



## Remember in November

**Hiring Freezes**

**Save Social Security** Attempted Retirement Cuts

**Privatizing Prisons** **Privatizing the VA**

Attempted Pay Cut of 6% **Gutting Agency Missions**

**Anti-union Presidential Executive Orders**

**Muzzle Civil Service** Shutdown Threats

**Pay Freeze** **50,000 Vacancies in VA**

**6,000 Vacancies Hurt Officer Safety** Anti-union Agency Leaders

Ending Fairness on the Job **Deny Veteran Care**

**Erode Civil Service** Scientific Integrity

**TSA Privatization**

## Your Vote is Your Voice

This November, vote for candidates who stand for working families.



## A Message from AFGE's National President *J. David Cox Sr.*

**B**rothers and Sisters,  
What a difference two months can make! When I last wrote to you, we were still awaiting our day in court to challenge President Trump's democracy-busting, union-busting, worker-busting executive orders. Although I knew we were on the right side of justice, a victory was far from certain.

That's why we organized a nationwide day of action on July 25, as AFGE's attorneys prepared to make their case before a federal judge, to demonstrate to everyone just what was at stake. AFGE locals organized more than 65 rallies across the country, and in D.C. I joined with more than 2,000 AFGE members and allies from dozens of fellow unions who gathered outside the federal courthouse to protest these unjust and illegal executive orders.

Almost one month to the day after oral arguments, we got our decision – the judge ruled that President Trump had violated the law by attempting to deny more than 2 million federal workers their legal right to representation.

This was an amazing victory – one that would not have happened without your activism. So thank you to every person who stood with us, spoke out with us, and fought with us.

*But our fight is far from over. This November's election is more important than ever.*

We need to do everything we can to elect leaders to every level of government – from city council and the statehouse to the U.S. Congress and Senate – who will stand up for public-sector workers and the services we deliver.

That means talking to your friends, family, and neighbors about this election and what's at stake. It means knocking on doors or picking up the phone to encourage fellow union members to support candidates who support working people. And it certainly means casting your vote on Election Day!

This election is so important, we will be holding a Weekend of Action on Oct. 20 and 21 for locals, councils, and districts to participate in labor walks, phone banking, or other events. I know how busy we all are, but I'm asking each and every one of you to devote at least a few hours to help build support for our endorsed candidates and encourage union families to demonstrate our collective strength at the ballot box on Nov. 6.

This Labor Day, I took a moment to thank my lucky stars for all the brave trade unionists who came before us, and I pray for the same strength to be present in all of us as we try to change the tide of history in our favor – for D.C. government workers, for federal employees, and for all working families.

In Solidarity,

### AFGE—THE GOVERNMENT STANDARD

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**Dr. Everett B. Kelley** National Secretary-Treasurer  
**Jeremy A. Lannan** National Vice President for Women and Fair Practices

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- District 4 — *Dan Doyle*, 410.480.1820; MD, NC, VA, WV.
- District 5 — *TBD*, 770.907.2055; AL, FL, GA, SC, TN, Virgin Islands, Puerto Rico.
- District 6 — *Arnold Scott*, 317.755.2093; IN, KY, OH.
- District 7 — *Dorothy James*, 312.421.6245; IL, MI, WI.
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- District 9 — *Michael Kelly*, 405.670.2656; AR, KS, MO, OK.
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- District 14 — *Eric Bunn Sr.*, 202.639.6447; District of Columbia, Montgomery and Prince George's Counties in Maryland; Arlington and Fairfax Counties, the City of Alexandria in Virginia and Europe.

# AFGE Endorsed Candidates to Bring Wins for Workers



*With endorsements for everything from county-wide to state-wide races, AFGE is investing in getting pro-worker officials elected in every level of government.*

In addition to announcing our support of candidates in press releases and online publications, AFGE has held numerous town halls and rallies with candidates attending and speaking on behalf of workers and veterans.

**But, there is much more to be done before Tuesday, November 6.**

In the coming months, our union will be sending staff to Arizona, Florida, Illinois, Michigan, Minnesota, Missouri, Montana, Nevada, Ohio, Pennsylvania, and Wisconsin and hosting phone banks at headquarters to win over voters and inform the public about the candidates who stand with us. We'll also start holding labor walks in those and other states starting this month.

## October 20-21 is AFGE's Weekend of Action

Locals, councils, and districts are encouraged to sign up with AFGE to hold a phone bank, labor walk, or volunteer event that weekend to get out the vote and grow support for their local candidate.



**Learn more at [www.afge.org/vote2018](http://www.afge.org/vote2018)**

It's become common to call each election "the most important one yet," but when working people stare down the reality of another two years with an anti-worker White House, Congress, and Supreme Court, it's safe to say this one matters the most.

Here's what you need to know:

## U.S. House of Representatives

Republicans have a strong 236 to 193 majority in the House. With 109 races in the "lean" or "toss-up" categories, there are a lot of opportunities to elect representatives who have working peoples' best interests at heart. If we are able to win this election, we could finally see action taken on bills like H.R. 2309 – Rights for Transportation Security Officers Act of 2017 – and could avoid future assaults like the VA MISSION Act.

## U.S. Senate

In the Senate, Republicans have a narrow majority. This year, far more Democrats than Republicans are defending their seats. AFGE members must focus in the upcoming months on making sure candidates who want to protect our pay, our pensions, and our rights at work are elected to the Senate so we can continue winning legislative victories against the constant threats to our livelihoods.

## What is AFGE Doing About it?

This year, AFGE has already endorsed 372 candidates from 48 states, the District of Columbia, Puerto Rico, and both major political parties.

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# This is What Democracy Looks Like:



AFGE members stand hand-in-hand at the 41st National Convention

**O**ur union's 41st convention wrapped up Aug. 17 with a strong message to the politicians, agency heads, and managers who are actively undermining government employees and our democracy: We are fighting to win, and we will win.

More than 1,560 union leaders and activists gathered in Las Vegas for the five-day convention at one of the most critical times in our union's history. Our members came together to show unity and our commitment to serving the American people and protecting our constitutional rights to join a union and have our voices heard.

**Here's a recap of what took place at the 2018 convention:**

## 3 Officers Elected

Our members came together and:

- Re-elected J. David Cox Sr. as National President.
- Elected Everett Kelley as National Secretary-Treasurer
- Elected Jeremy Lannan as National Vice President for Women and Fair Practices.

## Emeritus Officers Honored

Our union voted to name four former national officers as emeritus officers:

- Former NST Joe Flynn,
- Former District 3 NVP Keith Hill,

- Former District 8 NVP Jane Nygaard, and
- Former NVP for Women and Fair Practices Augusta Y. Thomas.

## Outstanding Activists Recognized

Our union has many talented members who not only believe in our causes but also live up to them by dedicating their time to make our union and local communities better. Please join us in congratulating these amazing members for winning the well-deserved awards:

- Philip Randolph-Hubert H. Humphrey Award for outstanding community service: Cassandra Butler, Social Security Administration
- Bernice B. Heffner Women's Achievement Award: Keena Smith, Department of Veterans Affairs
- Ed Klein Political Action Award: Jim Rihel, Department of Veterans Affairs

## Special Organizing Award Presented

Local 1633 representing VA employees in Houston, Texas won this year's special organizing award. Accepting the award, Local President Mike King told a story of our members' resiliency during Hurricane Harvey, which devastated Houston last year.

For four days and four nights, our members who worked at the VA hospital made the hospital their temporary home so that they could take care of the 400 veterans who remained at the hospital. "This is

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# A Recap of the AFGE National Convention



what AFGE is all about. We stand with the people. We fight for the people,” King said.

## Resolutions Adopted

Delegates adopted several resolutions, such as:

**#1022** – Reduces the per capita tax for special retiree affiliates from \$4.16 per month to \$2 per month. Special retiree affiliates are those who may not hold office or vote in AFGE elections.

**#1026** – Adds an anti-harassment policy to the constitution.

**#1032** – Requires that all AFGE policies be available on the website as soon as possible and on an ongoing basis.

For a complete list go to [www.afge.org/adopted-resolutions](http://www.afge.org/adopted-resolutions)

## Inspired To Keep On The Fight

West Virginia teachers addressed the convention and inspired our members with their story of how teachers stood together to fight for what’s right and won.

## Fired Up!

A number of special guest speakers rallied the crowd of AFGE delegates and encouraged all members to get involved and keep up the fight.

D. Taylor, UNITE HERE National President, spoke about the importance of organizing for victory. Lee Saunders, AFSCME National President, stood in solidarity with AFGE delegates as both our unions fight for the future of public sector unions. Congresswoman Jacky Rosen from Nevada’s 3rd District encouraged AFGE members to get out and vote in November. And AFL-CIO Secretary-Treasurer Liz Schuler fired up the crowd and thanked AFGE members for their service and dedication to our country.

For more photos of the 41st National Convention visit [www.Flickr.com/AFGE](http://www.Flickr.com/AFGE)



AFGE District 3 delegate Lori Lydic speaks during convention

# Tell Congress: Pass a Clean Budget



Lawmakers, community organizations and unions gather to protest the President's proposed budget.

**A**fter enduring two government shutdowns in 2018, federal workers are preparing for an unprecedented third this year.

Despite President Trump's efforts to shut down the government over immigration and the border wall – and a galling tweet stating “A government shutdown is a very small price to pay” – the 2.1 million federal public servants who keep this country running know

what's at stake and what it costs.

During the lead-up to each potential shutdown, working people must take valuable time out of their workday to create plans in the event they were sent home from work without pay during a shutdown. According to the Government Accountability Office, this prolonged threat not only kills productivity, but hurts morale as workers are forced to live in fear of having their work and pay interrupted once a shutdown occurs.

Taxpayers bear a large brunt of the damage from a shutdown. For example, in 2013, the government shutdown took **\$24 billion** out of the U.S. economy and reduced projected fourth-quarter GDP growth from 3 percent to 2.4 percent.

***Call your lawmakers at (877) 528-8536 and tell them: pass a clean budget by September 30, 2018, and stop using my job as a bargaining chip!***

## WFP50: 50 Years of Fighting for Civil Rights

**A**t this year's convention, AFGE again made history by electing one of the youngest national officers and first openly gay man to serve as the National Vice President for Women and Fair Practices. AFGE is one of the few unions in the AFL-CIO with a department dedicated to ensuring that fighting for racial justice and social justice isn't just a footnote in the labor movement's history book.

It is fitting that this year also marks the 50th anniversary of AFGE's commitment to civil rights.

At the 1968 convention AFGE members responded to a rising tide of racial unrest and put forth a resolution to establish a civil rights department. The policy statement directed the new department “to further equal opportunity for all in our union, in government employment, and in the Nation....”

Fifty years later, NVP for WFP Jeremy Lannan promises to uphold WFP's commitment to diversity, justice and equality! “Being an openly gay national officer...we continue to break down barriers,” Lannan said at the AFL-CIO Pride at Work Convention. “I will use my voice to make sure other voices are being heard!”



**IMPORTANT:** This information should not be downloaded using government equipment, read during duty time or sent to others using government equipment, because it suggests action to be taken in support or against legislation. Do not use your government email address or government phone in contacting your Member of Congress.

## AFGE Wins Big Against Trump Executive Orders, Retirement Cuts



### Judge Overturns Trump's Anti-Worker Orders

In a highly anticipated decision, after AFGE led the legal battle against union-busting, democracy-busting EOs, a federal judge ruled Aug. 24 that President Trump violated the U.S. Constitution and laws providing checks and balances in the federal government by attempting to deny more than 2 million federal workers their legal right to representation.

The judge ruled that the Trump administration's May 25 executive orders violated the U.S. Constitution and the separation of powers as established in law – a major victory for AFGE, which was the first union to challenge President Trump's executive orders in court, and for all federal employees whose rights were under attack.

"President Trump's illegal action was a direct assault on the legal rights and protections that Congress specifically guaranteed to the public-sector employees across this country who keep our federal government running every single day," AFGE National President J. David Cox Sr. said.

"Now that the judge has issued her decision, I urge all agencies that have attempted to enforce this illegal executive order to restore all previously negotiated contracts and to bargain in good faith with employee representatives on any future changes as required by law," Cox said.

### AFGE Protects Members Retirement After Thwarting Proposed Cuts

In an action that received less fanfare in the wake of the all-out assault on our basic union rights, the Office of Personnel Management submitted legislative proposals to Congress that would cut retirement income for retired federal workers, including law enforcement officers.

*Because of our union, federal employees are keeping \$143.5 billion in wages and benefits over the next 10 years.*

Thanks to the efforts of AFGE lobbyists and member activists who made calls to their legislators, AFGE was able to successfully fight back these proposed cuts. Our efforts saved our members' retirement system, saved the annuity supplement for law enforcement officers who retire early, and prevented a 6 percent pay cut on retirement, saving members thousands of dollars – tens of thousands in some cases.

"Thanks to the extraordinary efforts of our lobbyists, member activists, and our friends in Congress, AFGE members are enjoying the retirement they were promised instead of suffering baseless cuts proposed by OPM," Cox said.

# Red For Feds Movement Takes Off Across Country



July 25 was not just our day in court. It was the day tens of thousands of AFGE members across the country stood together to say enough is enough. It was a truly national day of action, anchored outside the courthouse in our nation's capital where 2,000 AFGE members and allies participated in a rally for our union rights.

***From Philadelphia to Seattle to Detroit to Nashville, AFGE members showed up to work in red and participated in more than 65 rallies nationwide to show management the power of our solidarity.***

We raised our collective voices and beat back the executive orders that threatened our due process rights and severely restricted our union's work fighting injustice in the workplace. And we are just getting started.

Every Wednesday, more and more AFGE members are coming to work wearing red. Whether it's a red shirt, shoes, button, sticker, or ribbon – our members are finding ways to show management that federal and D.C. government employees are willing to stand up for our rights.

Some locals are even making their own T-shirts and signs to participate. In Virginia, AFGE Local 2328 members rallied outside of the Hampton VA Medical Center, holding signs that read "Hell no! The Union won't go!" and "Public employees are proud to serve."

## AFGE Allies Joined the Fight

AFGE members are not alone. From the first Red For Feds Wednesday on July 25 through today, our allies have shown support by attending rallies, releasing statements, and amplifying our voice on social media using the hashtag #RedForFeds.

"The work our federal employees do is critical to the functioning of our democracy," said Washington State Labor Council Secretary-Treasurer Lynne Dodson at the Seattle rally. "At a time when it seems nearly every federal agency is headed by someone who hates the work of that agency, and thousands of positions are still unfilled, our federal employees continue to do their jobs. This is a cheap ploy to bust your union, to disrupt fair employment practices, and to deprive people in need of your services. We will not stand for it! We will fight with you to ensure justice is done. And when we fight, we win!"

# #RedforFeds: A Sea of Red in D.C.

There was a sea of red in front of the U.S. District Court for the District of Columbia on July 25 as our members and allies gathered to protest the Trump administration's union-busting, democracy-busting executive orders.

The rally, one of the more than 65 protests across the country, coincided with the court hearing in which AFGE lawyers presented oral arguments for the lawsuit challenging the executive orders that seek to destroy our union and take away workers' rights.

## D.C. #RedforFeds Rally By the Numbers:

<b>2,000</b>	<b>100</b>	<b>8,600</b>
Protesters	Union Presidents	#RedforFeds tweets on Twitter

## Pro-Worker Lawmakers Take Part in the Protest

Many members of Congress spoke out against the EOs and spoke at the rally. They understand our work representing America's workforce makes our country better and that union busting goes against our self-interest and democratic values.

At the time of these rallies, several agencies had begun implementing the executive orders by kicking union volunteers out of our offices, cutting us off Intranet and email systems, taking away our right to file grievances, and severely restricting our ability to fight injustice in the workplace.

"It broke my heart to pack my union files," Sharon Harris, executive vice president of AFGE's National Council of Department of Education Locals, described the day she was told to leave the union office. "They removed all our rights."

## Victory After #RedforFeds Rallies

Thanks to the efforts of our legal team backed up by a massive, nationwide show of solidarity, our union unleashed a power that propelled us to victory. A federal judge ruled that the Trump administration's May 25 executive order on official time violated the U.S. Constitution and the separation of powers as established in law.

We are grateful for the outpouring of support from our unions brothers and sisters like AFL-CIO President Richard Trumka, AFSCME President Lee Saunders, United Mine Workers President Cecil Roberts, NTEU President Tony Reardon, NFFE President Randy Erwin, and others who attended or spoke at our rally in D.C.

## Keep the Momentum Going

Thousands of AFGE activists, lawmakers, and union members across the country helped propel #RedForFeds to become one of the top trending topics on social media, putting our message in front of millions of people. We have to keep that momentum going. Wear Red to work every Wednesday and post your photos on social media using the hashtag #RedForFeds. And stay tuned for more information as we build on our success and keep this movement going.



Contributions or gifts to AFGE PAC are not deductible for federal income tax purposes. All contributions to AFGE PAC are voluntary and will be used for political purposes. Contributions are not a condition of membership or employment and refusal to contribute is free of reprisal. In accordance with federal law, AFGE PAC accepts contributions only from AFGE members, executive and administrative personnel, and their families. Contributions from other persons will be returned.

# Remember in November: How to Get Involved

**A**s proud government workers and union members, we know how important elections are. The lawmakers we elect decide our pay, our benefits, and our retirement. Right now, we're facing near constant threats of freezing our pay, shutting down the government, and taking away our union rights through budget fights and executive orders.

This November's election is our opportunity to elect true allies in government, at both the state and federal levels. We need to do everything we can to make sure we have local officials, governors, members of Congress, and senators who we can depend on to stand up for government workers and fight for workers everywhere.

What can we do to make this happen? Here are a few ways to take action:

## Update your contact information with AFGE

Stay in the loop. Go to [www.afge.org/update](http://www.afge.org/update) and share your most current personal email address

and personal cell phone numbers (never your government contact information).

## Donate to AFGE PAC

AFGE PAC is our Political Action Committee and is organized for the sole purpose of raising money to help elect (or in some cases defeat) political candidates. The AFGE PAC allows us, as members of AFGE, to pool our money to give to candidates who stand up for federal workers. That means voting to end the sequester, to avoid a government shutdown, for catch-up pay, and more. The AFGE PAC is nonpartisan. We contribute to all elected officials who vote with us on our issues. To donate visit [www.afge.org/pac](http://www.afge.org/pac).

## Join AFGE and the AFL-CIO for Labor Walks and phone banks

Labor Walks are canvassing sessions where union members go door to door in their communities to talk to voters about our issues and encourage them to vote on Election Day. By talking to our neighbors and sharing our stories, we can encourage more working people to get to the polls on November 6. To get involved visit [www.afge.org/Vote2018](http://www.afge.org/Vote2018).

# Lawmakers Stand Up for Federal Employees



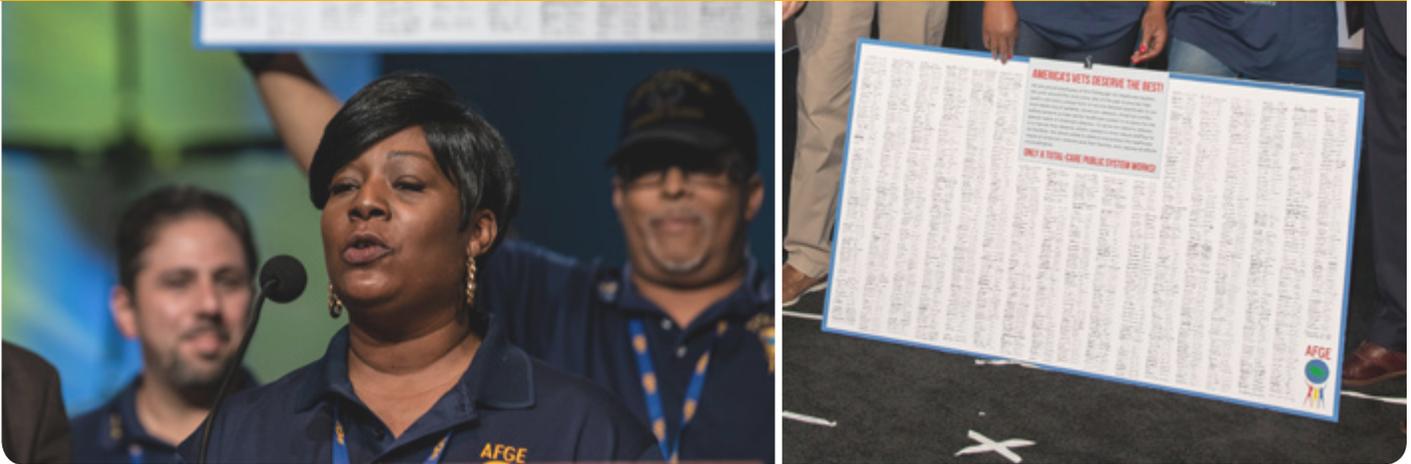
“ This is not just about busting unions. This is about busting democracy. We don't want to see cronyism and corruption with patronage in our federal workforce. That's why we have a civil service law. ”  
-Senator Ben Cardin



“ Federal law requires that agencies bargain in good faith with their workers. That makes for a better workplace, and that can make for better results for the American people. ”  
-Senator Chris Van Hollen

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## Members Action Defense Paves Way for Victory, Stronger Union



**O**ur pay, our pensions, our jobs, our rights at work – we are under assault like never before thanks to years of coordinated attacks by corporate interests and anti-union zealots. But one AFGE local union is showing all of us how we can successfully engage AFGE members to take an active role in order to fight back and win at every level.

### Making a Change

AFGE Local 2028 represents VA employees in Pittsburgh. In early 2018, faced with tough challenges ahead because of legislative changes and privatization threats, they decided they needed to make a change.

After years of seeing the same small handful of members get involved with union activities, they knew that if they wanted to make big change, fight the big battles ahead and win a big victory for members, they had to get almost everyone to take part in union actions.

It wasn't always an easy task, as anyone involved will tell you. A full-time AFGE staff person went from department to department, identifying the natural leaders in each workspace who could be relied upon to talk with other VA employees about the issues affecting their livelihoods and their participation.

Once they had identified leaders and asked them to join the cause, then the real work began.

### A Record-Breaking Petition

AFGE Local 2028 asked the new network of leaders within their union to organize a petition drive against privatizing the VA in Pittsburgh.

Leaders in each workspace spread the word to current and potential members working in their area. Before long, the local's petition had garnered over 1,000 signatures – well over half of the staff that works at the facility. Many of these work area leaders want to help take the petition to their Congressional office.

“That’s just unheard of within AFGE,” said District 3 National Vice President Phil Glover. AFGE National Representative Joseph Corcoran said “When we started working on this petition drive, we found that the members at AFGE Local 2028 weren’t just willing to be engaged, they were hungry to be engaged.”

### Building a Stronger Union

AFGE Local 2028 member Keith Smiesko admits that he wasn't really involved in the union before the local engaged him with this pilot program.

“I was never really involved in the union,” he said, “but on this little project, I stepped up to the plate.”

If we are going to win the battles in front of us, AFGE has to mobilize our 300,000 members like Keith, getting them off the sidelines and into the fight. It all starts with a conversation about involvement.

AFGE



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