

MONTHLY ALL-BUE NEWSLETTER

*News and Information from NFFE1998
Not to be read on governmental time*



A Message from NFFE 1998 Secretary Treasurer

On behalf of the National Officers of NFFE 1998, I would like to let you all know that we are here for you.

We know that for some offices there is no one presently from the Union in your office to represent you, but please feel free to reach out to the National Officers with any questions or concerns you might have. We are available via email at the National Officers email address, NFFE1998-NationalOfficers@state.gov. Or if you prefer, you could email any one of us directly or just give us a call!

- President - Lee Wentz
- Vice President - Boyd Hinton
- Chief Steward – John Kaucher
- Recording Secretary – Jason Vick
- Secretary Treasurer – Ryan Gallerani

These are trying times right now and we all need to stand together. Please know that we are here to support you in any way we can.

- Ryan Gallerani

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CARES Act

Coronavirus Aid, Relief and Economic Security Act

CARES ACT

Background: the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) was passed in the senate on 3/18/2020 and signed by President Trump on 3/18/2020. This amends some portions of the Family First Act passed in the House on 3/14/2020.

Important sections for Passport employees:

- **CARES Act: Title III Labor Provisions**

- **Section 4602 Emergency Paid Sick Leave Act Limitation** (This amended the Families First Coronavirus Response Act Section 5102)

"(f) *Limitations.--*

(1) *In general.--An employer shall not be required to pay more than either--*

(A) *\$511 per day and \$5,110 in the aggregate for each employee, when the employee is taking leave for a reason described in paragraph (1), (2), or (3) of section 5102(a); or*

(B) *\$200 per day and \$2,000 in the aggregate for each employee, when the employee is taking leave for a reason described in paragraph (4), (5), or (6) of section 5102(a).*

(2) *Expiration of requirement.-- An employer's requirement to provide paid leave with respect to a specific employee shall expire at the earlier of--*

(A) *the time when the employer has paid that employee for paid leave under this section for an equivalent of 80 hours of work; or*

(B) *upon the employee's return to work after taking paid leave under this section."*

- **Families First Coronavirus Response Act. Division E - Emergency Paid Sick Leave Act**

- **Section 5103 NOTICE**

- (a) **IN GENERAL.** – Each employer shall post and keep posted, in conspicuous places on the premises of the employer where notices to employees are customarily posted, a notice, to be prepared or approved by the Secretary of Labor, of the requirements described in this Act.
- (b) **MODEL NOTICE.** – Not later than 7 days after the date of enactment of this Act, the Secretary of Labor shall make publicly available a model of a notice that meets the requirements of subsection (a).

- **Section 5104 Prohibited Acts**

- It shall be unlawful for any employer to discharge, discipline, or in any other manner discriminate against any employee who –
 - (1) Takes leave in accordance with this Act; and
 - (2) Has filed any complaint or instituted or caused to be instituted any proceeding under or related to this Act (including a proceeding that seeks enforcement of this Act), or has testified or is about to testify in any such proceeding.

UNION HISTORY

We Work For America Everyday.

Who is NFFE?

The National Federation of Federal Employees ratified its constitution on September 17, 1917. NFFE is the oldest union representing federal employees, and the first union in the United States to represent civil service federal employees. When it was organized there was no retirement system, no classification system, leave and hours were not standardized, and there had been no salary increase for 50 years.

Currently, NFFE is represented by Randy L. Erwin, National President, and Dave Stamey, Secretary Treasurer.

Who does NFFE represent?

NFFE is a national union representing approximately 110,000 blue and white collar government workers across the United States. NFFE's headquarters are in Washington, D.C. and has 200 locals nation-wide. The highest concentration of union membership include the Department of Defense, the Forest Service, the Department of Veterans Affairs, General Service Administration, Passport Services, Park Services, Army Corps of Engineers Housing and Urban Development, and more [here](#).

NFFE was unique in its inclusion of women in the early 1900s, compared with other unions at the time. Florence Etheridge was elected to the first national council, making her one of the few women with leadership positions in labor at the time. Additionally, NFFE was as strong proponent of the Equal Pay Act in 1963.

What is NFFE Local 1998 ?

NFFE Local 1998 is a federal employees union that represents about 1300 bargaining unit members of Passport Services, including Acceptance Facility Oversight, Authentications, Law Enforcement Liaison, Strategic Planning, and Tech Operations.

NFFE Local 1998 came into official existence on October 19, 1981 when it was recognized as the exclusive representative of Passport Services' bargaining unit employees by the Federal Labor Relations Authority (FLRA).

Who Represents NFFE Local 1998?

Each office is entitled to a set number of local representatives based on how many BUEs are employed in the office (See Article 7 Sec 5). However, NFFE 1998 also has a group of elected officers that assist all agencies and direct the local's agenda each year. See the next page for a full list of the National Officers, Senior Stewards, and Local Representatives.



President Warren G. Harding and the NFFE Executive Council on the White House lawn in 1921.

MEMBER SPOTLIGHT

Have you met... Michael Rush?

1. What is one thing that doesn't belong on a pizza?
Anchovies
2. What is one cool thing to do you in the city of your agency?
Ghost trails
3. What is the one place you would like to travel to, anywhere in the world?
Australia
4. What is an interesting fact about you?
My love for rescuing chihuahuas
5. Do you have any hobbies?
Weapons research
6. What is your favorite breakfast food?
Nothing
7. What is your favorite section of the FAM?
Children's issuance
8. Do you speak any foreign languages?
Nope
9. Did you pick up a new hobby during COVID-19 Quarantine?
Pistol shooting every 2 weeks
10. What was your previous profession before joining Passports?
I.C.E. DHS detention and removal assistant



CDC EXPANSION OF HIGH-RISK PERSON CATEGORY

Some of you may have been made aware of the CDC recently broadening the list of those who qualify as high-risk for COVID-19. [We have made a posting on the website](#) with the entire expanded list for you. We urge you to take time during your break to look through this information in order to make an informed decision about working at your local agencies.

Additionally, we have posted items that an employee might request as an accommodation relating to COVID-19. BUE safety, health, and protection is of the highest priority to NFFE, and we are dedicated to keeping you informed of not only of news that directly impacts you but also your options and rights.

ARTICLE 6 EMPLOYEE RIGHTS & RESPONSIBILITIES

Section 3. MEETINGS: A bargaining unit employee has the right to be represented by the Union at:

a. **WEINGARTEN RIGHTS:** Any examination of the employee by a representative of the Employer in connection with an investigation if the employee reasonably believes that the examination may result in disciplinary action against the employee and the employee requests representation. Employees shall be provided annual notification of this Weingarten Right via a sole topic email within the two (2) months prior to Labor Day.

No action shall be taken against an employee because that employee requests representation. Once the employee requests a representative, the Department will not continue the examination or engage in any subsequent examination of the employee without providing the opportunity for the representative to be present. However, nothing shall preclude the Employer from not having the examination at all or continuing the examination without representation if the employee so elects to continue the examination.

When it is necessary for the Union to assign a representative that is not a Union representative at the Local Office where the proceeding takes place, either as a replacement for an absent Union representative or where there was no local Union representation to begin with, the parties agree that the representation may occur by telephone conference call, or by video conference, if available.

Further, a bargaining unit employee who is not being directly investigated, but simply examined in connection with another employee's examination, also has the full rights as described under Weingarten Rights. A simple gathering of facts may inadvertently lead to self-incriminatory information related to violations of law, rule, or agency policy as well as negotiated policy.

If your local representative is not in the office and you need assistance or want to relay concerns please contact any of the National Officers by using the email: nffe1998-nationalofficers@state.gov or nffe1998Comm@gmail.com

National Officers

- **President** Lee Wentz
- **Vice President** Boyd Hinton
- **Recording Secretary** Jason Vick
- **Secretary-Treasurer** Ryan Gallerani
- **Chief Steward** John Kaucher
- **Trustee** Robin Mullen
- **Trustee** Corinne Nielsen
- **Trustee** Anton Moysenko
- **Conductor Sentinel** Tony Shimmin
- **Communicator** Haley (Elizabeth) Larkin
- **Educator** Bethany Carlet
- **Webmaster** Daniel Sanders

Center Senior Stewards and Stewards

- **Arkansas Passport Center:**
 - David Reimer
- **Charleston Passport Center:**
 - Jonah Baker
- **National Passport Center**
 - Helen Bechard
 - Bob Robinson
 - Susan Souliere
 - Teresa Banks
 - Julie Geissler
 - Corinne Nielsen
- **New Orleans Passport Center:**
 - Debra Reese-Jolly
 - Jeanette Triplett
- **Western Passport Center:**
 - Patricia Spencer
 - Haley (Elizabeth) Larkin

Agency Senior Stewards and Stewards

- **Atlanta Passport Agency:** Katina Carter
- **Boston Passport Agency:** Conor McGee
- **Buffalo Passport Agency:** Jeri Titus
- **Chicago Passport Agency:** Vacant
- **Colorado Passport Agency:** Eugene (Deric) Roach
- **Connecticut Passport Agency:** Charles Kallay
- **Dallas Passport Agency:** Antonio Chrestotholos
- **Detroit Passport Agency:** John Caraway
- **El Paso Passport Agency:** Karla Whitesides
- **Honolulu Passport Agency:** Vacant
- **Houston Passport Agency:** Daniel Sanders and Bethany Carlet
- **Los Angeles Passport Agency:** Ronald Gibson
- **Miami Passport Agency:** Dana Sibley
- **Minneapolis Passport Agency:** Benjamin Voas
- **New York Passport Agency:** Richard Phelps
- **Philadelphia Passport Agency:** Carolanne McAdams
- **San Diego Passport Agency:** Alexander Abrego
- **San Francisco Passport Agency:** Gregory Havet
- **San Juan Passport Agency:** Gail Calderon-Ramos
- **Seattle Passport Agency:** Richard Hirschberg-Sines And Tricia Buzzard
- **Special Issuance Agency:** Ameshia Robinson
- **Vermont Passport Agency:** Vacant
- **Washington Passport Agency:** Intisar Na'im

Senior Stewards

- **Acceptance Facility Oversight** Lu Ann Johnson
- **Technology Operations** Chana Turner
- **Strategic Planning** Vacant
- **Offices of Law Enforcement Liaison** Gerald Moore
- **Office of Authentication** Leo Muldoon

What YOU Can Do

Here are just a few ways that you can get involved:

- If you aren't already a member, join us and make us stronger in numbers. Visit [here](#) for more information.
- Are you already a member? [Join a committee!](#)
- Talk with your local Union stewards about your concerns, opinions, or ideas.
- If your local steward is not available, reach out to your National Officers through NFFE1998NationalOfficers@state.gov
- Call [Congress](#).

- Here is a sample script:

“Hello, I’m a constituent of (insert legislator’s name) and would like to make a comment to Senator/Representative (enter name) regarding the congressional insistence on Department of State to recall the Passport Specialist to work before negotiations between management and local NFFE 1998 had been completed.

I understand that the thrust was for specialists to telework, however we have been waiting for a program called Consular One for years, which would enable us to process more efficiently, and telework if the circumstances arise.

I urge you to focus this burden on the State Department to finish this Consular One program to enable Passport Specialists the technology and ability to continue our vital work for the public.”

[Fast Facts: COVID-19 survival on Surfaces](#)

[According to the CDC:](#)

- Cardboard:** 24 hours
- Wood:** 4 days
- Glass:** 5 days
- Copper surfaces:** 4 hours
- Plastic and Stainless Steel:** 3 days
- Fabric:** 24 hours
- Paper:** Very porous, therefore doesn't last long



Useful Websites:

- [NFFE National Website](#)
- [NFFE 1998 Website](#)
- [CDC](#)
- [WHO](#)
- [Travel.State.gov](#)
- [DOS/MED](#)