

AFGE



THE GOVERNMENT STANDARD

For current and retired government workers and their families since 1933 • American Federation of Government Employees, AFL-CIO

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12% PAY CUT? NO WAY!

ACTION ISSUE

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

We are engaged in the fight of our lives and we need your participation to win it.

We've warned for years that lawmakers and their sponsors in the one percent were coming for our paychecks, our jobs and our livelihoods. Well brothers and sisters, that day has come. The gloves have come off, and they're coming for everything you've worked for. Congress just passed a budget that cuts your take home pay up to 12 percent. That means 1 out of every ten dollars you earn will disappear from your paycheck overnight.

They're coming for your pension through increasing the amount you pay out of each paycheck by a factor of eight times. You'll be paying eight times as much just to get the same retirement you get today. In year one, this will cost a GS-5 \$1,997 and a GS-12 \$4,387.

They're coming for your health care benefits by transforming FEHB from a cost-sharing program into a cost-shifting program, with employees paying more and more of the cost over time. This will cost you \$1,230 in year one.

For a GS-7 making \$39,570 per year, this totals \$3,703 less in take-home pay in the first year alone. That's nearly a year's worth of car payments. For a GS-12 making \$70,192 per year, this totals \$5,617 less in take-home pay. That's almost six months worth of groceries for a family of four.

Don't be fooled into believing that this money is going toward deficit reduction. The money you rely on to put food on your table will go straight to the wealthiest millionaires and billionaires in America if Congress succeeds in repealing the \$270 billion estate tax.

Every one of you reading this message needs to ask yourself one question: is this what I want for my future? If you're an AFGE member, you already know the answer

to that question: not just no, but hell no! When crooked billionaires and their puppets in Congress try to put us down, we stand up and we fight back.

But this fight will take more than just AFGE members. We need to fully mobilize every member, every federal employee, every family member, and every other American who believes that government workers are the backbone of this nation. We need every member to serve as a leader in this movement. Everyone has something to contribute to this fight. So don't wait for someone come to you and tell you what to do. Contribute to AFGE's PAC, recruit some members, call or write your member of Congress.

We will fight this and win, but only if you decide to help. The time to act is here and now. Step up and do your part today.

In Solidarity,

AFGE—THE GOVERNMENT STANDARD

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DEFCON Springs into Action to Protect Workers



Members of DEFCON and AFGE staff meet during the Spring Legislative Week

As the House and Senate began debating legislation authorizing Department of Defense programs for the upcoming fiscal year, AFGE went on the offensive to ensure our civilian employees are protected from proposals that would cut your pay, benefits, and jobs.

AFGE members from DoD agencies held the first annual DEFCON Spring Legislative Week in Washington in March. Adding a week of legislative action outside of AFGE's annual legislative conference in February gave DEFCON members an extra opportunity to meet with lawmakers, congressional staff, and DoD officials before Congress began writing the department's authorization and appropriations bills.

To keep track of all of the good and bad proposals being considered by Congress, AFGE relaunched the Defend Our Jobs web center. The new site, www.afge.org/DefendOurJobs, includes workplace and organizing flyers, fact sheets, official correspondence, and ways for employees to write or call their members of Congress. In addition, AFGE unveiled a new orientation video tailored to the 250,000 civilian employees we represent across DoD services and agencies.

The video, which can be viewed at www.afge.org/dod, highlights the many benefits of becoming a member of the AFGE family.

Fast Tracking the Trans Pacific Partnership Would Devastate American Workers

The Trans Pacific Partnership (TPP) is a proposed trade agreement between the United States and Asian countries that could devastate the American economy and outsource thousands of jobs – and Congress can't do much about it.

The law is in a process called "Fast Tracking," in which Congress members are not allowed to make any changes to a law, and must give it a simple "yes" or "no" vote. The law must also be passed "yes" or "no" in its entirety – it can't be voted on piecemeal.

The big issue at the heart of the TPP is this: Congress didn't write it to begin with. The TPP was written by lobbyist for wealthy corporations around the world, and written so that those companies would benefit as others suffered.

The law would deregulate industry even further, allowing for more profits and less oversight. It would allow companies to ship jobs overseas to countries that don't allow organized labor or stand up for workers'



AFGE members rally against 'Fast Track' trade agreement

rights. And it would allow corporations to take over the lawmaking process, with our elected officials largely left out of the process.

TAKE ACTION NOW!



We cannot let this happen.
Help us stop this by contacting
your lawmakers and telling them:
Vote NO on Fast Track.

www.afge.org/stopTPP

AFGE Launches Nationwide Campaign to Stop 12% Pay Cut

AFGE

Cut Our Pay 12%? HELL NO!

Congress recently voted to cut your take home pay by up to 12% - that's several weeks of pay straight out of your pocket.

HOW WOULD THE CUTS AFFECT YOUR PAYCHECK?

2015 Salary	Salary loss due to 6.25% CSRS/FERS cuts*	Loss due to FEHBP cuts	Total loss in take-home pay	Percentage Loss each year*
			\$2,526	-12.18%

Congress has once again targeted government employees to pay for their irresponsible policies by passing a budget resolution that cuts your pay by 12 percent. AFGE swiftly mobilized its members into action. Through our nationwide campaign, we're telling Congress "No Way" to more cuts to our paychecks.

- AFGE has created an online Budget Action Center to deliver tools that our members need to lobby Congress to kill this disastrous budget deal. By visiting www.afge.org/BudgetActionCenter, members can send letters to their members of Congress, tell their communities how a pay cut would impact them and share content on social media that shows their friends and family what a 12 percent pay cut means to them.
- AFGE has held tele-town halls with Local Presidents and the general membership to discuss our strategy and how they can take action.
- Face-to-face education and recruitment is the only way we'll be big enough to win the fight to stop the pay cut. That's why AFGE members are recruiting their

colleagues across the country to join the fight. AFGE has launched a special rebate campaign to bring even more members into the fight.

Can your family afford to lose over 5 months of groceries?

Congress thinks you can. Help stop the pay cuts at www.afge.org/NoWay

AFGE

How Much the Cuts Will Cost You

	2015 Salary	Salary loss due to 6.25% CSRS/FERS cuts*	Loss due to FEHBP cuts	Total loss in take-home pay	Percentage Loss each year*
GS-1	\$20,733	-\$1,296	-\$1,230	\$2,526	-12.18%
GS-3	\$25,434	-\$1,590	-\$1,230	\$2,820	-11.09%
GS-5	\$31,944	-\$1,997	-\$1,230	\$3,227	-10.10%
GS-7	\$39,570	-\$2,473	-\$1,230	\$3,703	-9.36%
GS-9	\$48,403	-\$3,025	-\$1,230	\$4,255	-8.79%
GS-12	\$70,192	-\$4,387	-\$1,230	\$5,617	-8.00%

*Does not include effect of annual pay increases

What Congress Wants to Take from You

\$127 Billion – Increasing employee pension contributions to more than 6%

\$60 Billion – Shifting health care costs to Federal Employees Health Benefits Program participants by turning FEHBP into voucher program

\$59 Billion – Slashing the federal workforce by 10%

\$40 Billion – Increasing postal employees' share of health care and insurance premiums

\$286 Billion

– Total cost for federal employees



How would a 12% pay cut affect you?

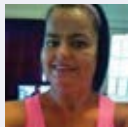
When we heard Congress wants to cut government employee pay 12%, we asked our AFGE Facebook community what that huge cut would mean for them. You won't believe what they had to say:



Amanda Kay French What this would mean for me? Well, I am already struggling as a single mother. I have to rob Peter to pay Paul, then rob Paul to pay John. I am an LPN. I am already underpaid as it is. We are probably one of the most mistreated in the government system.



Nicholas Wadler A pay cut would mean my wife would not be able to finish her college degree because we would not be able to afford her tuition. I would be forced to take a second job to provide for my family which would mean less time at home with my wife and children.



Shannon Anderson Cutting my pay would definitely put me on the welfare rolls. How would that look? I work for the government but have to be on welfare because they can't afford to pay me for my work.



Adam Duncan I commute two hours each way to work. A pay cut means less money to spend on tolls, gas and parking. A pay cut means more overtime worked to offset the difference, more money spent on parking since I will be parked there longer. A pay cut means less time with the family, less money available to take care of my 8-month-old son. More time a son grows up not seeing his dad and more time spent in daycare. The mere thought of that breaks my heart.



Michael Wilson A pay cut as a GL-8 [Bureau of Prisons correctional officer] living in Massachusetts would mean choosing between paying or not paying my home heating oil bill or defaulting on my wife's student loans.



Judith Hartfield These cuts would cripple us all. I would have to stop my charitable contributions and TSP contributions. Since this would affect my pension, I would never retire – just die in service.

TAKE ACTION NOW!

Recruit
New Members



Call Your Member
of Congress
1-844-913-7574



Write a Letter
to the Editor



afge.org/BudgetActionCenter

Congress Wants to Cut Your Pay 12% to give 5,500 Billionaires & Millionaires a \$279 Billion Tax Break

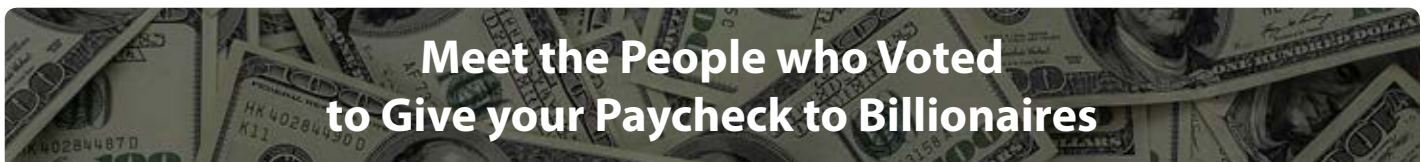
Just weeks after voting to cut your pay by 12%, Congress has already figured out what they want to do with your money: repeal the estate tax. By a vote of 240-179, the House of Representatives agreed to take billions of dollars from the pockets of working men and women, and give it to a few thousand multi-millionaires and billionaires.

We say enough is enough. This week AFGE joined 65 leading organizations in a letter to House members urging them to oppose H.R. 1105, a bill to repeal the federal estate tax.

“The arguments made for repealing the estate tax

are fraudulent and cloak the real aim of this legislation, which is to provide a large tax cut to the wealthy,” the letter states. “Despite wild assertions to the contrary, only about 20 small business and small family farm estates nationwide owed any estate tax in 2013, according to the Tax Policy Center (TPC).”

“Repealing the estate tax would lose \$269 billion in revenues over 10 years, according to the Joint Committee on Taxation (JCT). Every dime given back to the millionaires and billionaires who benefit from this bill will be paid out of the pockets of government employees and other working Americans who rely on government to keep our water safe, our borders secure, and veterans healthy.



Meet the People who Voted to Give your Paycheck to Billionaires

Young (AK)	Coffman (CO)	King (IA)	Harris (MD)	Pittenger (NC)	Renacci (OH)	Duncan (TN)	Chaffetz (UT)
Aderholt (AL)	Lamborn (CO)	Young (IA)	Ruppersberger (MD)	Rouzer (NC)	Stivers (OH)	Fincher (TN)	Love (UT)
Brooks (AL)	Bilirakis (FL)	Labrador (ID)	Poliquin (ME)	Walker (NC)	Tiberi (OH)	Fleischmann (TN)	Stewart (UT)
Byrne (AL)	Buchanan (FL)	Simpson (ID)	Amash (MI)	Cramer (ND)	Turner (OH)	Roe (TN)	Brat (VA)
Palmer (AL)	Clawson (FL)	Bost (IL)	Benishek (MI)	Ashford (NE)	Wenstrup (OH)	Babin (TX)	Comstock (VA)
Roby (AL)	Crenshaw (FL)	Dold (IL)	Bishop (MI)	Smith (NE)	Bridenstine (OK)	Barton (TX)	Forbes (VA)
Rogers (AL)	Curbelo (FL)	Hultgren (IL)	Huizenga (MI)	Guinta (NH)	Cole (OK)	Brady (TX)	Goodlatte (VA)
Crawford (AR)	DeSantis (FL)	Kinzinger (IL)	Miller (MI)	Frelinghuysen (NJ)	Lucas (OK)	Burgess (TX)	Griffith (VA)
Hill (AR)	Diaz-Balart (FL)	Roskam (IL)	Moolenaar (MI)	Garrett (NJ)	Mullin (OK)	Carter (TX)	Hurt (VA)
Westerman (AR)	Mica (FL)	Shimkus (IL)	Trott (MI)	Lance (NJ)	Russell (OK)	Conaway (TX)	Wittman (VA)
Womack (AR)	Miller (FL)	Brooks (IN)	Upton (MI)	LoBiondo (NJ)	Walden (OR)	Cuellar (TX)	Herrera-Beutler (WA)
Franks (AZ)	Nugent (FL)	Bucshon (IN)	Walberg (MI)	MacArthur (NJ)	Barletta (PA)	Culberson (TX)	McMorris
McSally (AZ)	Posey (FL)	Messer (IN)	Emmer (MN)	Smith (NJ)	Costello (PA)	Farenthold (TX)	Rodgers (WA)
Salmon (AZ)	Rooney (FL)	Rokita (IN)	Kline (MN)	Pearce (NM)	Dent (PA)	Flores (TX)	Newhouse (WA)
Schweikert (AZ)	Ros-Lehtinen (FL)	Stutzman (IN)	Paulsen (MN)	Amodei (NV)	Fitzpatrick (PA)	Gohmert (TX)	Reichert (WA)
Sinema (AZ)	Ross (FL)	Walorski (IN)	Peterson (MN)	Hardy (NV)	Kelly (PA)	Granger (TX)	Duffy (WI)
Calvert (CA)	Webster (FL)	Young (IN)	Graves (MO)	Heck (NV)	Marino (PA)	Hensarling (TX)	Grothman (WI)
Cook (CA)	Yoho (FL)	Huelskamp (KS)	Hartzler (MO)	Collins (NY)	Meehan (PA)	Hurd (TX)	Ribble (WI)
Costa (CA)	Allen (GA)	Jenkins (KS)	Long (MO)	Gibson (NY)	Murphy (PA)	Johnson, Sam (TX)	Ryan (WI)
Denham (CA)	Bishop (GA)	Pompeo (KS)	Luetkemeyer (MO)	Hanna (NY)	Pitts (PA)	Marchant (TX)	Sensenbrenner (WI)
Hunter (CA)	Carter (GA)	Yoder (KS)	Smith (MO)	Katko (NY)	Rothfus (PA)	McCaul (TX)	Jenkins (WV)
Issa (CA)	Collins (GA)	Barr (KY)	Wagner (MO)	King (NY)	Shuster (PA)	Neugebauer (TX)	McKinley (WV)
Knight (CA)	Graves (GA)	Guthrie (KY)	Harper (MS)	Reed (NY)	Thompson (PA)	Olson (TX)	Mooney (WV)
LaMalfa (CA)	Hice, Jody B. (GA)	Massie (KY)	Palazzo (MS)	Stefanik (NY)	Gowdy (SC)	Poe (TX)	Lummis (WY)
McCarthy (CA)	Loudermilk (GA)	Rogers (KY)	Zinke (MT)	Zeldin (NY)	Mulvaney (SC)	Ratcliffe (TX)	
Nunes (CA)	Price, Tom (GA)	Abraham (LA)	Ellmers (NC)	Chabot (OH)	Rice (SC)	Sessions (TX)	
Rohrabacher (CA)	Scott, Austin (GA)	Boustany (LA)	Foxx (NC)	Gibbs (OH)	Sanford (SC)	Smith (TX)	
Royce (CA)	Westmoreland (GA)	Fleming (LA)	Holding (NC)	Johnson (OH)	Wilson (SC)	Thornberry (TX)	
Valadao (CA)	Woodall (GA)	Fortenberry (LA)	Hudson (NC)	Jordan (OH)	Noem (SD)	Weber (TX)	
Walters, Mimi (CA)	Blum (IA)	Graves (LA)	McHenry (NC)	Joyce (OH)	Black (TN)	Williams (TX)	
Buck (CO)	Davis, Rodney (IA)	Scalise (LA)	Meadows (NC)	Latta (OH)	DesJarlais (TN)	Bishop (UT)	



Detroit TSA Officers Rally for Improved Airport Security

TSA officers at the Detroit Metropolitan Wayne County Airport staged a protest on April 1 demanding new security measures to protect passengers and employees in airport security screening areas in light of increased threats.

AFGE is calling for a new unit of armed law enforcement officers within TSA to protect checkpoints in the aftermath of the recent New Orleans Airport attack and the tragic 2013 shooting at Los Angeles International Airport.

“We come to work every day to protect our skies and

keep our country safe from individuals who want to inflict harm on the flying public,” said AFGE Local 778 President Vaughn Glenn. “Now the TSOs themselves are becoming targets of violence, and we need to be prepared before the next tragedy strikes.”

More than 30 TSOs were joined by AFGE National President J. David Cox, Sr., Congresswoman Debbie Dingell (D-MI), AFGE 7th District National Vice President Dorothy James, AFGE TSA Council 100 President Hydrick Thomas, AFGE TSA Council 100 Executive Vice President Alan Jackimowicz, and Michigan AFL-CIO President Karla Swift.

AFGE Wins Battle Against Privatization Air Safety is About Protecting People, Not Profits



After over 18 months of tireless efforts to push back against unnecessary security privatization, AFGE Local 556 members at Orlando Airport have finally seen the fruits of their labor. On March 30, the TSA Committee of the Greater Orlando Airport Authority (GOAA) chose to maintain federal security

screeners at the Orlando International Airport checkpoints rather than hiring private, for-profit contractors.

TSA officers have done an outstanding job protecting the flying public in Orlando and around the country. Close to 98,000 passengers travel through Orlando International Airport every day, and over 35 million do so annually. TSA’s record of excellence in securing the safe operation of Orlando International Airport for over 13 years speaks for itself.

AFGE is concerned, however, about the new series of screening standards recommended to the Airport Authority by the Committee in its announcement. AFGE applauds Local 556 members on their hard-won victory. We will continue the fight for professional security screening provided by dedicated TSOs all across America.

AFGE member Dawn Martinez with her family.

Support Paid Parental Leave Join the Fight to Put Families First

For years, government workers have had to use their sick time to spend time with their newborn or adopted child. But if a new bill in the House passes, AFGE members may receive the paid leave they need to spend with their families.

House Democrats introduced the Federal Employees Paid Parental Leave Act, or FEPLA, which would provide six weeks of paid parental leave to men and women after the birth, adoption, or foster placement of their new child.

FEPLA is different from President Obama's executive order, which advances sick and annual leave to new parents, providing paid time off to spend with children.

If passed, FEPLA would not only put the United States on par with many other developed countries, but put government workers on the same playing field as their private sector friends – a move that parents like TSO Dawn Martinez would really appreciate.

"This would change a lot for us," Martinez said. "We have three kids already and expecting one in July. My husband stays home with the kids so when I'm off on maternity leave, it's hard to make ends meet. [Paid parental leave] would be amazing."

TAKE ACTION NOW!



No one should have to choose between their new child and their pay check. Go to the website below to get involved in the fight to put families first.

www.afge.org/familyfirst

*AFGE members and staff at the AFL-CIO Next Up conference in Chicago, IL.*

How Do I Recruit Young Workers and Get Them Involved?

A FGE is aggressively recruiting young workers as they are the future of the labor movement. Here are a few tips from some of the brightest minds at the AFL-CIO Young Worker Summit held in Chicago in March:

- Ask young workers to help recruit their peers.
- Work with very clear, concrete issues and examples so that they see the connection and understand what's at stake, what the role of the government is, and what they can do.
- Take your program/process out of a cold building to a street fair, a dorm, or concert and make it fun. Make it exciting and accessible.

TAKE ACTION NOW!



Now that you've gotten young workers interested in joining AFGE, **you'll need the forms to get them signed up!**

Visit our organizing page for more resources at www.afge.org/joinnow

Information on the young worker program can be found at:

www.afge.org/young

AFGE National Elections in August

A FGE will hold nominations and elections for the offices of National President, National Secretary-Treasurer, and National Vice President for Women and Fair Practices at its 40th National Convention, which will be held Monday, Aug. 17–Friday, Aug. 21 at the Walt Disney World Swan and Dolphin Hotel, 1500 Epcot Resorts Boulevard, Lake Buena Vista, Florida 32830.

Nominations and elections will be conducted, and protests filed, in accordance with the “AFGE Rules of Conduct for an Election” as provided in Appendix A of the AFGE National Constitution, and with the Convention Rules, the current version of which is set forth in Appendix C of the AFGE National Constitution. All offices are for a three-year term.

NOMINATIONS: The convention will convene on Monday,

Aug. 17 at 10 a.m. Nominations shall be made by delegates in writing, stating the name of the candidate and signed by the delegate making the nomination. Under current Convention Rules, nominations shall be received by the Chair of the Election Committee before 4 p.m. on Monday, Aug. 17. No person may be a candidate for more than one office.

QUALIFICATIONS: No person shall be a candidate for, or be elected to, national office unless he or she has been a government employee for three consecutive years; has been a member in good standing of the Federation for the three consecutive years prior to the date of nomination; and is not a member in any labor organization not affiliated with the AFL-CIO.

ELECTION: Under the current Convention Rules, the polls will open to delegates for the election of officers from 7:30 a.m.–11:30 a.m. on Wednesday, Aug. 19. Any required run-off election will be held immediately following the tally of votes.

AFGE Activists in Texas Join the Fight for 15 Movement



A ctivists from AFGE Local 1920, AFGE Local 2109, and AFGE District 10 rallied in solidarity at Fort Hood Army Base in support of a \$15/hour minimum wage and a union for all workers. They joined

labor activists all across the country who protested on April 15 to demand higher wages for low-wage workers, including those employed by the federal government.

“We’re standing up for our colleagues,” said Cheryl Eliano, AFGE District 10 National Vice President. “These dedicated workers support our troops every day, but can’t afford to support their own families.”

AFGE stands in solidarity with the Fight for 15 campaign. We proudly join adjunct faculty, home care workers, child care providers, airport staff, retailers, hospitality workers, and countless others in their struggle for a shot at the American dream. All working people deserve a decent living wage that enables them to support their families, and we will march onward until that day comes.

Do You Know the Organizer of the Year?

A t our 40th Convention AFGE will recognize an individual (member or staff) or group (Local, Council or staff team) with a special organizing award. Nominees will be judged on the number of members recruited from June 2012 to May 2015 and how they’ve helped build a culture of activism and organizing.

Nominations may be submitted by any AFGE national officer, Local or Council in good standing. Your nomination should include:

- The name(s) of the nominee(s),
- A brief description of the related campaign or event,
- A concise statement as to why the campaign or event is exceptional,

- And why it was a success.

Submit the nomination to:

**Membership and
Organizing Department**

80 F Street, NW
Washington, DC 20001

All nominations must include supporting documentation and be submitted by June 30, 2015.

**IMPORTANT: Never take action on government property during government time.
Only take action with your personal email and personal phone.**

How to Become an AFGE Digital Activist

The internet gives ordinary citizens like you the power to spread their message around the world in a matter of seconds. Join us online today and be heard. Here are a few of the many ways you can become an AFGE Digital Activist:



Like us on Facebook
facebook.com/afgeunion



Watch and share AFGE videos on YouTube
youtube.com/afgeonline



Follow us on Twitter
twitter.com/AFGENational



For the latest news and information
Visit www.afge.org



Send a digital letter to your Member of Congress bit.ly/1yOBI4X.



Share photos from our Flickr page with your friends at flickr.com/afge



Update Your Profile on www.afge.org



Post and share photos from a rally you've attended. Tag us by using **#AFGE**

Visit www.afge.org/commstraining to learn how you can join the digital revolution today!



Our PRIDE! Our Parade! Our Union!

For this year's Pride Month celebrations AFGE will be joining with Pride @ Work's "Higher Wages — Better Protections — Union Power" campaign to ensure that the labor movement is present and visible in 25 of the top Pride festivals and parades around the country.

AFGE has also made a great commitment of support to the Washington, DC area Capital Pride parade...the largest commitment made by any National union in the DC area. As the LGBT equality movement takes on issues outside of marriage, workplace discrimination is a leading issue that must be addressed for LGBT workers. In 29 states

(33 for transgender workers) it is still legal to fire a gay, lesbian, bisexual, or transgender person. As unionists, we know that a union contract with enforceable anti-discrimination language offers the best protection in every state.

This year AFGE commits to 1) work within AFGE and the Labor community to organize support of equality and justice for the LGBT community and their families and 2) engage the LGBT community to support union campaigns for every member's rights at work, we will be partnering with

Pride @ Work, the AFL-CIO constituency group supporting the LGBT labor community, and Capital Pride to assist in creating a significant change in the lives of our members.

For this campaign to be a success we need your help to make sure that we have a labor and AFGE presence marching in all 25 of these parades around the country behind a unified union banner. If you are interested in receiving more information, participating in a parade, coordinating a parade, or making a financial contribution, please contact Caniesha Seldon at Caniesha.Seldon@afge.org.



**AMERICAN FEDERATION OF
GOVERNMENT EMPLOYEES, AFL-CIO**

80 F Street, NW
Washington, DC 20001

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Here's one more thing
union families can share.

Plan ahead with a mortgage from Union Plus. The Union Plus Mortgage program with financing provided by Wells Fargo Home Mortgage is one of some 40 benefits available to help union members. The program is exclusively for union members, their parents and children, with benefits that include mortgage hardship assistance. A Union Plus Mortgage is long-term protection for everything your home means to you.



**Save the Union Way at
AFGE.org/benefits
or call 888-844-2343**

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