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National President

Eugene Hudson, Jr.
National Secretary-Treasurer

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National Vice President for
Women and Fair Practices

November 29, 2012

In re: Cardin Amendment (#3025) to the NDAA

Dear Senator:

On behalf of the American Federation of Government Employees, AFL-CIO, which represents more than 650,000 federal employees, including 200,000 in the Department of Defense (DoD), I urge you to support the amendment (#3025) to be offered by Senator Cardin to strike Section 341 of the FY13 National Defense Authorization Act (NDAA).

Section 341 would arbitrarily reduce the Department of Defense's (DoD) civilian workforce by as many as 36,000 positions. With the drawdown in the Middle East and the need to reduce spending, it is inevitable that the military, civilian, and contractor workforces will be reduced. However, it is imperative that such reductions be based on workload analysis in which the President and Congress determine which functions the Department will no longer perform and then reduce those workforces accordingly. Insisting that DoD do the same with less is anything but courageous.

The White House "objects to section 341 (because it) would require savings in the civilian and service contractor workforces in excess of \$5 billion over planned savings through FY 2017. The Administration believes the size of the civilian workforce should be determined based on workload and funding, not on arbitrary comparisons to the military. To comply with this legislation, the Department would need to significantly divest workload and impose workforce caps."

DoD has already endorsed Senator Cardin's amendment: "We VERY STRONGLY support SA 3025 as introduced by Senator Cardin. As you know, the Department has expressed significant reservations and concerns with section 341 as introduced by Senator McCain, which this amendment would strike...SA 3025 would replace the original section 341 language with language that is acceptable to the Department and would allow the DoD to appropriately size its workforce to meet mission workload, while maintaining necessary flexibility to address risk, operational readiness needs, and funding availability."

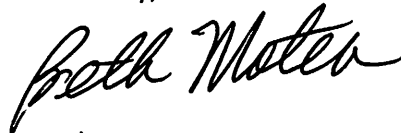
"SA 3025 proposed language is consistent with our current policies and practices regarding the Department's sourcing of functions and work among military, civilian, and contracted services. Rather than mandating reductions in the civilian and contracted services elements of our Total Force based on reductions to military end-strength levels, SA 3025 would allow the Department

the management flexibilities needed to ensure that we have a sufficient number of federal civilian personnel to meet the support needs of our military forces. Additionally, it retains for the Secretary of Defense the necessary flexibility and discretionary authority needed to be sure that military or federal civilians are performing all inherently governmental jobs, and that sufficient levels of civilians are available to perform critical oversight, management, and readiness functions of the Department."

The Cardin Amendment has been endorsed by stakeholders from the AFL-CIO to the contractors' Professional Services Council. There is no comparable language in the House NDAA. In fact, the House Armed Services Committee has strongly opposed Section 341 in pre-conference discussions.

Please contact John Threlkeld (threli@afge.org) in AFGE's Legislative Department if you have any questions. Thank you for your consideration of our views.

Sincerely,

A handwritten signature in black ink that reads "Beth Moten". The signature is written in a cursive, flowing style.

Beth Moten
Legislative and Political Director