

United DoD Workers Coalition

June 15, 2005

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)

Honorable Gordon England
Acting Deputy Secretary of Defense
1010 Defense Pentagon
Washington DC 20301-1010

Dear Secretary England:

We enclose for your review the Coalition's paper entitled "Contrasting Plans for DoD: Labor's Proposals for Positive Change versus Management's Unlawful Return to the 19th Century."

As we have said from the beginning, the civilian employees represented by the unions are patriots who are fully committed to our nation and the mission. Most are veterans who have served to defend our rights and values. In representing the values and interests of these dedicated employees, we have tried to make it clear that we would work with DoD management representatives to craft and support real positive change. But the employees and their elected representatives will never accept someone's radical agenda to simply strip away their rights to collective bargaining and fair due process. Nor will they accept a pay for patronage plan that is designed to suppress future wages.

NSPS represents an opportunity for substantial positive change or an opportunity for failure, wasted resources and harm to organizational performance. Change that can be fully supported by both management and the employee representatives will have a very high probability for successful implementation with all due speed.

It would be foolhardy for DoD management to ignore significant positive successful change in order to attempt to impose an arbitrary management system reminiscent of the 19th century. Whatever the reasons for DoD's agenda, it will create anger and turmoil in the workplace. These proud DoD employees who have risen to DoD's call on every occasion will not accept being treated in such a demeaning way. Not only will the employees be dishonored and mistreated, but the mission will likely suffer as a result of a workforce that will be demoralized and upset. We are dismayed that DoD management representatives seem to have chosen this path that will ultimately undermine the DoD's critical mission in the years to come.

Let us repeat that the dedicated Americans we represent and their unions want DoD to be the most successful agency in the world and are prepared to support significant positive change. Despite the fact that DoD representatives failed to offer any serious rationale or evidence for their regressive, unlawful changes, the union representatives have put together a serious package of proposals for real change addressing the expressed interests of DoD and the statute. We hope that you and the Secretary will reverse what has been a sham process in which DoD has ignored the legislative intent, the 58,000 public comments and the employee union representatives in the "meet and confer" process at DoD.

Sincerely,

United DoD Workers Coalition