



# National Treasury Employees Union Legislative Action

110th Congress 2nd Session

## DHS PERSONNEL ISSUES

### REPEAL DHS HUMAN RESOURCES MANAGEMENT SYSTEM

The Department of Homeland Security (DHS) recently gave up its efforts to impose regulations that allowed illegal limits on collective bargaining after a successful NTEU court challenge. This is good news; however, NTEU continues to fight the implementation of the remaining components of DHS's failing human resource management experiment (formerly called MaxHR). NTEU supported a full repeal of the system, which passed the House last year in H.R. 1684 (Sec. 512), the DHS authorizing legislation. Unfortunately, the Senate never cleared the measure. **Until we have a full repeal, DHS can continue its effort to implement a flawed alternative pay system that is less fair and objective and more open to abuse.** NTEU also believes all DHS employees, including Transportation Security Officers in the Transportation Security Administration, should have collective bargaining rights. H.R. 3212, introduced by Representative Nita Lowey (D-NY) and backed by NTEU, would provide this.

### CBP STAFFING SHORTAGES AND THE ONE FACE AT THE BORDER INITIATIVE

In 2003, DHS created a new Customs and Border Protection (CBP) Officer position and announced the "One Face at the Border" initiative that purportedly unifies the inspection process for travelers entering the United States. Consolidating immigration, customs and agriculture inspection functions has caused logistical and institutional weakness and is leading to a loss of expertise in critical homeland security priorities. NTEU opposes the "One Face at the Border" initiative. Instead, sufficient staffing should be provided to maintain expertise and ensure security. **The Department's own staffing allocation model shows that up to 4000 additional CBP Officers and Agriculture Specialists are needed to fully staff the nation's 326 official ports of entry. The President's FY 2009 budget proposes to hire only 400 new CBP Officers.** Sufficient staffing is a critical concern of NTEU's.

### IMPLEMENT LAW ENFORCEMENT OFFICER RETIREMENT BENEFIT

Congress granted CBP Officers a law enforcement retirement benefit in the FY 2008 Omnibus appropriations bill. The President has requested that Congress repeal this new law and rescind its FY 2008 appropriation. **NTEU strongly supports Law Enforcement Officer (LEO) retirement benefits for CBP Officers and urges Congress to reject any attempt to repeal this law and rescind its funding.**

NTEU urges your support to:

- **repeal the Homeland Security Act's personnel management provisions**
- **cosponsor H.R. 3212 to provide collective bargaining for TSA employees**
- **end the One Face at the Border initiative**
- **significantly increase staffing at the U.S. ports of entry**
- **reject any effort to repeal the newly-won and long-deserved CBP Officer LEO retirement benefit or rescind its funding**