

## NSPS Is Unfair to Defense Workers.

Fax to (202) 228-2862

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Senator John McCain  
241 Russell Senate Office Building  
Washington, D.C. 20510

Dear Senator McCain:

I am very upset about proposed Department of Defense (DoD) regulations to create the National Security Personnel System (NSPS). These rules, published on February 14, 2005, would affect pay, employee appeal rights, and collective bargaining for 700,000 civilian employees in the department. Please urge Secretary Rumsfeld to create a system that is fair to DoD employees.

Pay: The proposed regulations replace the General Schedule and the Federal Wage System with a pay-for-performance plan. Unfortunately, the proposed rules provide very little real information about the department's intentions. This means it is impossible to find out if the new system will protect accountability, fairness, and transparency. This system could increase civil service politicization and undercut federal wage levels, which still lag behind private sector pay.

Employee Appeal Rights: The personnel rules would establish an extremely high standard for the Merit Systems Protection Board to use when determining if an agency's discipline of an employee is appropriate. This standard, "wholly without justification," could prevent the department from ever reducing any disciplinary actions regardless of the circumstances.

The Right to Collective Bargaining: The draft regulations dramatically reduce the scope of collective bargaining. This limitation of bargaining rights would apply even to basic employee issues, including overtime, shift rotation, flextime, safety and health programs, and deployment away from the regular worksite. These issues have been negotiated successfully for years by employee representatives and DoD management.

In addition, the draft regulations replace the Federal Labor Relations Authority and the Federal Service Impasses Panel, which were both created by statute to be independent of any federal agency, with an internal board whose members are selected solely by the Secretary. This board would lack impartiality and undermine the credibility of the new collective bargaining system with employees.

Please urge Secretary Rumsfeld to make NSPS fair for all DoD employees. Please let me know how you stand on these issues. Loyal DoD employees should not be treated this way.

Sincerely,

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**American Federation of Government Employees, AFL-CIO**

## NSPS Is Unfair to Defense Workers.

Fax to (202) 225-6328

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Rep. Trent Franks  
1237 Longworth House Office Building  
Washington, D.C. 20515

Dear Rep. Franks:

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