



**INTERNATIONAL  
BROTHERHOOD  
OF ELECTRICAL  
WORKERS®**

900 Seventh Street, NW  
Washington, DC 20001  
202.833.7000  
<http://www.ibew.org>

**EDWIN D. HILL**  
International President

**JON F. WALTERS**  
International  
Secretary-Treasurer

March 11, 2005

Mr. Michael Fitzgerald  
Bus. Mgr. - Fin. Sec.  
Local Union 134, IBEW  
600 West Washington Boulevard  
Chicago, IL 60661

Dear Brother Fitzgerald:

Due to provisions included in the Defense Authorization Act of 2004, the rights and livelihoods of IBEW members employed at the Department of Defense (DOD) facilities have been placed at serious risk. These facilities include Army, Navy, and Air Force bases, as well as naval shipyards, Army Corps of Engineer power plants, navigation locks and dams. Due to the Bush Administration's new National Security Personnel System (NSPS), sometimes referred to as "The Rumsfeld Plan," IBEW members employed by DOD on these sites are threatened with the loss of wages, seniority, and working conditions.

When first proposed, Secretary of Defense, Donald Rumsfeld stated that NSPS is necessary in order to effectively prosecute the "War on Terror." Rumsfeld stated that DOD needs "flexibility" in order to accomplish its mission. However, the Labor Movement knows better: "Flexibility" is corporate-talk for taking away workers' rights and wages; and the NSPS is no exception.

Furthermore, the NSPS is only the first proposed step. Recently, the Bush Administration officials publicly stated they would like to implement NSPS "reforms" at other federal agencies. With that in mind, one must ask, "Is the National Labor Relations Act (NLRA) next?"

It is important to involve local union members in this fight. Therefore, please ask the members to contact their Senators and Representative urging them to take legislative action to stop the DOD from implementing NSPS. Ask the members to have their friends, family, and community leaders contact Members of Congress with the same message. When you or the delegates from your local attend Central Labor Council (CLC), or local Building Trades Meetings, raise this issue and ask that action be taken to oppose the NSPS.

The following talking points should be helpful in crafting a letter to congressional representatives:

- The DOD published its proposed NSPS regulations on February 14, 2005.



**INTERNATIONAL  
BROTHERHOOD  
OF ELECTRICAL  
WORKERS®**

Mr. Michael Fitzgerald  
Bus. Mgr. - Fin. Sec.  
Local Union 134, IBEW  
March 11, 2005  
Page 2

- The estimated initial cost of the NSPS will reach almost a billion dollars in the first year alone.
- The system is prohibitively expensive and unnecessary.
- The NSPS eliminates collective bargaining rights and the pay systems for DOD workers.
- The DOD developed the proposed NSPS without substantial involvement of its employees' unions as required by law, and as such, it is a direct violation of the law.
- Congress should stop DOD from implementing the NSPS. The money saved could be put to better use equipping our troops with needed armor and other equipment.

If the NSPS is implemented, the collective bargaining rights for everyone will be at risk, and not just these rights of IBEW members employed by DOD. For more information, checkout and logon to the Web site of the United DOD Workers Coalition at [www.uniteddodworkerscoalition.org](http://www.uniteddodworkerscoalition.org).

Fraternally yours,

Edwin D. Hill  
International President

EDH:pr  
Copy to Lawrence P. Curley , International Vice President