

The Newsletter of the National Federation of Federal Employees,

Making It Happen!



NFFE 1450

April 2019

Volume 3, Issue 9



SPRING HAS SPRUNG!

From the Desk of The President

Dennis Murakami, President, NFFE-1450

Pay Raise Update

On Thursday, March 28th, the President rescinded the Executive Order freezing pay for 2019 and implemented the 1.9% pay raise authorized by Congress. The ongoing bad news is that there is no news as to when we will see the raise in our paychecks and when the lump sum payment for back pay will hit our bank accounts. The good news is that the lump sum payment for the pay raise is growing with each pay period.

Increased staffing

HUD's budget for FY 2019 calls for increased staffing of 200 persons. This represents a change in direction from the staff reductions that HUD announced for FY 2018. What caused the change? It's not explained but remember the Multifamily Transformation? Employees had been continually informed that a goal of the transformation was not to reduce headcount at HUD. The transformation resulted in so many employees leaving HUD that HUD is prepared to hire or has hired contractors to fill the void. We suspect that the 200 employees may be part of this effort.

Member Benefits

We are making the effort to ensure that every field office has a Lunch and Learn session to better understand benefits that are available exclusively for members. Free college tuition has been a big hit. Benefit counselors will be available to explain why member life insurance, dental and vision insurance, etc. may be a better fit for NFFE members than plans available through the federal government or why these plans should be considered as supplements to existing insurance coverage. Of course, there is the free lunch!

Patience and Education

Employee relations with HUD managers demand quick action. Much of this is driven by the need to enforce employee rights in a timely manner or lose the ability to formally help employees. Grievances and complaints filed with the EEOC, as examples, must be filed within 45 days. The consequences for not meeting filing deadlines are severe.

Continued on page 5



Table of Contents

Page	
1	From The Desk Of The President By Dennis Murakami
2-3	Disaster Recovery: A Lunch-And-Learn By Susan Sheftel & Toulou Thao
4	Leadership Training
5	From the Desk of The President (Continued)
6-7	Benefits & Retirement: A Lunch-And-Learn By Greg Harrick
8	Comments from Members
9	Farewell New Members Suggestions, Feedback & Requests For Assistance
10	NFFE Union Contacts

2019 Meeting Calendar

Membership Meeting: 4th Thursday of each month

Board Meetings: 1st Thursday of each month

Steward Meetings: 2nd Thursday of each month

January 3 Board Meeting

January 10 Steward Meeting

January 24 Membership Meeting

February 7 Board Meeting

February 14 Steward Meeting

February 28 Membership Meeting

March 7 Board Meeting

March 14 Steward Meeting

March 28 Membership Meeting

April 4 Board Meeting

April 11 Steward Meeting

April 25 Membership Meeting

May 14 Board Meeting

May 9 Steward Meeting

May 23 Membership Meeting

June 6 Board Meeting

June 13 Steward Meeting

June 27 Membership Meeting

July 8 Board Meeting

July 11 Steward Meeting

July no Membership Meeting

Newsletter Editors:

Toulou Thao – Communicator

Janie Lopez – Chief Steward

Making It Happen!

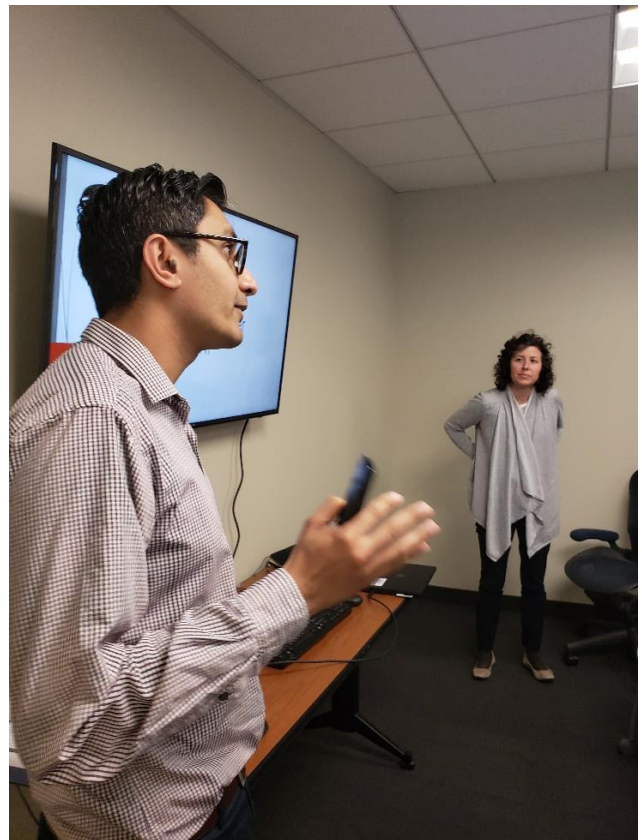
Disaster Recovery: A Lunch-And-Learn – February 27, 2019

By Susan Sheftel and Toulou Thao

As an agency, HUD provides a variety of resources and assistances to victims of the disastrous areas including deploying its staff to assist with the implementation of the recovery plan.

In California last year, several camp fires destroyed several thousands of acres of land and hundreds of homes. Thousands were forced to evacuate. Some have lost their life and others were lost or unaccounted for. As a disaster volunteer from HUD, two of our colleagues, **Devin Lal** (MF) and **Leticia Johnson** (CPD) were a part of the rescue mission.

At our recent Lunch-And-Learn, Devin Lal and Leticia Johnson shared their experiences with a room full of HUD staff. In the picture below, Devin Lal (Left) and Leticia Johnson (Right) talked to their colleagues about their experiences as Disaster Volunteers.



Devin Lal (Left) and Leticia Johnson (Right)



Above in pictures:
San Francisco's BUEs attending NFFE's Lunch-And-Learn and listening to presentation from Davin Lal and Leticia Johnson

Leadership Training

Kudos to Jamie and Greg!



Federal Employees Program February 3 - 8, 2019

In Picture: Greg Harrick (Last row - 1st from right); Jamie Rodney (1st Row – 1st from left)

The **William W. Winpisinger Education and Technology Center (WWW)** embodies the NFFE's commitment to providing top-notch services to its members by providing the best possible training to current and future leaders.

The **Leadership Program** is a training where participants learn skills and duties necessary to be a good Local Lodge officer. It is the first of three programs designed for Local Lodge leadership. Participants explore the fundamentals of trade unionism and the basic laws and operation of the IAM through the following topics: Labor History, Parliamentary Procedure & Lodge Administration, Structure & Services of the IAM, Government & Politics, Role of the Steward, and Human Rights.

We are pleased that Jamie and Greg have completed this Leadership Training.

Continued from Page 1

Patience and Education (Continued)

Decisions on the other hand, particularly good, beneficial decisions, often require educating the decision makers who may not acknowledge the validity of reasons that the Federation proffered when first making proposals. If the reasons become increasingly compelling, HUD may accede and implement proposals, without acknowledging the role of NFFE, the very proposals that had been rejected months or years in the past.

Examples of this are evident in changes that have been made or are being made in the San Francisco office.

In bargaining for the office space, the Federation asked for more conference rooms because we fully understood, as the working staff of HUD, that the existing space plan was painfully short of meeting space.

Now, additional conference space has been built.

We asked that the 12th floor be secured for the protection of employees. This was rejected.

Now, the 12th floor is being secured through locked elevator access.

We asked for the installation of WiFi in recognition that a 21st century workforce should be mobile throughout the office space and should be allowed instant connectivity for family as well as other personal matters. This was rejected.

Now, WiFi is being installed. This is because the Secretary was astonished that Wifi was not available for a modern workforce.

The office space was not handicap-accessible when originally constructed.

Now, it is accessible to the disabled.

Education is effective but it does take time.

Being patient is not the same as not effectively working on behalf of employees.

We are always working to ensure better working conditions for everyone. No matter how long it takes!

Best regards,

Dennis Murakami, President

NFFE-1450

Benefits & Retirement Lunch-And-Learn

By Greg Harrick, Steward-San Francisco

On April 3rd, NFFE Benefit Counselor Brandon Bradley spoke about exclusive Union benefits to NFFE Local 1450 members. Thirty NFFE Local 1450 members and three potential members attended the event. Mr. Bradley provided a retirement planning overview for both CSRS and FERS employees. He described Union-endorsed insurance programs that can significantly reduce bi-weekly contributions and increase retirement coverage. He shared information on estate planning, discounted health benefits, college tuition awards, and other exclusive member benefits.

Mr. Bradley delivered a powerful message about the unprecedented, anti-Union sentiment of the Trump Administration. The Trump Administration's current budget proposals, if approved, would negatively affect federal workers' paychecks and retirement benefits. The proposals would:

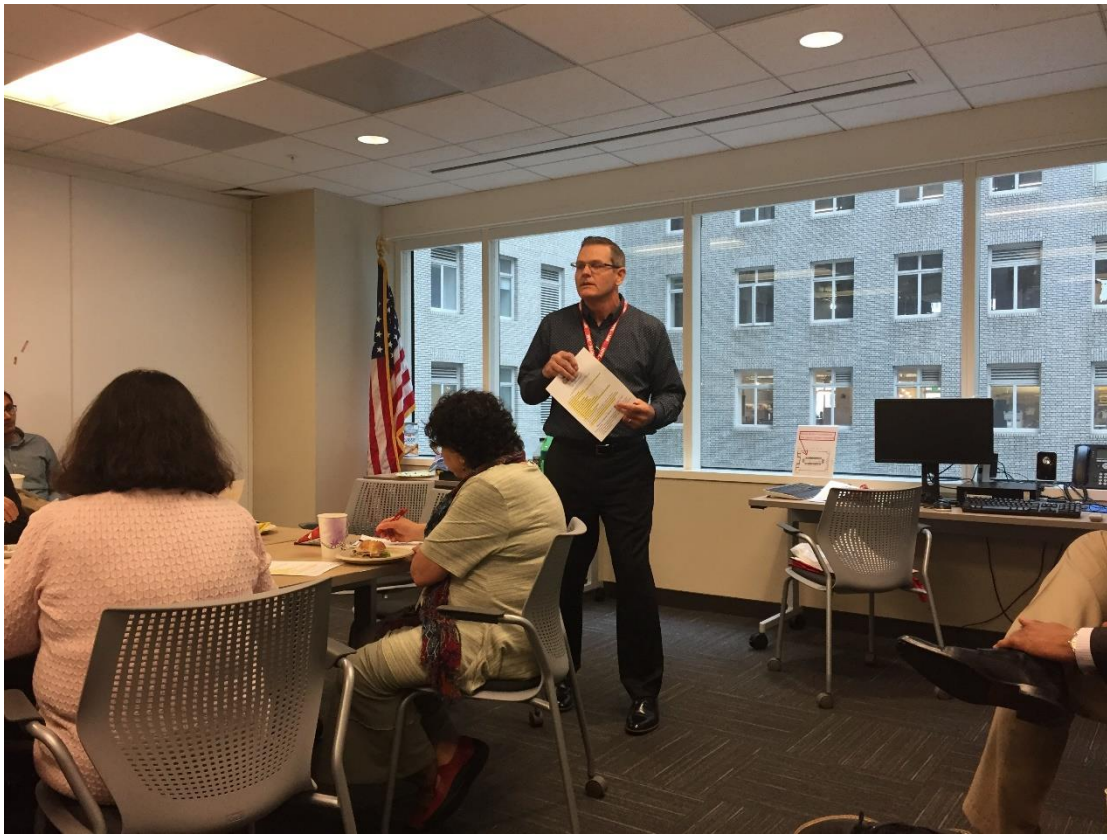
1. Eliminate FERS Social Security Offset. If you retire before your MRA, there will be no Social Security payments during the gap;
2. Increase CSRS and FERS retirement computation from the high 3-year to a high 5-year average salary;
3. Increase FERS pension contributions to 7.25% resulting in less pay; and
4. Eliminate retirees' Cost of Living Allowances (COLA's). There would be no Social Security or Supplemental Security Income to counteract inflation.

NFFE members work tirelessly in Court, and with Members of Congress to fight these anti-Union proposals. Union dues are the only source of funding available to support these legal and political battles. Following the government shutdown, NFFE 1450 welcomed two new members and hopes to recruit more members to help protect federal employees. Mr. Bradley also announced good news. In 2018, NFFE and partner Unions won a major lawsuit against Trump's Executive Orders aimed at union busting.

The presentation was engaging and inspiring and sparked many questions from the audience. During his three-day stay at the SF Field Office, Mr. Bradley met individually with NFFE members to answer their questions and provide specific guidance on Union-exclusive benefit programs. The Union Office has copies of the information distributed at the presentation. Mr. Bradley is available to answer member questions by phone (619) 992-7257 or by email at BBradley@BenefitArchitects.com.



Lunch-And-Learn 4/3/2019 – San Francisco



Comments from members

“I am very happy with San Francisco NFFE, especially Ms. Anna Dennis and Ms. Susan Sheftel, for following up with the accommodation team to get me the standing desk; this has contributed to a better performance at work and less back pain. I encourage everyone to support the union so the employees will continue to get better representation and protection” – Mike Moe Lawassani

“The Union helped us to ensure that management heard our concerns on the mismanagement of our team. Thanks! They’ve always given prompt, useful advice that’s based on experience” – Michael J. Kovalsky



Farewell

Thank you to the following members for their past support.

Gregg Wynn
Cindi Tsai

Lillia O'Callaghan
Alvaro Toledo

Ken Watkins

Welcome to our newest members

Eric Christensen
Annaliza Bacom
Pamela White

Vicki VanDreel
Ferne Boggs
Michael Huff

Eric McGarity

FEEDBACK, SUGGESTION or REQUEST FOR ASSISTANCE

LET US KNOW HOW WE ARE DOING. **NFFE 1450** is doing a _____ job.
Please provide comments or look into the following matters:

Name/Contact Info if you want us to get back to you:

Email Your Comments to:

Dennis Murakami at Dennis.T.Murakami@hud.gov
NFFE-1450
One Sansome St, 9th Floor
San Francisco, CA 94104

Contact information for your NFFE 1450 representatives in Region IX:

President:	Dennis Murakami	415-489-6680	Dennis.T.Murakami@hud.gov
Vice-President:	Ken Einbinder	602-379-7259	Kenneth.A.Einbinder@hud.gov
Regional Chief Steward:	Susan Sheftel	415-489-6696	Susan.M.Sheftel@hud.gov
Treasurer	Lisa Barnard	602-379-7259	Lisa.M.Barnard@hud.gov

Office Stewards:

Albuquerque (SWONAP) Lisa Barnard, Chief Steward
213-534-2705 Lisa.M.Barnard@hud.gov

Las Vegas/Reno: Janie Lopez, Chief Steward
702-366-2107 Janie.O.Lopez@hud.gov

Los Angeles: Anna M. Dennis, Chief Steward
415-489-6696 Anna.M.Dennis@hud.gov
Jamie Rodny 213-534-2552 Janie.S.Rodny@hud.gov
Annette Williams 213-534-2568 Annette.Williams@hud.gov

Phoenix: Lisa Barnard, Chief Steward
602-379-7176 Lisa.M.Barnard@hud.gov
Jane Alex 602-379-7228 Jane.M.Alex@hud.gov
Kenneth Einbinder 602-379-7259 Kenneth.A.Einbinder@hud.gov

San Francisco: Susan Sheftel, Chief Steward
415-489-6696 Susan.M.Sheftel@hud.gov
Toulu Thao 415-489-6404 Toulu.Thao@hud.gov
Greg Harrick 415-489-6581 Gregory.T.Harrick@hud.gov

Santa Ana: Ken Einbinder, Chief Steward
602-379-7259 Kenneth.A.Einbinder@hud.gov
Buthaina Haddadin-Gorham
714-955-0903 Buthaina.Haddadin-Gorham@hud.gov
Peter Ludlam 714-534-2515 Peter.J.Ludlam@hud.gov

WEBSITE: WWW.NFFE1450.ORG

Emergency Contact: **Dennis T. Murakami**
(415) 489-6680 or (925) 788-4286 (Cell)

Making It Happen!