

**PHIL GLOVER C-33 NATIONAL**

**NORTHEAST REGIONAL VP**

**LOCAL 3951, 1<sup>ST</sup> VP**

**GLOVERL3951@AOL.COM**

**CELL: 814-243-6764**

**WK: 814-472-4140**

# SOME BACKGROUND

US ARMY, FT. BRAGG, NC, 2 SEPARATE TOURS

118<sup>TH</sup> MP CO (ABN) 18<sup>TH</sup> AIRBORNE CORPS

505<sup>TH</sup> PARACHUTE INFANTRY REGIMENT, 82<sup>ND</sup>  
AIRBORNE DIVISION

20 ½ YEARS FEDERAL BUREAU OF PRISONS

ACTIVE IN AFGE SINCE 1991

LOCAL PRESIDENT

REGIONAL VICE PRESIDENT

COUNCIL PRESIDENT, NATIONAL LEGISLATIVE  
COORDINATOR

# PRISON LOBBYING

- FROM 2002 TO 2009 ADDED 2.2 BILLION IN FUNDING ABOVE THE PRESIDENTS REQUESTS
- STOPPED USE OF FUNDS TO USE A-76 STUDIES FOR CONTRACTING OUT
- PUT STUDIES INTO LAW ON HEALTH AND SAFETY OF CORRECTIONAL OFFICERS
- PUSHED FOR NUMEROUS GAO REPORTS LOOKING AT OPERATIONS AND ADMINISTRATION OF FEDERAL PRISONS

# AFGE, LEGISLATIVE

- 1 DEPARTMENT HEAD
- 1 DEPUTY
- 5 LOBBYISTS
- 6 LEGISLATIVE/POLITICAL ORGANIZERS
  
- THIS TO COVER ALL AFGE ISSUES IN 50 STATES

# COVERING THE COUNTRY

- MUST HAVE GRASSROOTS LOBBYING
- YOU TELL YOUR STORY BEST
- AFGE DOES NOT HAVE ENOUGH PEOPLE TO HANDLE BIG ISSUES LIKE PAY AND RETIREMENT AND DEAL WITH INDIVIDUAL AGENCY ITEMS
- NEED LOCAL LEADERS TO ENGAGE IN YOUR ISSUES

# LEGISLATIVE ACTION

IDENTIFY IMMEDIATE ISSUES (PAY FREEZE)

IDENTIFY LONG TERM ISSUES (HOLIDAY PAY)

DETERMINE THE PROBLEM/SOLUTION

WHERE IS THE ISSUE FIXED? REGULATION, LAW

WHO CAN FIX IT? CONGRESS, AGENCY HEAD?

# INFORMATION SOURCES

[WWW.AFGEFIREFIGHTERS.ORG](http://WWW.AFGEFIREFIGHTERS.ORG)

[WWW.AFGE.ORG](http://WWW.AFGE.ORG)

[WWW.OPM.GOV](http://WWW.OPM.GOV)

[WWW.GPOACCESS.GOV](http://WWW.GPOACCESS.GOV)

[WWW.HOUSE.GOV](http://WWW.HOUSE.GOV)

[WWW.SENATE.GOV](http://WWW.SENATE.GOV)

[WWW.THOMAS.LOC.GOV](http://WWW.THOMAS.LOC.GOV)



# LEGISLATIVE ACTION

WHILE WE HAVE A RESPONSIBILITY TO WORK ON ISSUES OF CONCERN TO THE WHOLE FEDERATION

DIFFERENT GROUPS WITHIN AFGE HAVE THEIR OWN NEEDS AND CRITICAL ISSUES

FIREFIGHTERS, LAW ENFORCEMENT, EMERGENCY RESPONDERS MUST BE ACTIVE IN TAKING OUR MESSAGE TO CONGRESS AND THE WHITE HOUSE

# PAY AND BENEFITS

SINCE LAST MAY, OUR PAY AND BENEFITS HAVE BEEN UNDER ATTACK.

THERE HAVE BEEN NO EXEMPTIONS FOR FIREFIGHTER, LEO, EMERGENCY RESPONDERS PAY OR RETIREMENT

CHANGES FROM A HIGH 3 CALCULATION ON RETIREMENT TO A HIGH 5 WILL AFFECT US MORE SEVERELY THAN NORMAL GOVERNMENT EMPLOYEES DUE TO OUR SHORTENED RETIREMENT

# PENSION ISSUE

- GO TO AFGE “THEY CUT, YOU PAY” PENSION CUT CALCULATOR AT
- <http://theycutyoupay.afge.org>
- TO SEE WHAT YOU WILL LOSE IN RETIREMENT BENEFITS FROM A HIGH 3 CALCULATION TO A HIGH 5 CALCULATION

# AGENCY BUDGET ISSUES

ACROSS THE BOARD AGENCY CUTS DO NOT TAKE INTO ACCOUNT THE JOBS WE DO

AS EMPLOYEES AND UNION LEADERS, WE MUST DESCRIBE THE PROBLEMS ASSOCIATED WITH THESE IDEAS TO OUR CONGRESSMAN AND WOMEN

WE MUST CREATE “CHAMPIONS” FOR OUR ISSUES

# CONTINUING RESOLUTIONS

CONTINUING RESOLUTIONS CHIP AWAY AT  
AGENCY BUDGETS

CURRENT CONTINUING RESOLUTION PASSED FOR  
3 WEEKS, THE 5<sup>TH</sup> C.R. OF THE FISCAL YEAR

GOAL OF SOME IN CONGRESS TO CUT BACK TO  
2008 FUNDING LEVELS, WITHOUT MEASURING  
HOW THIS AFFECTS AGENCY MISSIONS

# PROPOSED CUTS

- AGENCY BUDGETS WOULD RETURN TO 2008 FUNDING LEVELS:
- VA 2008, 278,565 FTE'S, 2011, 298,000 FTE'S
- EPA 2008, 17,324 2011, 17,521
- SSA 2008, 60,470 2011, 67,603
- FSIS 2008, 7,800 2011, 9,397
- BOP 2008, 35,143 2011, 41,882
- DOD 2008, 652,000 2011, 740,000

# OUR ISSUES LEND THEMSELVES TO BI-PARTISANSHIP

REPUBLICANS, DEMOCRATS AND INDEPENDANTS  
GENERALLY SUPPORT LEO/FIREFIGHTER  
ACTIVITIES

WE MUST EXPLAIN HOW CUTTING BUDGETS TO  
2008 FUNDING LEVELS WILL AFFECT OUR  
WORKING CONDITIONS

UNDERSTAFFED AND UNDERFUNDED WORKSITES  
DO NOT KEEP ANYONE SAFE IN THEIR DISTRICTS/  
COMMUNITIES

# WE MUST ADDRESS THE MISINFORMATION ABOUT OUR PAY AND BENEFITS

TO MANY PEOPLE BELIEVE WE MAKE TOO MUCH MONEY, HAVE FULLY FUNDED HEALTH CARE AND FULLY FUNDED RETIREMENTS

IT IS UP TO US TO EDUCATE OUR NEIGHBORS/  
COMMUNITIES AND CONGRESSIONAL LEADERS

MANY OF US ARE ACTIVE IN OUR LOCAL  
COMMUNITIES WE HAVE TO REMIND PEOPLE  
WHAT WE DO AS WORKERS

# Federal workers earning double their private counterparts

Updated 8/13/2010 10:53 AM

**By Dennis Cauchon, USA TODAY**

At a time when workers' pay and benefits have stagnated, federal employees' average compensation has grown to more than double what private sector workers earn, a USA TODAY analysis finds.

# The \$100,000 question: How much pay is too much for a federal employee?

By Alyssa Rosenberg [arosenberg@govexec.com](mailto:arosenberg@govexec.com) March 5, 2010

- In recent days, Rep. Joe Barton, R-Texas, requested that a number of federal agencies report to him on how many of their employees make \$100,000 or more, and whether those numbers have increased in recent years. And *USA Today*, using Bureau of Labor Statistics data, [reported on Friday](#) that for 216 jobs for which there was both public and private sector pay data, 180 of those positions had higher average salaries in the federal government.

# CUT EARLY RETIREMENT SUPPLEMENT, MOVE FROM HIGH 3 TO HIGH 5 CALCULATION

- **Update Federal Employee Pensions To Reflect Private Sector Practices**

**Saves: \$4.5+ billion over ten years**

Initial pension benefits for federal civilian employees are calculated based on the average of employee's highest earnings over three consecutive years. By contrast, the private sector commonly bases benefits on a five year average. The Federal government also provides civilian employees (including Members of Congress and staff) with a benefit not normally offered to private sector employees: Federal employees who retire at age 55 or older with at least 30 years of service or at age 60 with at least 20 years of service receive an early benefit equivalent to Social Security until they reach 62. This proposal would eliminate the early retirement benefit for those who voluntarily retire early and would base pensions on the average earnings over five years.

# SPECIFIC ISSUES

INCREASE FUNDING TO AGENCIES PROVIDING FIRE AND EMERGENCY SERVICES ESPECIALLY TO MEET MANDATORY STAFFING STANDARDS

PROVIDE THE ABILITY TO TRADE TIME WITHIN A PERIOD UP TO ONE YEAR

AMEND THE DEFINITION OF GS-081 SERIES TO REFLECT FULL RANGE OF DUTIES

# SPECIFIC ISSUES CONTINUED

CORRECT HOLIDAY PAY, BRING IT IN LINE WITH  
OTHER LAW ENFORCEMENT AGENCIES

DEEM FIRE AND EMERGENCY SERVICES  
“INHERENTLY GOVERNMENTAL”, CONTRACT IN  
THESE SERVICES

EXEMPT FEDERAL FIRE FIGHTERS FROM THE 10  
PERCENT PENALTY ON EARLY WITHDRAWALS  
FROM THEIR THRIFT SAVINGS PLAN

# HOW TO MOVE THESE ISSUES

IDENTIFY LOCAL MEMBERS WITH AN INTEREST IN  
LEGISLATIVE ACTION

FIND SOMEONE WHO IS INTERESTED IN A SPECIFIC  
ITEM (HOLIDAY PAY OR RETIREMENT ISSUES)

BIG ITEMS NEED NATIONAL COORDINATION,  
DIRECTION

# MOVE ISSUES

IDENTIFY CONGRESSIONAL MEMBER IN YOUR DISTRICT

SCHEDULE MEETING WITH DISTRICT OFFICE, NOT ALL LOBBYING TAKES PLACE IN WASHINGTON, DC

LAY OUT ISSUES AND SEE WHAT ISSUES THEY AGREE WITH, WHAT THEY ARE WILLING TO DO?



# MOVING ISSUES

DON'T SPEAK OR WRITE IN ACRONYM'S (WE ALL HAVE THEM)

DO LETTERS TO THE EDITOR TO EDUCATE THE PUBLIC

MEET LOCAL REPORTERS, TELL THE STORY,  
UNDERFUNDED FIRE AND EMERGENCY SERVICES  
CREATE UNSAFE COMMUNITIES



# MOVING ISSUES

LETTERS TO CONGRESS, THE ADMINISTRATION

PETITIONS, PHONE CALLS, FAXES

FAMILY MEMBERS

AGAIN, IF THEY HEAR NOTHING FROM YOUR  
WORKSITE, THEY DON'T FEEL THE PROBLEM

# LEGISLATIVE ACTION/POLITICAL ACTION

LEGISLATIVE ACTIVITY IS DIFFERENT THAN POLITICAL ACTIVITY

POLITICAL ACTIVITY IS COVERED BY THE HATCH ACT FOR FEDERAL EMPLOYEES

LEGISLATIVE ACTION CAN NORMALLY BE DONE ON THE WORKSITE, EITHER DURING LUNCH, BEFORE /AFTER WORK (SHIFT CHANGES)

# HATCH ACT

- PROHIBITED ITEMS
- being candidates for public office in partisan political elections; or  
engaging in political activity while:  
on duty;
- in a government office;  
wearing an official uniform; or  
using a government vehicle

# HATCH ACT

- WHILE OFF DUTY, OFF SITE, OUT OF UNIFORM
- DISPLAY BUMPER STICKERS (NO CANDIDATE BUTTONS AT WORK)
- ATTEND A CANDIDATE RALLY
- PUT UP YARD SIGNS
- VOLUNTEER ON A CAMPAIGN
- DISTRIBUTE LITERATURE
- PHONE BANKING

# UNION VETERAN'S COUNCIL

- AFL-CIO AT IT'S NATIONAL CONVENTION CREATED THE UNION VETERAN'S COUNCIL
- CREATED TO FOCUS ON UNION VETERAN'S ISSUES OF HEALTHCARE, JOBS, TRAINING AND SUPPORT FOR RETURNING YOUNG VETERANS
- MORE THAN 2 MILLION UNION MEMBERS ARE VETERANS
- [WWW.UNIONVETERANS.ORG](http://WWW.UNIONVETERANS.ORG)



# QUESTIONS