

AFSA NEWS

Special Election Edition

AMERICAN FOREIGN SERVICE ASSOCIATION • APRIL 2011

AFSA GOVERNING BOARD ELECTION for the 2011-2013 Term

2011-2013 Candidates

Officers:

Susan Johnson *	President
Tex Harris	President
Susan M. Shultz *	Secretary
Andrew Winter *	Treasurer
Daniel Hirsch *	State VP
Francisco Zamora	USAID VP
Keith Curtis	FCS VP
David Mergen	FAS VP
Robert Houdek	Retiree VP

Representatives:

Steve Morrison	FCS Rep
Michael Henning	USAID Rep

Matthew Asada *	State Rep
Kenneth Kero-Mentz *	State Rep
David Zwach	State Rep
Les Hickman *	State Rep
Elise Mellinger	State Rep
Kimberly C. Krhounek *	State Rep
Harry Blaney	Retiree Rep
Janice Bay	Retiree Rep
Hugh Neighbour *	Retiree Rep
Edward Marks	Retiree Rep
Molly Williamson	Retiree Rep
Mary Ellen Gilroy *	Retiree Rep

* Indicates a member of the 21st Century Slate

ELECTION COMMITTEE MEMBERS

Hon. George F. Jones, Chair
georgejones@cox.net, 703-385-5741

Donald Businger
donald.businger@trade.gov, 011-4131-357-7270

Michael Conlon
Michael.Conlon@fas.usda.gov, 202-690-4057

Denise Jobin Welch
JobinWelchDI@state.gov, 202-632-9365

David Salazar
SalazarDR@state.gov, 202-312-9630

Richard Thompson
risath@aol.com, 301-229-6442

STAFF

Ian Houston, Executive Director
houston@afsa.org, 202-944-5508

Sharon Papp, General Counsel
PappS@state.gov, 202-647-8160

Janet Hedrick, Dir of Member Services
hedrick@afsa.org, 703-302-9002

OLMS ELECTION SUPERVISOR

Alison Dunn, AFSAelectionsupervisor@dol.gov,
202-513-7314

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SLATE CAMPAIGN STATEMENT

21st Century AFSA 2011 Campaign Statement

The 2009 AFSA election campaign was strongly contested. AFSA voters elected a Governing Board (GB) composed of roughly equal numbers from each competing slate. The Board quickly came together to focus on keeping AFSA responsive to the needs and priorities of today's members and an effective, credible voice of the Foreign Service.

We got a lot done! This included:

- Getting and protecting implementation of the first two tranches of Overseas Comparability Pay (OCP), raising pay for all overseas FS-01s and below by 16% and continuing the push for the final 8% tranche.

- Successfully advocating within the Quadrennial Diplomacy and Development Review process for greater use of retirees, State Department Civil Service, and fast track promotions as quicker, lower cost ways to manage the mid level staffing gap than hiring from outside for State;

- Active labor management work to achieve many gains including:

- Increased attention to training and counseling of employees assigned to Iraq/Afghanistan/Pakistan;
- Reduced stigma of PTSD treatment;
- Reduction of the low-ranking quota from 5% to 2%;
- Updated core precepts to make them apply equally to Generalists and Specialists and to recognize the skills required of domestic employees, particularly in DS;
- Improved support for employees with Class 2 clearances and disabilities;
- Addressed concerns of single members/single-parents in advocacy for

family and quality-of-life issues;

- Getting Department/HR agreement on a centralized WAE database; initiating discussions on raising the retirement age to correspond with Social Security; opening discussion about Agent Orange compensation for affected retirees;

- Increased input from members through more frequent targeted surveys and constituency advisory committees;

- Increasing engagement with and testimony before Congress; doubling media outreach and raising the profile of the Foreign Service through expanded high quality AFSA programs (e.g. Lockheed Martin lecture series featuring Ambassador Negroponte, Congresswoman Nita Lowey, General Scowcroft & Ambassador Ridgway moderated by Andrea Mitchell/Marvin Kalb, Book Notes program);

- And more. Please see our slate's website, www.21centuryafsa.com

21st Century AFSA 2011:

As incumbents and new candidates, the 21st Century AFSA slate is committed to building on the work and momentum of the 2009-11 GB. We will seek greater engagement and input from our members in all agencies so that we can move forward together to build the 21st century Foreign Service our country needs.

Our slate is a group of nine active duty and recently retired FS members with experience in four of the five generalist career tracks and a wide spectrum of FS functional and geographic specializations. We range in rank and experience from FS03 to FE-MC. We welcome the independent State and Retiree representative candidates who are running and, if elected, will seek to appoint specialists to any unfilled State Rep positions. As a team, we bring extensive AFSA experience, diversity, and a track record of leadership and creativity in bringing about constructive change.

Continuing Priorities: (1) resources for all member agencies, particularly oper-

ations and pay and benefits — including OCP; (2) increased cooperation with management and AFSA's role in personnel policy development; (3) issues important to retirees, especially parity with the military on post retirement federal employment; (4) quality of life issues at home and abroad; (5) increasing fairness and transparency in disciplinary and security clearance adjudications; (6) improving promotion and career mobility options for all; (7) as a means to the above ends, improving the image of the Foreign Service and expanding outreach.

Our goals for the 2011-2013 term include:

- Protection of OCP gains achieved so far and getting the last tranche so overseas service for FS-01s and below is not penalized;

- Full annuity benefits while employed on post retirement employment in the federal government;

- Implementation of Diplomacy 3.0 goals to expand the State Dept and USAID to allow a real training float and strengthen American diplomacy and development;

- Greater comparability between State and USAID entry level compensation policy by leveling up, not down;

- Support for strengthening USAID, FAS, FCS and IBB, and promoting greater recognition of their respective roles in American diplomacy;

- Successful promotion of family and quality of life issues, including overseas housing, schools, paid maternity and paternity leave and support for singles;

- Extension of insurance and retirement partner benefits to GLBT FS members;

- Ensuring that FS serving in war and conflict zones are eligible for the same medical care our military get in the event of injury or disease attributable to service;

- Blanket suspension of WAE caps for all, more transparent and extensive re-employment of annuitants, including

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implementation of the Department's stated goal of a centralized WAE system; assessing whether a Foreign Service Reserve Corps could take advantage of underutilized talent and experience;

- Steps by the Department to increase overseas employment opportunities for spouses and domestic partners of AFSA constituent agencies;
- More flexible procedures for specialist conversions;
- More and better professional education and training for all members, including better preparation for danger post service; and
- Improvement of the performance evaluation process;
- Updated AFSA by laws.

Conclusion:

Now more than ever we need a strong and united AFSA, led by a Board with a constructive approach that has a demonstrated record of leadership, professionalism and independent thinking, and is strengthened by broad grassroots engagement. We are committed to representing member interests with energy and focus. We will build on the outreach of the current Board to further open channels of communication within our member agencies, the broader foreign policy community and beyond.

BIOS (fuller bios at www.21centuryafsa.com)

Officers

President: Susan Johnson is active duty SFS who has served in a range of assignments in and out of the State Department. Prior to election as AFSA President these include senior advisor in the DRL Front Office; deputy high representative in postwar Bosnia, senior advisor to the Iraqi Foreign Ministry in Baghdad, twice DCM (Mauritius, Romania) and DCM of the Year (2002), and director of the Ambassador's Assistance unit in Moscow. In Washing-

ton she worked on the seventh floor in P; in S/Resources, Plans and Policy; on Capitol Hill as a Pearson Fellow; on detail to the National Endowment for Democracy. Her early postings were to USINT Havana as vice consul and USUN as political officer. Prior to joining the Foreign Service, Susan worked in the private sector in strategic planning and export promotion. While on leave without pay, she established and managed a USAID/USIA/DOD funded NGO program in Central Asia.

Secretary: Susan Shultz is an active duty FS-01 Public Diplomacy Officer who has served in Turkey, Kenya, India and Slovenia. She is currently Deputy Director in the Office of Reconstruction and Stabilization. She joined the Foreign Service in 1998 as a third career, and has received multiple Superior and Meritorious Honor awards since that time. Prior to joining the Foreign Service, Susan worked in upper-level management in manufacturing and the private sector, as well as in public relations for the NGO sector.

Treasurer: Andrew Winter is a retired Ambassador and a financial and management expert who has run five major missions and two bureaus. He has served as AFSA treasurer, knows every aspect of AFSA's \$3 million operation and \$5 million scholarship fund. His expertise, hard headed approach and deep knowledge are invaluable in both lean and prosperous times.

State VP: Daniel Hirsch is an active duty FS-01 Management Officer who has served at the UN, at ten posts in Africa, Central Asia and Eastern Europe; as a special advisor to ECA-IIP/EX and the HR bureau, and as the Director of the Department's Overseas Motor Vehicle Program. He has received four Superior and five Meritorious Honor Awards and was the 2001 GSO of the Year. Prior to election as State Vice President, he served AFSA members as a post representative, as a member of the State

Standing Committee, and as a contributor to the Foreign Service Journal.

State Reps

Matthew Asada is a mid-level political officer who has served in South Asia (Lahore, Kolkata, Kunduz) and in Europe. Currently he is Special Assistant to the Special Representative for Afghanistan and Pakistan. He has had several unaccompanied assignments, including as the Department's Representative on the German-led provincial reconstruction team in Kunduz, Afghanistan. Matthew, a fourth generation Japanese-American and third generation public servant, looks forward to working with AFSA to ensure the Department continues to recruit the nation's best for our diplomatic service. He has contributed articles to the Foreign Service Journal, STATE magazine, and the new edition of AFSA's Inside a U.S. Embassy.

Les Hickman is an active-duty mid-level Consular officer with extensive experience in the Middle East and tours in India and the Philippines and in the Department in CA, NEA and INR. Before election as a State representative on the 2009-2011 GB he served as AFSA post representative and member of the State Standing Committee.

Ken Kero-Mentz joined the Department in January 2000 and has served in Rio de Janeiro, Washington, Berlin, Baghdad, and Colombo. He also served a year as Kosovo desk officer at the German Foreign Office through the Fellowship of Hope program. Ken was AFSA's 2009 Post Representative of the Year and served two terms on GLIFAA's board. Prior to joining the State Department, he worked on the staffs of two Members of Congress.

Kimberly Krhounek is an active-duty political officer who has served in Haiti, the Czech Republic, Egypt and France, and in the Department as a desk officer and a Special Assistant in Legislative

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Affairs. She is currently a Deputy Director in the office of Central European Affairs. She has served AFSA members as a post representative and contributor to Foreign Service Journal.

Retiree Reps

Mary Ellen T. Gilroy (MEG) joined USIA in May 1983 and retired from the State Department as a member of the SFS in December 2009. She served in Port-au-Prince, Rabat, Kuala Lumpur, Port Louis, Ottawa, and Bridgetown and in Washington as Director of WHA/CAR and Senior Inspector with State/OIG. She holds Superior and Meritorious Honor Awards. She is a Life Member of AFSA and currently one of the four Retiree Representatives on the AFSA Governing Board.

Hugh Neighbour retired in late 2010 after 28 years in the Foreign Service. He served mostly overseas as a political officer, with tours in WHA, EAP, EUR and IO, earning multiple Superior and Meritorious Honor Awards. His last active duty position was in Vienna as Chief Arms Control Delegate at USOSCE. Hugh has particular interest in pursuing parity for FS retirees with military retirees for federal employment, including WAE-related issues and full annuity benefits while employed. While on active duty, he was elected State Constituency Rep onto three AFSA governing boards, so also brings a long-term perspective to broad AFSA issues.

NON-SLATE CANDIDATE'S CAMPAIGN STATEMENTS

Tex Harris Candidate Statement President

It's your Foreign Service, it's your career, it's your paycheck - stand up and defend them all with your vote. Nominate, write-in or choose the candidates best qualified to address the prob-

lems and seize the opportunities that face the Foreign Service today.

The Foreign Service recruits the best to send them to the worst places as this nation's first line of defense. Competence and professional reputation are paramount. This same standard must be applied in choosing all AFSA's leaders. We need the best representing the best — now more than ever.

My vision is an AFSA in which the Service's BEST skillfully represent the major elements of the Foreign Service from each agency and from each specialization to advance and protect BOTH their profession and their work.

Voter apathy is allowing AFSA to be increasingly controlled by narrow special interest groups who have legitimate, burning, narrow concerns over their lost security clearances, the denial of their rights, etc. AFSA will continue to defend them fully. But AFSA cannot, though low voter turnout, allow these special interests to narrow AFSA's agenda and put officers in leadership positions who are not our best.

The Foreign Service and AFSA now face truly enormous challenges — proposed massive cuts to programs and operations, multi-billion dollar unfunded new responsibilities for personnel protection in Iraq, increasing numbers of high risk posts, and very specific attacks on Foreign Service pay checks and previously agreed benefits for active duty and retired officers.

AFSA needs its best to represent you in these worst of times, telling Congress, the media, and the public about the Service's responsibilities and needs, while simultaneously defending our career system and working conditions, in direct negotiations with budget-squeezed managers on what not to take from Peter to pay Paul.

My candidacy was triggered by the shock that this year's nomination process had failed to produce qualified candidates in key positions to defend the Service.

81% of the AFSA Governing Board positions are uncontested or not even spoken for. Candidates who were complicit in the failure of the 2009 elections are running again. Find out more at www.diplomacyfirst.com.

I am the last serving member of the original "Young Turks" Board. We took over AFSA through write-ins, and made it meaningful. I helped found AFSA as a union; was a drafter of the grievance system; served twice as President and am the current Secretary. A dissenter committed to "telling it like it is," honored as winner of the Rifkin Award and namesake of the Harris Award, I am standing again to urge you to make AFSA represent the entire Service, not special interests. The only way now to do this now is through your write-in votes — for State VP for Elise Mellinger and for others you nominate online.

Winning by write-in is a tough, but doable task. Tossing away your ballot is a vote for those with narrow interests who are running unopposed.

We need to restructure AFSA's Board so that the eleven State Active Reps — 41% of the Board — represent State's major specializations and cones, such as DS, IRM, OMS, RM, OBO, CA, and PD. That is the Board that I want to lead. We must have your help in a write-in campaign with Elise Mellinger as the write-in position holder for State VP and other State Active Reps nominated for the forgotten specializations and cones. Send your nominations and ideas to afsaStrong@gmail.com and www.afsaSTRONG.com.

My final blast email in April will have a suggested list of write-in and nominated candidates who are the best and most effective to form a coalition representing all the major elements of the Service and its specialties on the new AFSA Board.

The FS is a unique USG personnel system, which gives your representatives at AFSA, the right, unlike any other Federal union, to negotiate with management the

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personnel policies and working conditions that impact you. This is an incredible power entrusted to our Agency Vice Presidents, especially in budget downturns when severe cuts must be made. We need your help to find candidates who best represent every Agency, cone, and major specialization. For the first time, this will be an open online process. We are moving the nominating process from the back room to the chat room. AFSA belongs to you, if you participate. If you don't, it belongs to the special interests.

RECOMMENDED ACTIONS:

- * Nominate write-ins to insure a strong and representative Board at afsatstrong@gmail.com or www.afsaSTRONG.com.
- * Vote for "TEX HARRIS" for President.
- * State Actives write in "ELISE MELLINGER" for State VP.
- * Retirees vote for HARRY BLANEY and ED MARKS — new minds.
- * Sign up for afsaSTRONG@gmail.com list serve.
- * Check out our platform and links at www.afsaSTRONG.com.
- * Wait until April 14th blast email to review all write in options, then
- * Vote and urge your colleagues to vote.

All AFSA Board Members should be CLEARED, COMPETENT, and CONVINCING. All the branches, cones, and specializations of the Foreign Service must have a voice at the table. That is not happening, so I am running to ask for your vote for me and write-in State VP votes for Elise Mellinger and the best nominated and write-ins candidates. The goal is to make this election transparent to insure that you have the very BEST negotiating with management for you and speaking on your behalf to the Congress, the media, and the American public.

Francisco Zamora Candidate Statement USAID Vice President

As a USAID Foreign Service Officer, your employee rights, dignity, safety, and physical as well as, financial health are constantly at risk. I dread to think what it would be like to not have a strong employee union such as AFSA watching over our collective wellbeing. During my incumbency as Vice President, I learned to not take anything for granted regardless of which political party is in control. We make easy targets. Therefore, it is crucial to have an organization such as ours protecting its members.

How well you are represented correlates strongly with whom you elect to the AFSA Governing Board. Michael Henning, Glenn Rogers (current USAID AFSA board representatives) and I, along with AFSA staff, are working diligently on your behalf. Our union is an effective, efficiently functioning and financially sound organization. But we can make it better and stronger. However, we need your input and, most of all, your vote.

I ask again to represent you as Vice President in order to continue advocating for equality of benefits with the State Department, resolve problems with our Office of Human Resources services, lobby for improved entry level compensation, monitor the assignment and evaluation systems for fairness, protect the overseas comparability pay and request additional staff and resources.

There are still many challenges ahead of us. Our USAID FSO workforce composition has dramatically changed during the last few years as a result of the Development Leadership Initiative program which has brought over 600 new USAID employees. Soon more than half of the FSOs will be new hires. AFSA needs to be responsive to their special needs while also serving those here longer in the ranks.

Another big challenge is our rela-

tionship to the State Department and their increasing influence over us. I will continue using annual and special surveys of our members to inform decision makers about on-the-ground realities. This was successful in raising questions about policy and budget functions which eventually were returned to USAID.

An additional survey showed that USAID employees believed consolidation with embassies increased administrative costs, inefficiencies, poorer services, inequalities and waste. Two senators therefore requested a GAO investigation into ICASS currently in progress at various overseas locations.

To counter misperceptions about the Foreign Service, I meet frequently with administration officials and staff of members of congress to educate them about topics such as overseas comparability pay and the dangers faced by Foreign Service Officers and their families.

As always, my continuing goal is to assure fairness for you. I believe that each employee needs an advocate he can count on in Washington to deal with the bureaucracy. I hope to continue being that person.

Keith Curtis Candidate Statement FCS Vice President

I have now been serving as your AFSA VP for over two years and it has been a busy time. We were successful in increasing the funding for the Commercial Service, in part by effectively using the AFSA PAC, and for the first time we meet with the Secretary of Commerce, getting the President to back the largest increase for FCS in our history. We implemented the first two tranches of the Comparability Pay, established regular meetings and a close working relationship with the Director General, pushed successfully for a Deputy Director General from the Foreign Service, and reformed the Senior Pay system.

These are major accomplishments and

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it was a critical period we have worked through. However, the coming period will be even more crucial. The President has called for the reorganization of the Government, and by all reports the Department of Commerce and trade agencies are first on the list. With the “take-no-prisoners” focus on government spending and the deficit on the Hill, everything from the OCP to CS basic programs are at risk. We will need to work hard and smart to preserve what we have gained, get funding for the NEI, and to get the message out about the importance of trade promotion and protecting the international business prosperity and position of the United States. We will need to work to make sure that any reorganization is a step forward and not backwards.

I will pledge to stay focused on these issues and to work to make sure AFSA stays focused on them. I have great confidence in the relationship we have established with the current AFSA President, Susan Johnson, and the other constituent VPs. Working with Steve Morrison as the representative, together we have considerable experience on the Hill. I hope that the work I have done in the last two years has prepared me to well for the enormous challenges we have ahead.

Robert G. Houdek

Candidate Statement

Retiree Vice President

It has been my privilege to serve the retiree community for the past two years. Frankly, I don't think I did a stellar job as I didn't have as much time to devote to the task as is merited. I had not planned to run for reelection as a consequence, but as no other candidates were forthcoming, I acceded to encouragement to put my name again on the ballot.

The prospect of being returned to the Board without opposition is not something I welcome, as it reminds me of my service in Sierra Leone and listening to the radio announcement of the rigged elec-

tion results, when winners were heralded as “Returned unopposed, so dey pick-em.”

We do have a number of excellent candidates for the retiree positions on the Board, however, and hence a real election and choice. I look forward to working with the retiree members you elect, and pledge a continued commitment to a strong defense of our earned retiree health and retirement benefits during the upcoming budget battles. To those whose e-mails were not answered or more likely not with the alacrity you would have liked, I promise to do better.

I am not running on a slate, but want all retirees to know that I unequivocally and enthusiastically support the candidacy of Susan Johnson for President of AFSA. She has done a remarkable job of forcefully advocating for the interests of active and retired members from all the agencies that compose the Foreign Service, while maintaining cordial relations with “Management;” and I would assert gaining their respect for her integrity and knowledge of the issues.

And finally, I support Susan, because I firmly believe that the President of AFSA must be from the ranks of active duty members. The major issues confronting AFSA impact on actives. We retirees are adequately represented on the Governing Board and our voice is heard.

Steve Morrison

Candidate Statement

FCS Representative

Since arriving in the Baltimore-Washington area in the summer of 2010, I have tried to deepen my understanding of labor-management issues as the CS Representative to AFSA. I have worked on the AFSA Budget Committee to hold member dues flat while increasing services. I have attended Governing Board meetings and helped lead a turnaround campaign to defeat dues increases. I have discussed with CS management the relatively low scores CS received in the recent

ITA employee viewpoint (satisfaction) survey. I, along with CS AFSA VP Keith Curtis, have applied “lessons learned” during my 29-year government and 15-year Foreign Service career by advocating on Capitol Hill for increased resources for the Commercial Service.

This is a critical time for the Foreign Service and especially CS. As Project Phoenix unfolds, it will be extremely important that those in charge and those representing the Commercial Service have the long-term interests — especially the **career** interests — of the Commercial Service at heart. If elected, I will continue the battle to protect and expand Overseas Comparability Pay for the rank and file and to ensure timely implementation of pay increases for our Senior Foreign Service members. I am, as always, available to answer membership-related questions anytime.

Mike Henning

Candidate Statement

USAID Representative

I have been honored to serve on the Governing Board during these past years of enormous change. USAID's history is replete with attempts to reform and reorganize foreign assistance, and now yet again we find ourselves in the throes of supposedly radical change. What often gets lost is the employees and what motivates them. Foreign Service Officers have unique concerns and incentives that need to be respected and cultivated. All this upheaval makes the role of independent outside advocates (and critics when necessary) like AFSA all the more important. Francisco Zamora and I work hard to play this key role with the Agency, its many component parts, and with our outside partners in all their diversity: State, Congress, NGOs, think tanks, etc.

AFSA too often is the sole voice of rationality against a growing pressure to grow and reform with too little attention to where we have been, where we are, and how we actually get our work done.

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Francisco and I will continue our work on issues including, but not limited to, USAID “Forward,” sensible staffing and training initiatives, and increased promotion rates. AFSA itself is in flux and I recommend this website www.afsa.STRONG.com as a source of information regarding the many issues confronting AFSA. I will be honored to work again on your behalf and value your vote.

David Zwach

Candidate Statement

State Representative

The Foreign Service is facing a major financial crisis that needs strong AFSA leadership and the entire Foreign Service working together. We need strong representatives, open channels of communication, and the unified support of Specialists and Generalists.

I have been a Security Engineering Officer since 1987. I am currently Chief of the Information Assurance Branch at the Diplomatic Security Training Center. I served in New Delhi, Frankfurt, and recently as OIC Engineering Services Center, Abu Dhabi.

I was a Political Officer in PM/RSAT 1997-99, promoted, and served as an Environment, Science and Technology Officer in OES 1995-97.

I am AFSA’s 2010 winner of the “Tex Harris” Award for my work in convincing State management to adopt and distribute Secretary-signed tenure certificates to over 5,000 Foreign Service Specialists. It was a difficult 6-yr effort, but our dedicated Specialists deserve this recognition.

I served on the State Standing Committee for DS, OES and PM bureaus and as AFSA Post Rep for ConGen Frankfurt and Embassy Abu Dhabi.

I am strongly committed to working for the entire Foreign Service with the care and attention your sacrifices deserve. I will focus on the most pressing issues, ensuring that the specialist perspective is recognized. I hope other specialists will

join the Board via write-ins. I will support your needs, even in the line of fire.

Elise Mellinger

Candidate Statement

State Representative

We bring our best to diplomacy and to advancing U.S. interests when we function well as an integrated Foreign Service with high morale. Better team work, inclusiveness, good management which smartly takes advantage of and takes care of the Foreign Service’s human resources; and the ability to balance professionalism with a healthy family life — that’s what I envision for the Foreign Service. As a woman joining the Foreign Service in 2003, I was pleased that the service was becoming more family-friendly to retain our brightest candidates. As your State Representative, I will promote this family friendly trend for both women and men, including pushing for dedicated maternity/paternity leave, and making it easier to get compensation time when working long hours which take us away from our families. As a political officer having served in hardship posts in Mumbai, India and in Jakarta, Indonesia, I believe that enhancing quality of life issues is crucial for a more integrated and effective Foreign Service. To enhance morale, more attention should be paid to creating better managers; early management skills training and 360 evaluations should be required for promotion. I am committed to working together with my colleagues to bring more voices to the table and create a truly representative and effective AFSA which listens to all members and generates the changes you want and need.

Harry Blaney

Candidate Statement

Retiree Representative

Our Foreign Service and the institutions we served have come under severe attack and both active duty and retirees have a vital common interest in these

times of major change and challenges. We need a STRONG AFSA as never before, AFSA with courage and direction and focusing on the big issues before us. That is what I will work for if elected.

Retirees face a multiplicity of difficulties including efforts to degrade our pensions, our health care, and other benefits. I support strengthening the opportunity to work under more flexible WAE rules. .

I have worked for AFSA for decades, as Chair of the AFSA Committee on Extraordinary Dangers, created at my urging to have a voice against policies that threaten the lives and safety of our colleagues including terrorist attacks, and as a voice against DOS policy of not telling colleagues in Moscow that they were being bombarded by microwaves. I served on the State Standing Committee, and 10 years as President of an AFSA initiated coalition of 50 foreign affairs NGOs advocating for Hill funding for the FS agencies’ budgets.

I can put our case to the Department, to the media, and especially with Congress and ask retirees to serve by making their voice known in the halls of power against voices of narrowness. Support the AFSA STRONG diverse and experienced coalition.

Janice F. Bay

Candidate Statement

Retiree Representative

I am currently an AFSA board retiree representative. I am committed to pushing for benefits for retired AFSA members.

Your retiree representatives have pushed hard to get increased WAE opportunities. We want to lift caps on hours and wages and for a centralized WAE system. We know our able retirees can provide an excellent solution to the Service’s mid-level gaps.

We closely monitor Congressional efforts to diminish our retiree benefits (health and long term care insurance,

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social security, and Medicare).

I am not on a slate but support the candidacy of Susan Johnson for AFSA President.

Susan has an excellent working relationship with the Department's Management and policy bureaus. Susan provides timely responses to all AFSA members seeking guidance. She has greatly expanded AFSA's outreach functions through a series of interesting and topical events. AFSA is now very adept at spreading knowledge about the Foreign Service, its purpose, and its employees to audiences in Washington, and around the U.S. As a result our media presence has expanded greatly.

In this period of increased budget constraints, the Foreign Service faces tremendous challenges. The AFSA President must be an active duty Foreign Service officer. Susan Johnson has done a superb job and is the candidate to best lead AFSA at this critical time.

Edward Marks

Candidate Statement

Retiree Representative

AFSA has long been and must remain an organization with a double character: professional organization and trade union. These themes are not only complimentary, they are mutually support-

ing as it is our professional skills that justify our employment, and it is the conditions of our employment that supports our professional development.

This long-standing truism is even more pertinent today with the changes in government and foreign policy we have since the end of the Cold War. More is coming, with significant re-definition of professionalism in diplomacy and development under-way and potentially significant re-organization and restructuring of the foreign affairs establishment projected. The QDDR is only the beginning.

These are subjects I am extensively involved in, as witnessed by my recent articles on the "The Next Generation Department of State" (*Foreign Service Journal*) and "Chief of Mission Authority as a Model for National Security Integration" (*Institute for National Strategic Studies, National Defense University*). I look forward to pursuing these interests as a member of the AFSA Board, since if AFSA does not care about these issues, who will?

Molly Williamson

Candidate Statement

Retiree Representative

I have been a retiree representative on the AFSA Board for the past two years.

I seek your vote for reelection in order to continue to advocate on behalf of the retired members of the Foreign Service, with particular focus on:

a) Maintaining our earned benefits, and

b) Enhancing our ability to help the Service and the government to meet expertise needs by lifting the restrictions on our potential employment as retirees.

While I am not a member of any slate, I support the candidacy of Susan Johnson for President of AFSA. In the course of these last two years on the Board, I have had the opportunity to observe her prodigious team building talents both within the Board and with State Department Management. She has evidenced leadership at a time when the Service is being challenged mightily. Hard-won resources are on the budgetary chopping block, and Susan has demonstrated determined outreach to solidify and expand support from whatever quarter possible.

It is essential that AFSA be — and be seen to be — responsive to its constituents. I believe Susan, as an active duty officer as President, has a distinct edge in eliciting the necessary performance to earn the confidence of the ranks of the Service and the partnership of Management.

How to Contact Us:

AFSA HEADQUARTERS: (202) 338-4045; Fax: (202) 338-6820
STATE DEPARTMENT AFSA OFFICE: (202) 647-8160; Fax: (202) 647-0265
USAID AFSA OFFICE: (202) 712-1941; Fax: (202) 216-3710
FCS AFSA OFFICE: (202) 482-9088; Fax: (202) 482-9087

PRESIDENT: johnson@afsa.org
STATE VP: hirschdm@state.gov
RETIREE VP: rghoudek@aol.com
USAID VP: fzamora@usaid.gov
FAS VP: henry.schmick@fas.usda.gov
FCS VP: keith.curtis@mail.doc.gov

AFSA News
 (202) 338-4045, ext. 516; Fax: (202) 338-8244

Foreign Service Journal

FSJ: journal@afsa.org
Editor Steven Alan Honley: honley@afsa.org
Senior Editor Susan Maitra: maitra@afsa.org
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On the Web

AFSA WEB SITE: www.afsa.org
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Staff:

Executive Director Ian Houston: houston@afsa.org
Business Department
Director of Finance Femi Oshobukola: oshobukola@afsa.org
Controller Kalpna Srimal: srimal@afsa.org
Assistant Controller Cory Nishi: cnishi@afsa.org
Labor Management
General Counsel Sharon Papp: papps@state.gov
Deputy General Counsel Zlatana Badrich: badrichz@state.gov
Labor Management Specialist James Yorke: yorkej@state.gov
Senior Staff Attorney Neera Parikh: parikhna@state.gov
Staff Attorney Michael Willats: vacant
Office Manager Christine Warren: warrenc@state.gov
USAID Senior Labor Management Adviser Douglas Broome: dbroome@usaid.gov
USAID Staff Assistant Patrick Bradley: bradley@afsa.org
Member Services
Member Services Director Janet Hedrick: hedrick@afsa.org
Member Services Representative: vacant
Administrative Assistant and Office Manager Ana Lopez: lopez@afsa.org
Communications, Marketing and Outreach
Retiree Counseling & Legislation Coordinator Bonnie Brown: brown@afsa.org
Director of Communications Thomas Switzer: switzer@afsa.org
Director of Policy Edward Dickens: dickens@afsa.org
Executive Assistant to the President: vacant
Scholarship Director Lori Dec: dcc@afsa.org
Scholarship Program Assistant Jonathan Crawford: crawford@afsa.org
Road Scholar Administrator Bernard Alter: alter@afsa.org
Marketing & Outreach Manager Asgeir Sigfusson: sigfusson@afsa.org
Special Awards & Outreach Coordinator Perri Green: green@afsa.org

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