some language reforming NSPS. While the UDWC requests that you support the House language in full, we also find some aspects of the Senate-passed bill appealing as well. In this regard, the UDWC asks that you work to ensure that the following provisions are included in the final Conference Report:

- The House-passed NSPS reform language in its entirety;
- The Senate-passed language calling for a complete repeal of NSPS for DoD's wage grade workers;
- The House and Senate-passed language calling for all DoD labs to be exempted from NSPS.

The UDWC has been warning Congress for over four years now that NSPS is nothing more than an ideologically fueled attack on the devoted civilian workers at DoD. We have further advised Congress that the costs of this personnel system are not transparent and are far greater than the \$158 million price tag cited by the DoD. This was confirmed by a recent GAO Report (GAO-07-851), which stated that the \$158 million failed to include "any of the typical indirect costs associated with the design and implementation of NSPS." If an objective observer were to take into account the huge costs of NSPS, together with the multiple lawsuits and four wasted years of attempting to create NSPS, then one would likely come to the conclusion that this personnel system is not in fact the fair and impartial pay-for-performance system that it was originally sold as. All in all, this experiment to alter the personnel system under the guise of "national security" and so-called "flexibility" has been a failure and should be halted.

The DoD workforce has become a political football in an ideological attempt to strip away workers rights, including the constitutional right to organize. By supporting the legislative proposals cited above, we are asking you to do nothing more than restore to DoD civilians the rights that they have enjoyed for dozens of years.

On behalf of the 600,000 DoD workers that we represent, we ask that you work to adopt the above NSPS reform language as a part of the FY08 Defense Authorization Conference Report.

Sincerely,

AFL-CIO

American Federation of Government Employees (AFGE)

American Federation of Teachers (AFT)

Association of Civilian Technicians (ACT)

International Association of Machinists and Aerospace Workers (IAMAW)

International Association of Fire Fighters (IAFF)

International Brotherhood of Electrical Workers (IBEW)

International Brotherhood of Teamsters (IBT)

International Federation of Professional & Technical Engineers (IFPTE)

Laborers International Union of North America (LIUNA)

Marine Engineers' Beneficial Association (MEBA)

Metal Trades Department (MTD), AFL-CIO

National Association of Government Employees (NAGE-SEIU)

National Federation of Federal Employees (NFFE-IAMAW)

Federal Education Association (FEA)

Seafarers International Union/NMU

Service Employees International Union (SEIU)

United Power Trades Organization (UPTO)