

THE TECHNICIAN

November - December 2018 | *Keep the Faith*

Issue #9, Vol. 76

LOOKING BACK EDITION!

ACT National Wishes Everyone
a Safe & Merry Christmas
& Happy New Year

To AGR or not to AGR

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Before you make this irreversible decision, there are quite a few things you should know

Doing your Duty

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What military leave is available to the technician? Someone was not aware of the 22 day leave.

Duty • Dignity • Dedication

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2019 Rally

Dates and Registration info

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Jumping Ship

By Bill Willcox

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To AGR or not to AGR

What you should know before you make the irreversible decision to convert.



Jumping Ship While on Dry Land

Before you jump off a perfectly good ship while on dry land, know what you're jumping into!

From the Desk of the Central Region

**Field Rep
Tom Mahoney**

My first 6 months as your ACT Central Region Field Representative have been very interesting and rewarding. I am adjusting to communicating primarily through phone and email. The first couple of months of communicating had been with someone whom I had never met. Since the first of the year I have had the opportunity to put faces to names. I met several Chapter Officers and Stewards at The ACT Rally and at our chapter steward training. The Central Region has 9 states and I have trained in 4 and have 2 more scheduled. I am looking forward to scheduling the remaining 3. I am looking forward to meeting as many of our members as possible.

The training has allowed for me to become confident and comfortable with the chapters and vice versa. The confidence is expressed by the increased communication between the chapters who have received training and me. Just so the reader knows increased communication means more issues are being worked. Whether the issue is I&I bargaining or defending a disciplinary action the Bargaining Unit members (BU) take notice that ACT is working for them. Membership is growing in the states that have received training I believe this growth (and retention) is due to the BU seeing results. Keep up the good work as you know the more members the louder our voice.

I thought I would list in this article the number of disciplinary actions mitigated or the harmful error in a personal downgrade that resulted in 5 years of back pay or the favorable Grievance, FLRA and FSIP action results, but that would be bragging. No need to brag continue working hard use your ACT resources and most important "Keep the Faith".



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Organization within DoD**

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2019 Rally Dates & Registration

You can easily book your room right from this very page of The Technician. Click the link at the end of the article now, and receive the discounted group rate.

Hotel link is below for 2019 Rally reservations. Click onto the below link to make your Chapter's Delegate reservations to attend ACT's 2019 Rally.

Notice the Training Day & Hill Visits Days for your scheduling purposes.

Book by January 8th to reserve your room!

- February 5 - Delegates Arrive / Registration
- February 6 - Training - (All Attend)
- February 7 - Hill Visits - (All Attend)
- February 8 - Hill Visits - (All Attend)
- February 9 - Annual Business Meeting - (All Attend)
- February 10 - Delegates Depart For Home



Booking a reservation from our site is simple. To begin the process, click on "Book a Room" to receive your group's preferred rate.

https://embassysuites.hilton.com/en/es/groups/personalized/W/WASOTES-ATG-20190205/index.jhtml?WT.mc_id=POG



Longest Serving ACT Executive Board Member Retires

After 20 years of serving ACT Membership by giving them a voice on the Executive Board; Julie Curtis Executive Vice President retired from ACT on December 31, 2018.

ACT is not saying goodbye to Julie as she is a Lifetime member of ACT. ACT appreciates all that Julie has contributed to ACT membership and to ACT HQ.

Thanks again Julie for your Duty...Dignity...Dedication to ACT.

Legislation Director



April 16 through 20 I traveled to Capitol Hill in Washington D.C. to make a push to get several of ACT's legislative initiatives into the 2019 NDAA. The top priority was changing the law so Federal employees will be eligible for TRICARE Reserve Select (TRS). Since identical TRICARE Bills have been introduced in both the House (H.R. 5121) and the Senate (S.1086) we felt that this may be our best chance during this Congress (115th) to get the TRICARE Bills enacted. My other main focus involved efforts on language that will provide some job security for technicians who lose their Guard status through no fault of their own. I also discussed the fact that DoD had failed to meet the deadline to recommend changes to the program that would help resolve the issue of technicians losing their Guard status.

Since the NDAA is normally "marked up" in mid to late May, by the respective Armed Services Committees (HASC & SASC), our strategy was to get the support of as many committee members as possible and find at least one member in either House that would place our legislative fixes into the NDAA.

I scheduled as many meetings as I could and dropped in on the offices that I was not able to get formal meetings with prior to arriving. I was pleasantly surprised that most of the legislative Assistants (LAs) were well aware of the TRICARE (TRS) issue and just about everyone I talked to seemed to agree that the current situation is not fair to federal employees who want to serve in the Guard or Reserve. But once again I heard concerns raised over the cost of extending TRS to all federal employees and also how thousands of federal employees leaving the FEHBP in favor of Tricare Reserve Select would affect the FEHBP. Although I didn't get any firm commitments to get the TRS language in either version of the NDAA while still in committee I got the feeling when the NDAA comes to the full House an amendment may be offered to include the language of H.R. 5121. So I would encourage you to continue to contact your member of the House and Senate and let them know you expect them do support H.R. 5121 and S.1086 and do what they can to pass these two Bills.

At the time of my visit there was no bill language that had been introduced to fix the problem of technicians losing their employment through loss of military membership. It did appear that most legislative assistants (LAs) have been educated concerning this issue. I believe this is due to membership visits during ACT National Rally in Feb. Although our members are painfully aware of how the loss of Guard membership can affect their career the dual status requirement is largely unknown to most legislators. So keeping legislators and staff educated to our issues is very important.

So my mission was to convince a member of the HASC or the SASC to amend the 2019 NDAA to include some type of civilian job protection for technicians who have lost their Guard or Reserve membership through no fault of their own. The discussion revolved around two options: (1.) a permanent fix that would require technicians to be converted to a Title 5 employee until they turn 60 and are qualified for an unreduced civil service annuity or (2.) a temporary moratorium on technician separations due to loss of military membership until DoD provides its overdue report to the HASC and the SASC and a permanent solution can be decided upon. Obviously ACT would prefer a permanent solution to this issue that has been plaguing our membership for decades so that is the option we are advocating for. As this technician goes to print the HASC version of the 2019 NDAA will probably be out of committee and ready for the full House to consider and vote upon. The SASC has scheduled the markup of their version of the 2019 NDAA later in May. With the subcommittee markup on May 21st and the full committee markup on May 23rd. Once again this is the time to be calling and e-mailing your legislators to educate them on our issues and get their support. Going forward, once the HASC reports out their NDAA bill we will know if there is language we can then ask SASC members to adopt into their version of the NDAA.

Just a general note: As I have indicated many times before - because of the torturous process to get standalone legislation passed - the NDAA process is the best way to get our legislative agenda enacted. To that end attendance at ACT's National rallies are a very important aspect of our total legislative program. It gives our members a chance to educate their legislators / staffs to our issues and allows members to build a relationship with them. It is also important to keep in touch with the individual Congressional offices periodically to ensure the legislative assistant you have been dealing with is still working for that office.

Stay tuned!!

DOING YOUR DUTY

By Tom Mahoney

Perhaps the most reoccurring complaint that I have heard since taking this job is the increasing amount of military duty we perform. Relative to that complaint it was a question what military leave is available to the technician. Someone was not aware of the 22 day leave.

We can all search under "Types of Military Leave" and find the different leave available at one of the OPM sites the search will take you too.

Here is a highlight:

5 U.S.C. 6323 (a) provides 15 days (regardless of work schedule this leave is based on an 8-hour day format; meaning a day equals 8 hours so multiplying 8 hrs. by 15 days equals 120 hrs.) per fiscal year for active duty, active duty training, and inactive duty training. An employee can carry over a maximum of 15 days into the next fiscal year. Inactive Duty Training is authorized training performed by members of a Reserve component not on active duty and performed in connection with the prescribed activities of the Reserve component. It consists of regularly scheduled unit training periods,



additional training periods, and equivalent training.

5 U.S.C. 6323 (b) provides 22 workdays per calendar year for emergency duty as ordered by the President, the Secretary of Defense, or a State Governor. This leave is provided for employees who perform military duties in support of civil authorities in the protection of life and property or who perform full-time military service as a result of a call or order to active duty in support of a contingency operation* as defined in section 101(a)(13) of title 10, United States Code.

5 U.S.C. 6323(c) provides unlimited military leave to members of the National Guard of the District of Columbia for certain types of duty ordered or authorized under title 49 of the District of Columbia Code.

5 U.S.C. 6323(d) provides that Reserve and National Guard Technicians only are entitled to 44 workdays of military leave for duties overseas under certain conditions.

If you were unaware of a "type" and did not use that type you may be able to go back and recover any other charged leave you used or recover wages if you used LWOP. Consult with your labor rep and HRO benefits section.

Special Pay

Local Chapter president spearheads Special Pay for the 189th Airlift Wing for Technicians and Reservists at Little Rock AFB

Mike Caffey, Razorback Chapter President wouldn't take "NO" for an answer when it came time for getting the pay disparity between active duty personnel and technicians at the 189th AW fixed. It has been a long process to say the least, said Mr. Caffey. It started back in 2006, when then the 188 Fighter Wing located in Fort Smith, Arkansas moved under the Tulsa pay scale resulting in over a \$3.00 per hour pay increase. Mr. Caffey started researching how he could get the same for Little Rock. Mr. Caffey and others met with members for the Arkansas Wage Grade Area Committee in 2012. This effort stalled and there was no changes to their pay location.

In 2013, the Labor Organization along with management decided to pursue the Special Pay Scale and a Commanders Action Group (CAG) was formed. Over the next year the committee researched Office of Personnel Management regulations (OPM) and other guidance for their presentation. In 2014 the CAG submitted their package to The Adjutant General (TAG) for approval. Once approved the package was



forwarded to the National Guard Bureau (NGB) for review. Over the next few months NGB and DCPAS provided instructions to improve the probability of approval from the OPM. The committee made the changes and resubmitted to the DCPAS.

The process was delayed two years as the Reservist from Little Rock who previously declined to be a part of the Special Pay process now wanted in. In 2018 both packages were submitted to OPM for approval. On April 6, 2018 the committee was notified that the Special Pay Scale request was presented to OPM for final approval. On May 7, 2018 the Special Pay Scale request was authorized for the 189 AW and the 913th Reserves at Little Rock AFB.

Mr. Caffey plans on using the Special Pay Scale as a recruitment tool to gain membership at the local chapter and possibly getting the reservist to come over to ACT.



Left to Right: Steve Olguin (ACT Mid-West Field Rep), Jefferson Simmons (AF Vice/CS), Joseph Phillips (Steward), Mike Carver (ACTFFE Vice Pres), Yvonne Phillips (Steward) and Julio Romero (ACT Western Field Rep)

ACTFFE CHAPTER #138

FAIRCHILD AFB CONTRACT

NEGOTIATION TEAM

Washington State ACTFFE Chapter #138 (Fairchild AFB) concluded their Title 5 Appropriated Funds and Non-Appropriated Funds contract negotiations during the month of April 2018. During April 22 through May 2, 2018 the ACT negotiations team with Management representatives successfully meet and bargained over both NAF and APF contracts. This was a new accomplishment for both the ACTFFE chapter members and both ACTNAT representatives considering the contract re-negotiations would in turn effect only Title 5 employees at Fairchild Air force Base. Julio Romero one of the newest ACT National Field Rep's found the experience as an educational experience which would be carried into future ACT Title 5 contract negotiations. "This was the first time I was part of a pure Title 5 contract negotiation. The experience gave me the knowledge and understanding that what may apply to Title 32 dual-status technicians doesn't always apply to Title 5 Appropriated fund employees and Non-appropriated fund employees have certain rules and or procedures that stand alone by themselves per the AFMAN. This type of experience is valuable for me to have as an ACT representative".

Since the last edition of The Technician I had the great pleasure of meeting some ACT folks in Minnesota and adopted states (till the SE Field Rep is hired) Georgia and Florida. We (Central Region) are busy reviewing all the new policies shot gunned at us the past month. I believe we have a handle on them (policies) and we understand our Negotiated Agreement supersedes any subject in a policy that differs from that agreement. The Stewards are doing a great job assisting the officers with this review. We realize the involvement of our stewards in discussions/reviews or timely informing the stewards of discussions/reviews is important. Stewards share our activities directly with members in their area. Sharing with the members serves to answer the question "what is the union doing for us". This sharing has proven to work in Missouri their Chapters are growing.

Central Region Activity

By: Tom Mahoney, Field Rep

22-DAY MIL LEAVE IS THERE TO ASSIST THE EMPLOYEE(S) WHO WHILE IN A LWOP STATUS DUE TO THE MANY DEPLOYMENTS (STATE AND ACTIVE DUTY).

I am still receiving questions on 22-day military leave (coded LE). 22-day Mil leave is there to assist the employee(s) who while in a LWOP status due to the many deployments (State and Active Duty). LE does not allow an employee to "double dip". Employees whose daily rate of tech pay is greater than their military rate of pay can use LE to recover

the amount (difference) of pay lost while on LWOP. Please make sure your members know of this option and direct them to someone who understand the process. In the next few months many chapters will be entering mid-term and term negotiation. With the variety of Executive Order's (EO's) being shoved at us we are strapping in because we know the discussions are going to get elevated. Of course, we know prior preparation (strong counter proposals) and keeping our emotions in check at the table will help us succeed in MAKING THE UNION CONTRACT GREAT AGAIN. We all have a busy month or two ahead with the additional challenges of the Air Tech to AGR move on the front burner. The Central Region (like all Regions) is moving forward in unison as each proposed step is revealed. In closing I want to thank Carl Morabito for his tenure

as President of the Wisconsin Army Chapter and congratulate him on his promotion to a Supervisory position. I have confidence Carl will be an asset to the employees. In that same thought thanks to ACT Legislative Director, Les Hackett who is helping his old chapter fill the void until the Chapter Chain restructures. Hope you had a great summer.

JOHN HUNTER AWARD



Donnie Pruett



Shannon Fairburn



Dennis Stoner



To AGR or not to AGR

By Bill Wilcox

Today's your lucky day, you've been offered to convert from a Title 32 Technician to an Active Guard Reservist (AGR)! You've won the lottery! Or, so you think. Before you make this irreversible decision, there are quite a few things you should know. Please, read the following very carefully before making your decision.

As the National Guard continues its morph toward a more active duty centric mode, many technicians are finding themselves pondering the decision to accept an AGR position or not. First, let's

clarify that our AGR brothers and sisters are valuable and appreciated. We work with them hand in hand every day. Sometimes, it's easy to compare the two and wonder which is the best route for your career.

Of course, the first thing that jumps out at every Technician is the pay disparity. At first glance, it seems that AGR's are the last person standing in the World Series of Poker. As one person put it, "Always Gettin' Rich" (there's another acronym that's assigned but you can figure that one out for yourself). So, let's break these "disparities" and differences down one-by-one.

First, and perhaps the most important – pay. Yes, on

average, AGR's make more money. However, this money is in the short term. We'll talk later about the pay according to rank. On average, an E5 makes around \$700 per month more than his or her WG-10 counterpart (this does not include drill pay). Of course, the Technician is paying out for insurance, taxes, TSP, and the list goes on. And, given the additional rank, the pay can increase for an AGR. Now, before you say, "Wow! Sign me up!" there are a few things to think about. One, over the long-term, an AGR is only paid for 20 years. On the other hand, a Technician can stay gainfully employed for upwards of 30 years. You do math! Also, the disparity between a WG-12/13 narrows the gap

considerably. Additionally, any pay grade in the GS or WS pay scale narrows the margin even more. Another thing most folks forget – drill pay and the "double dip." The TDY's that you once counted as a "double dip trip" now becomes one with the minimum per diem rates. The drill check that pays your car payment is gone. You will perform drill weekends for free. Once retired, most AGR's must begin another career in order to make end's meet. On the other hand, most

existing retirement plan. In January of 2018, members were required to become part of the new "blended" retirement system. Under the new system, personnel will receive only 2% per year of service with the government throwing in a bit of matching to the TSP that you must elect as your savings plan. Essentially, the AGR retirement plan is just another form of the civil service retirement system. However, you only have 20 years to save as much as you can. You



would only draw 40% of your base pay (high 3). Hopefully, you're an E-9 for all 20 of those years! Alternatively, if you begin and stay under the Technician program, you are afforded the matching of 1-5% of your own savings, in addition to 1% per year of your service. Without going into a long, drawn-out explanation, in the long-term,

Technicians will not work past the age of 57 if they've saved the minimums of his or her pay. Let's look at retirement on a deeper comparison.

Now that we've established the pay issue, let's talk retirement. For an AGR, retirement will come at the 20 year mark. If you're lucky, you're in a critical career field and you may be able to go to 21-22 years. Know this – your retirement pay at 20 years is going to be half (50%) of your base pay only. After this, you must pay for health care insurance, life insurance, taxes, any other deductibles you may have. Having personally seen a retired E-6's bring home pay, just know you will bring home less than \$2000 per month. Can you live off of less than \$2K a month for life? This is assuming that you are on the



a Technician can save a considerable amount of money with the matching option, as well as, the 1% per year he or she will draw. Having personally viewed a MSgt/WG-12's retirement at age 57, it goes without saying, the retirement is considerably more – a lot more. Then, at 60, your military retirement kicks in. If you want to see for yourself, do the math.

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The next issue to tackle is rank. Currently, under the “still to be organized” system, rank is an issue of monstrous proportion. As it stands, there is no clear, laid out path for AGR’s to make rank. Of course, our active duty counterparts



or MOS. This is compounded with the fact that there are no set, written standards for a path of upward mobility for the AGR program. Most AGR’s start as E-5 and stay as an E-5 for many years. And, to add insult to injury, you

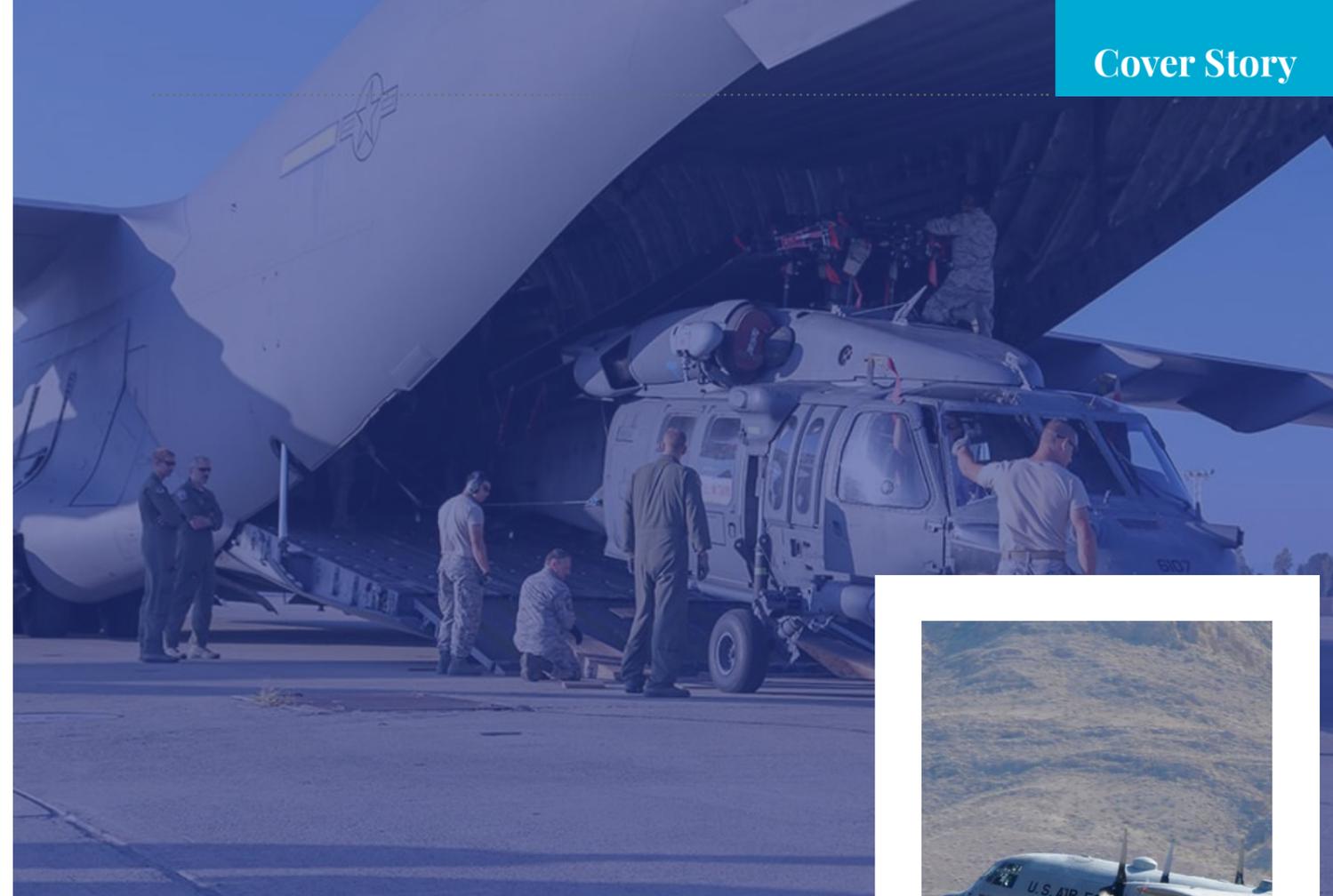
are not eligible to “pull your AGR position” into a civilian position. In fact, if you decide to bid on and go back to the Technician side of the house, you’ll be a Category 2 consideration. In essence, rank is very hard to come by. Essentially, you should be prepared to retire as an E-5 or E-6.

Another conversion issue to look at more carefully is USERRA rights. By law, if you give up your civil service position to go on AGR orders, you have 5 years to return to your job. Let’s pretend that you take an AGR and you realize that the money is not so great, you’ve been on an extended TDY and only earned a few dollars a day per diem because you were required to eat on base, and you generally don’t enjoy being called out each weekend to work and you want to return to your civilian position. No problem, right? Well, here’s the problem. Under

compete by testing for rank. In the Guard, someone above you chooses whether or not you’re eligible to move into the next desired rank. The rank is also tied to the job. And then, there’s “rank inversion.” You can be the smartest, most qualified person for a job and not be chosen. Without the job, rank does not increase. Also, many AGR’s are just now finding out that they are basically “stuck” in the rank they are in. Because AGR positions are bid by rank, another position (of higher rank) in that person’s AFSC or MOS must be available. If there are no positions (and this happens more times than not) then you are essentially stuck. Unlike Technicians that may have the skill set to switch jobs and be hired into another field, AGR’s must have the AFSC



the “conversion” there is an unconfirmed rumor that you will now sign a waiver to your USERRA rights. In other words, your position is permanently converted. Currently, ACT is looking into this rumor, but it seems very likely. Also, many members report that they are now



required to waive his or her “sanctuary” rights at the 18 year mark upon acceptance of an AGR position. If you’re unfamiliar with the sanctuary clause, it simply means that once you reach 18 years of active service, you cannot be separated (with exceptions such as failure of drug urinalysis or other extremely rare conditions that would result in a less than honorable discharge). Unknowingly, members, especially the younger airmen or soldiers, sign away this right in order to accept the AGR position. Also, another misconception is the fact that once you retire, you can “buy back” your time and continue your civil service career. No, you can’t. If you

retire from the military and receive payment for it, the actual civil service time that you have is all that you will be accredited. In other words, if you have 6 years of actual civil service time and then you retire as an AGR, you will return (if you bid on another civil service job) to civil service with 6 years. You would have another 14 years to retire from civil service.





of AGR's at any location, work hours and days will change dramatically and sporadically. There will be no such thing as a "voluntary trip." You will go on any TDY, whenever you are directed to do so. You will work whatever hours and days you are directed. And, if, in the event you find yourself in an adverse action, you can count on this – our final point.

The final point is simple – you can be demoted, demoralized, and fired without any recourse. First of all, you will complete a 3 year probation period. More than one person has found themselves let go at this point. However, what no one will tell you is this - you can be fired for any reason. Sure, there will be a reason. But, it does not have to be a validated reason. No one will come to management and ask why or attempt to have you reinstated. This is a fact! "Failure unbecoming" becomes a whole new term. As a Technician, you should know, the ball is in your court. You have the advantage over management. And, as a union member, your advantage grows immensely.



Finally, there are many questions one should ask before jumping off the proverbial bridge into the AGR river. A recent news story asked people what was the number one reason they vacated a job. Money was not the first answer! The first answer was job satisfaction, followed by happiness. Money was the number three answer. What do you think? We would love to hear your opinion on this subject! Until next time...keep the faith!



Another negative to becoming an AGR is one that few people actually know about. As a Technician, once you accepted that position, you were probably informed of the knowledge, skills, and abilities that are required to perform your job. These KSA's, as they are commonly referred to, are used by management to ensure that a person can and continues to know his or her profession. However, as a Technician, you cannot be placed into another job or lower grade position with exception to being detailed for less than 120 days in the event of a medical or legal problem. But,

as an AGR, you can be "detailed" indefinitely into another position. For instance, AGR's are currently being used to man areas that Technicians cannot, by law, be employed in. Most of the "details" were not what you were hired for. Sometimes, management can even use this detail as a form of punishment or reprimand, citing the opinion that the person is no longer fit to do his or her job. Recently, the author was informed of a highly trained technical expert that had been detailed for over 5 years as a "cook" for the simple reason that "there was no other way management could staff the position."

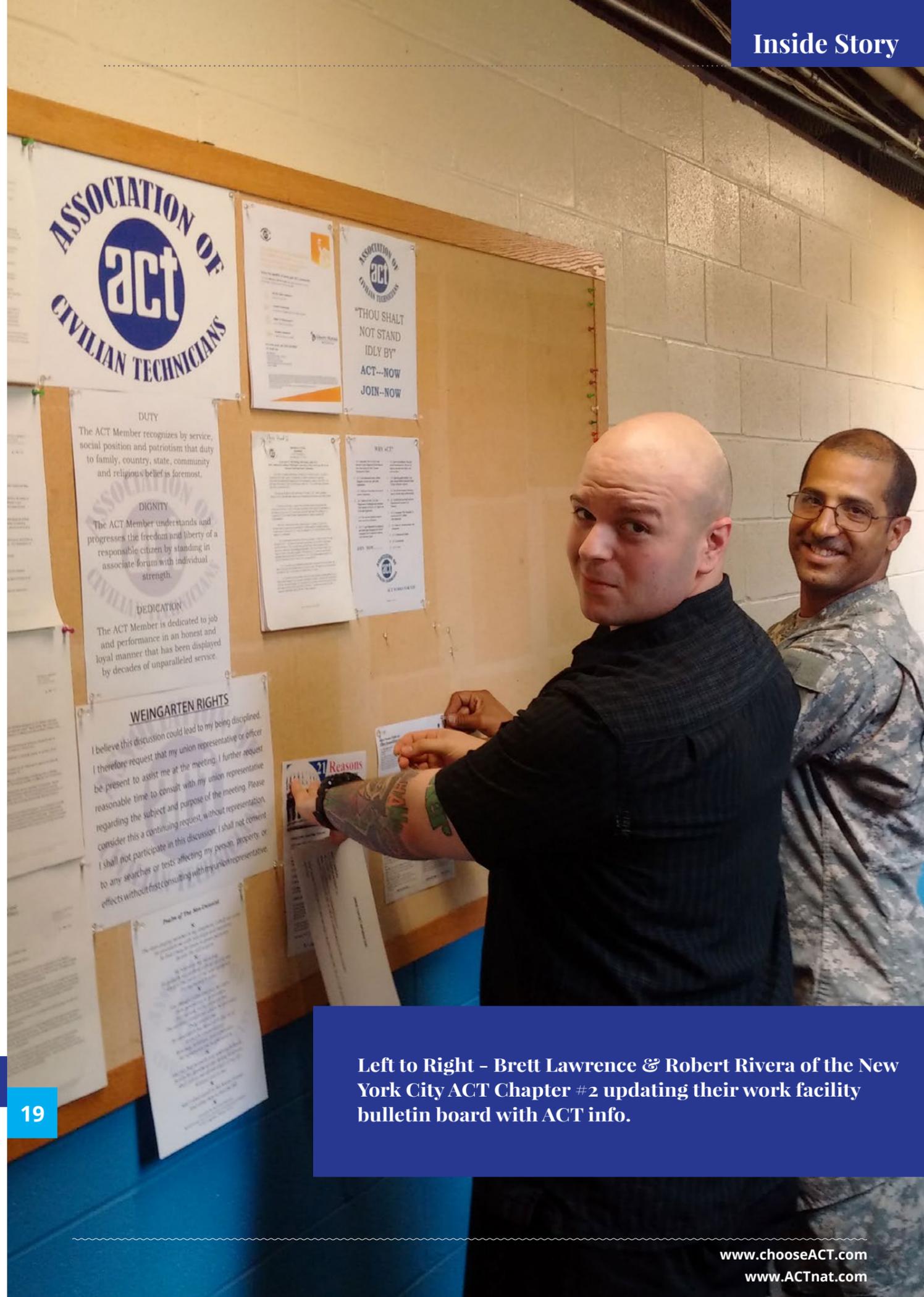
This brings us to the next point. Know this – there is no recourse for adverse action as an AGR. If you are found negligent, unfit, or simply in dispute with management, you have no rights! You do not have a union to fight for you. You cannot cite Title 5 or any other employment favorable citation. For instance, one common complaint is the fact that management can call an AGR to duty 24/7. One anonymous sources even cites the fact that they are "threatened" on a weekly basis that they can be called in to work at any time. And, guess what? They can! And, for the most part, you must comply. You can bet that once management gains a majority

ELECTION COMMITTEE 2018

The ACT 2018 Election Committee assembled at ACT HQ the week of September 10th - 14th to certify the election results and to notify those members that ran for elected office if they were elected or not. Once the election results were certified the Election Committee then worked on the Election Calendar dates for 2020.



The 2018 Election Committee Members are Left to Right: Shannon Fairburn, Felicia Neale, Election Committee Chairman Randy Crews, John Sappington, Pete Demakis

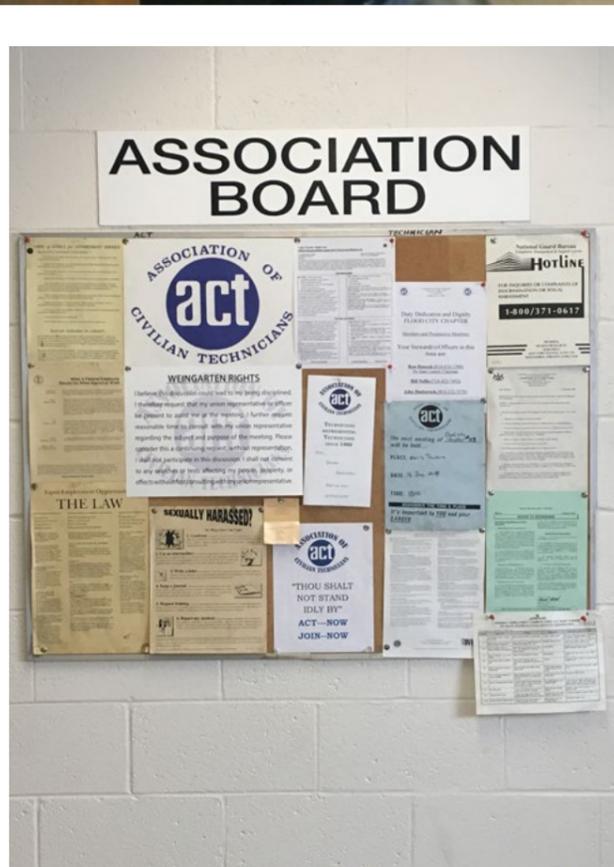


Left to Right - Brett Lawrence & Robert Rivera of the New York City ACT Chapter #2 updating their work facility bulletin board with ACT info.

ACT Pennsylvania State Council Office



**PENNSYLVANIA
STATE COUNCIL ACT
BULLETIN BOARD**



IOWA HEARTLAND CHAPTER #101

Left to right: Vice President Area #4 Braden Larsen, Colton Whitmore, Chapter President Carol O'Roake, Ryan Richards, Brady Thompson, Brandin Frey



Heartland Chapter #101
Chapter Meeting Hall

CHAPTER PRESIDENT

**IOWA HEARTLAND
CHAPTER #101
CHAPTER PRESIDENT
CAROL O'ROAKE**



If you read the last published article, To AGR or Not AGR, you were given a thorough comparison of the AGR versus Technician program. The contrasts are stark and clear. On one hand, as a Technician, you maintain your rights - your right to appeal

provided, even at the current 50 percent rate. For the younger troops that now must choose the new Blended Retirement, they are essentially signing up for a "revamped" civil service type retirement. The problem with this is, you only have 20 years

to save as much as you can. We all know that at the lower rank, you save significantly less (because you make less). So, as was jokingly said before, "you should hope to be an E9 for all twenty years."

Interestingly, the last article caused quite a stir. Most people have never thought of the implications. Additionally, NGB does not and has not educated the masses with a thorough comparison. With that said, one should ask the question, "Why not?" Sometimes the answer is at face value. NGB, especially the Air side of the house, want people to "jump ship." They know that the AGR program suits them best. They can use you and abuse you at will. Speaking from experience, you will quickly grow tired of hearing, "You're AGR, you can do it." When someone is needed to work the non-drill weekend, "You're AGR, you can do it!" When a trip to any undesirable location pops up, "You're an AGR, you can do it!" When you

need to miss drill weekend for an important family event, "You're an AGR, you have to be here!" Of course, drill is unpaid. When management can't fill a position and you are detailed indefinitely, "You're an AGR, you can handle it." You get the point. Before you jump off a perfectly good ship while on



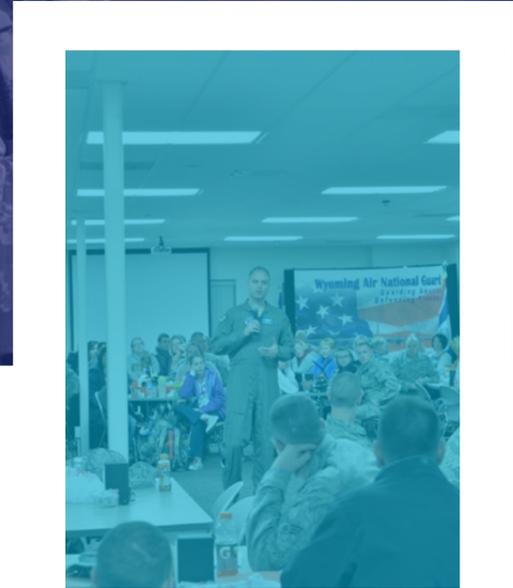
adverse actions, to appeal management decisions, to decide your own work schedule, to travel or not, and your right to receive benefits afforded to every civil service technician. On the other hand, as an AGR, you have basically one right - you can always quit! There are no other rights afforded to an AGR. In other words, "like it or leave." This may sound rather dramatic, but sometimes the truth is harsh.

Jumping Ship While on Dry Land

By Bill Wilcox

As previously stated, the first thing every Technician looks at when confronted

with the decision to convert is the pay differential. However, upon closer examination, the pay is not significantly greater. In fact, if you look at the longer term, you will find that upon retirement, the Technician will far outperform the AGR. An AGR retiree cannot live off the minimal retirement



dry land, know what you are jumping in to!

One last point may be found in the fact that NGB has yet to set a "structure" for the AGR program. There is no structure, plan, or fair way to obtain rank. Positions are picked and chosen at will by management as to where they will be placed. AGR's will still report to civilian management that are too far along to convert themselves. Simply put, NGB is trying to find a way around the mandatory Title 5 conversion, which did not suit their needs and strategy at all. Now, they are scrambling to find a solution. Their solution is to make it so they can control each and every employee and situation. As was stated before, sometimes the truth is harsh. Before you jump ship on a perfectly fantastic career, make an informed decision that both you and your family can afford. Sometimes the carrot being dangled in front of you really isn't made of gold!

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FLORIDA FIRST COAST CHAPTER TRAINING

Left to right: Robert Kennedy, Valencia Chestnutt, Jason Moore, Marray Nelms, Joshua Dean, Rich Vern, National Field Rep Tom Mahoney. Seated left to right: Lee Bowles, Chapter President Kimothy Steele



IOWA HAWKEYE CHAPTER #75

Left to right: Scott Clayton, Ricky Irwin, Chapter Secretary Ron Bennett, Chapter Treasurer Jolene Otto



Past ACT National President John Hunter presents the VJ Paterno Memorial Award to Steve Fisher on his retirement.

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IOWA HAWKEYE CHAPTER #75 CHAPTER COAT

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OFFICER AND STEWARD TRAINING CONDUCTED IN PENNSYLVANIA

On 22-26 October, Officer and Steward Training was conducted. On Tuesday and Wednesday, Travis Perry, the new Northeast Regional Representative, joined the Pennsylvania State Council to train chapter officers and stewards. Training consisted of: Roles of a Steward, Responsibilities of Chapter Officers, Grievance and ULPs, the Appeal process, Merit System Protection Board protections, Records Management and an update with what's new at the National level. On Thursday Pennsylvania hosted members of the Pennsylvania National Guard Human Resources office. Pennsylvania HR spoke on the following topics: How to write a resume, the Hiring Process, FMLA and Use of Leave, and Deferred Retirements.



Shown: ACT Officers and Stewards from across the state show their pride in being part of the Association of Civilian Technicians.



Shown: Pennsylvania State Treasurer Pat Straka going over chapter financial management with chapter officers.

PENNSYLVANIA STATE COUNCIL COMPLETES STATE COUNCIL ELECTIONS

On 22 October, the Pennsylvania State Council completed elections. The following were elected: Chairman: Marc Hunsberger; Executive Vice Chair: Al Kinney; Administrator: Jo Martz; Vice Chairman A: Ronald Hanzek; Vice Chairman B: Robert McFarland



Pennsylvania State Council (from left to right): Administrator Joanne Martz, Vice Chairman Ronald Hanzek, Chairman Marc Hunsberger, Executive Vice Chair Al Kinney, Vice Chair Robert "Pinky" McFarland, and Treasurer Patrick Straka



PENNSYLVANIA STATE AWARDS CEREMONY CONDUCTED FOLLOWING OFFICER AND STEWARD TRAINING:

Pennsylvania ACT members gathered together to recognize some of their own outstanding members on October 25th. (Not shown: Captain Leslie Knight received the award for Outstanding Supervisor Support. Captain Knight could not attend the ceremony and was given the award at a later date.)

Audra Stevens received the Al Piatt award. The Al Piatt Award is given for recognition of outstanding support to the Pennsylvania Association of Civilian Technicians.



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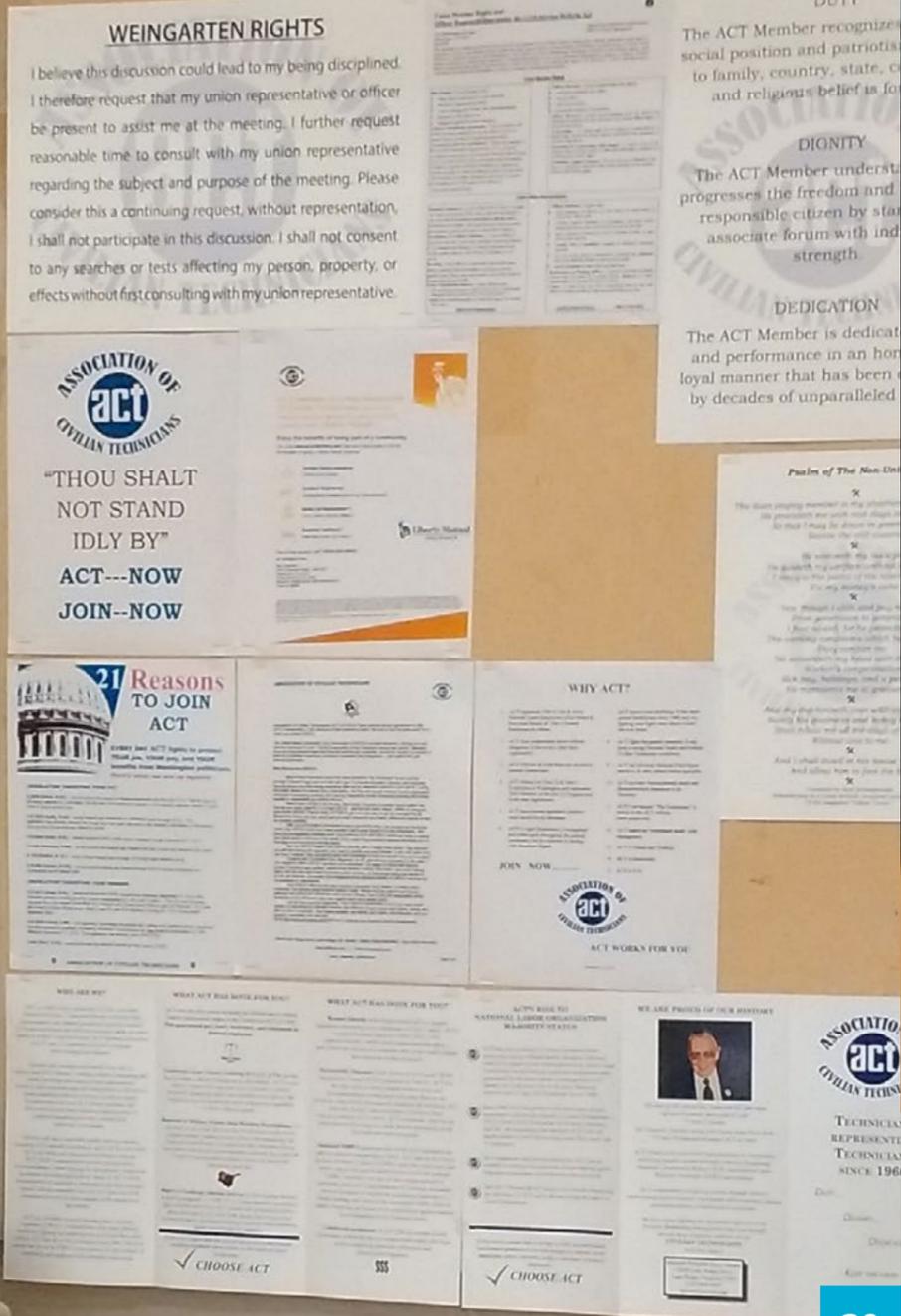
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HEARTLAND CHAPTER #101 AT BOONE AASF

Left to right: Michael Ewalt, Tony Aspengren, Hunter Dilley, Tim McGlynn, Chapter President Carol O'Roake

ACT NATIONAL PRESIDENT

VISITS IOWA, NEBRASKA AND MISSOURI CHAPTERS



ST. JOSEPH CHAPTER PRESIDENT JOHN SAPPINGTON AT THE ACT BULLETIN BOARD.



ACT National President Terry Garnett & ACT General Counsel meet and confer with NGB TNJ1 Chief Bob Tetrault and Assistant Chief Adriane Dallas.

Taking picture ACT National President Terry Garnett.



Cornhusker Chapter #88 updating bulletin board at the air guard base in Lincoln.

From left to right: JB Kenning Vice President Air Guard, Adam Bowman, Chapter President Mike Dennis



Land Of Lincoln Chapter #120 knife & flashlight set recently given out to members of the Chapter.

2018 ACT TRAINING MICHIGAN CHAPTER



Left to right: Glenn Hardy, Tony Heyart, Stephanie Oakley, Veronda Lanxter, Brandie Langford, Ashanti Curtis, Nicholas Putinsky, Craig Shipway

Back left to right: Matt Black, Andre Glenn, John Tennant, Luke Wimby, James (Andy) Kane, Jordynn Horner, Denae Mongeon, John Karns, Eric Burgess (Not Pictured, Field Rep (Photographer) Tom Mahoney

MONTANA TRAINING



Left to right: Julio Romero, Robert Kenney, Todd Moline, Jamie Lingle, Randy Tetrault, Dennis Stoner (back), Matt Carlson (front), Ross Rinabarger, Christina McKay, Matt Moreau, Adam Bell and Sean Thurston.



ACT TREASURE STATE CHAPTER 57

On October 2-4, 2018 Officer/ Steward Training was conducted in Helena Montana. Chapter Officers and Stewards were instructed in all necessary aspects, skills and knowledge to properly represent the Montana National Guard Technicians. Per Julio Romero the ACT Western Regional Representative: "It was great to meet and instruct the Chapter Officers and Stewards of the Treasure State Chapter #57. These members are dedicated to watching over their bargaining unit employees' best interests. As well as strived to develop and maintain a positive relationship with Management based on the foundation of mutual respect to ensure employees have a voice".

ACT National Wishes Everyone a Safe & Merry Christmas & Happy New Year



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