

AFGE Local 1263 Newsletter

(Vol. 2, Issue 3)

Saturday, 28 September 2024



Final FY 2024 Edition

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Gov't Shutdown (temporarily) averted: more time to prepare

With the passage of the "stopgap bill", Congress has now approved funding your paycheck -- but only till 20 December 2024. What happens between now and then is uncertain, however, preparing yourself financially for a pre-Christmas Government shutdown is easy to do - **if you act now**.

Many Federal Credit Unions will offer 0% loans to each member/depositor whose bi-weekly paycheck is being regularly deposited into their credit union saving/checking account. Navy Federal Credit Union (NFCU) is one of those institutions. And all necessary transactions - including joining -- can be accomplished online.

For Details of this 0% loan benefit: <https://www.navyfederal.org/about/government-shutdown.html>

To become a member-depositor of Navy Federal Credit Union:

<https://digital-membership.navyfederal.org/#/step/eligibility-choices>

Current news articles about the (possible) December 20 shutdown:

<https://thehill.com/homenews/house/4899423-house-stopgap-bill-government-shutdown/>

<https://www.nbcnews.com/politics/congress/congress-funds-government-faces-another-shutdown-threat-christmas-rcna172662>

Why do these government shutdowns continue to happen? (2-minute video)

<https://www.nbcphiladelphia.com/news/national-international/what-is-a-government-shutdown-and-why-do-they-keep-happening/3652361/?os=via@nbcphiladelphia>

Union's Investigation into APRA Protocols (continues)

This week the DLI Administration denied the Union's formal Request-for-Information (RFI) regarding the protocols/procedures that were used in this year's Associate Professor Rank Advancement competition. In response to their arbitrary denial, the Union is currently preparing an "Unfair Labor Practice (ULP) complaint" for submission to the Federal Labor Relations Authority (FLRA) early next week.

Some disturbing "irregularities" our Investigation has already uncovered:

- 1.) No "scoring rubric" (at all) was provided to the APRA Evaluators.
- 2.) No "norming sessions" were conducted prior to their evaluations.
- 3.) Some candidates scoring much higher than the "cut-off" point (282.4) were still eliminated from the competition during the "final" interview.
- 4.) The final interview - the reason for which is still unclear - was worth zero (0) points towards the candidates' final score -- **and yet** it was used to **deny** several high-scoring candidates their rank advancement.
- 5.) No audio recordings were made of these interviews, which were conducted by only two Interviewers (who were provided with no scoring rubrics, and never participated in **any** prior "norming sessions").

In order to continue the momentum of our APRA investigation, the Union is asking ALL 2024 APRA candidates to complete the (enclosed) "APRA Score Translation and Analysis Tool", and forward your completed spreadsheet to us: APRA.protocols.2024@gmail.com

**Further updates to our APRA-protocols investigation to follow
in Union Newsletter #4 (12 October 2024).**

DLI's Faculty/Staff Suicide Problem: what's behind it?

This month (September) was the military's "Suicide Prevention" month.

If you hadn't noticed that, it's probably because the DLI Faculty's "Resiliency Training" (including suicide prevention initiatives) has now been designated as "temporarily on hold".

At the same time, over the past 6 months, your Union's efforts to discuss the suicide problem with the DLI and PoM leadership have only been rebuffed -- most recently by the Garrison Commander's Directive to cease all contact with the garrison's Suicide Prevention program managers.

What's behind DLI's and Presidio's resistance to the Union's efforts ?

While it's true that no DLI employee has -- to our knowledge - committed an act of suicide in the past 11 $\frac{1}{2}$ months, 17 October will mark one year since the employee leading DLI's September 2023 Suicide Prevention program -- ended his own life. *

If that act didn't merit a comprehensive investigation into the possible causes - what else could possibly qualify ? And yet the Union is not aware of any such investigation ever being conducted.

Mr. Scott's death was publicly acknowledged however, his cause of death remained "unspoken".

DLIFLC Team:

I regret to inform you that our DLIFLC/POM Community Ready and Resilient Integrator, Mr. Jonathan Scott, passed away. I know many of you worked with Jonathan and appreciated his friendly manner and professionalism. We are in contact with his family members and providing all assistance we can.

v/r

Steve Collins

The Union is also unaware of any "**Postvention**" action initiated by DLI or by the Presidio Garrison, either for Mr. Scott, or for the **three previous staff/faculty members** who died by suicide -- a year earlier (in July and November 2022). * *

Suicide Postvention is a practice now widely considered to be an integral part of any serious Suicide Prevention program. * * *

Coming back to the original question:

What's behind DLI's Staff/Faculty suicide problem?

That's the real question, which a serious **postvention** effort -- led by the management and supported by your Union could certainly have helped to answer.

Unfortunately, that didn't happen, and so the Union is now forced to seek answers using a "different approach".

This week, you will receive a link to an anonymous survey on the Qualtrics Survey platform. The survey will be open until next weekend, at which time the Union will close the survey and begin tabulating/analyzing the responses. We encourage all DLI employees -- and former employees -- to participate.

* https://www.montereycountynow.com/news/local_news/the-defense-language-institute-continues-to-experience-suicides-despite-prevention-efforts/article_da0151b2-7b86-11ef-aef4-73d4960359f5.html

* * https://www.montereycountyweekly.com/news/local_news/the-defense-language-institute-saw-three-educators-die-by-suicide-in-2022/article_dbaf6960-e9e5-11ed-89d9-ab9f852976de.html

* * * <https://youtu.be/Zm5WvLj15nw>

(8-minute VA-sponsored video on the importance of Suicide Postvention)



SEPTEMBER 2024

National Suicide Prevention Awareness Month

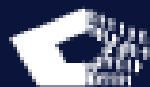
Together we can make a
difference in suicide prevention
and strengthen our total force.

Joining Your Fight: Connect to Protect

If you or someone you know is in crisis, reach out
for support today. Dial 988 and press 1 or text 838255
for 24/7 confidential support when you need it.



DSP  .mil



JOINING YOUR FIGHT | CONNECT TO PROTECT

Join the discussion with
#JoiningYourFight



[Languages](#)



COVID-19 Testing

Order Your 4 Free At-home COVID-19 Tests

Every U.S. household is eligible to order 4 free at-home tests.

<https://special.usps.com/testkits>

COVID-19 testing can help you know if you have COVID-19 so you can decide what to do next, like getting treatment to reduce your risk of severe illness and taking steps to lower your chances of spreading the virus to others.

Your order of COVID tests is completely free – you won't even pay for shipping. We will start shipping tests the week of September 30. Want to know when your tests are coming? Sign up to receive email alerts when you order!

Life After DLI: a Journey of Reinvention

Ehab Ahmed, former DLI language teacher



For 14 years, I was immersed in a rewarding career as a Hebrew teacher at the Defense Language Institute (DLI). Teaching at such a prestigious institution was not just a job but a deeply fulfilling role where I could impart my knowledge and passion for language to service members. However, two years ago, everything changed when the department I worked for closed, leading to my layoff. After much reflection, I decided to follow a long-time dream and start my own business.

I opened **The Creperie Cafe**, a cozy coffee shop with a unique twist: we specialize in crepes and serve delicious coffee to a loyal community of regulars. The venture has exceeded my expectations, becoming a thriving small business that continues to grow.

The process wasn't without challenges — navigating permits, managing a team, and balancing the day-to-day operations of a café was a steep learning curve. Yet, the support from customers, many of whom are former colleagues and students, has been incredible.

As The Creperie Cafe grows, I am constantly thinking of ways to expand the business, not just in terms of revenue but in creating a space that fosters community engagement. One of my ideas is to host **Toastmasters** meetings at the café. Toastmasters is a great way for people to improve their public speaking and leadership skills, and I believe it aligns perfectly with the welcoming, educational spirit of The Creperie Cafe. I want to create a space where people can not only enjoy great food and coffee but also grow personally and professionally.

While my career took an unexpected turn after DLI, it has led to a journey of self-discovery, creativity, and entrepreneurship. Life after DLI has been full of new challenges and opportunities, and I am excited about the future, especially as I continue to build The Creperie Cafe into more than just a business, but a hub for learning, connection, and growth.

Local events: September, October, November

Sunday, 29 September (tomorrow):

Join Heart of Arcana at Other Brother Beer Company for an afternoon of tabletop role-playing games and fun!

<https://www.eventbrite.com/e/super-roll-sunday-september-2024-heart-of-arcana-other-brother-beer-tickets-1008543208887?aff=ebdssbdestsearch>

Saturday, 5 October:

California State University - Monterey Bay **Open House**

<https://www.eventbrite.com/e/open-house-2024-tickets-1010969857057?aff=erelexpmlt>

Weekend of 8 to 10 November:

Monterey Bay Half-marathon

<https://www.montereybayhalfmarathon.org/>

Local Peninsula Event Calendars (continually updated):

<https://www.seemonterey.com/events/>

<https://whatsupmonterey.com/events>

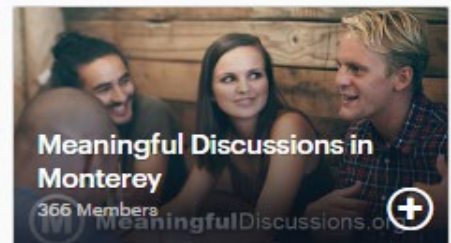
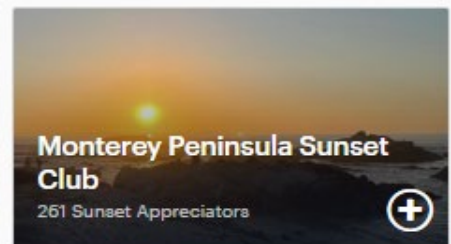
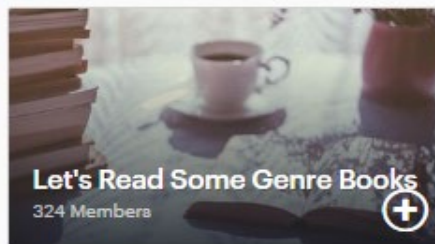
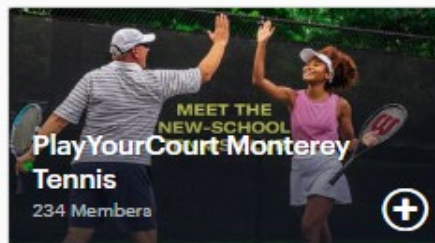
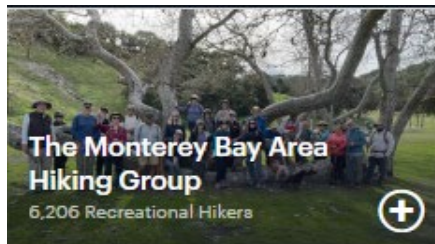
https://calendar.montereycountynow.com/calendars/all-events?proxy_host=calendar.montereycountynow.com&proxy_slug=monterey-county-weekly

Find a group in Monterey

Imagine what you could do with the right people by your side. Check out groups in the Monterey area and give one a try.

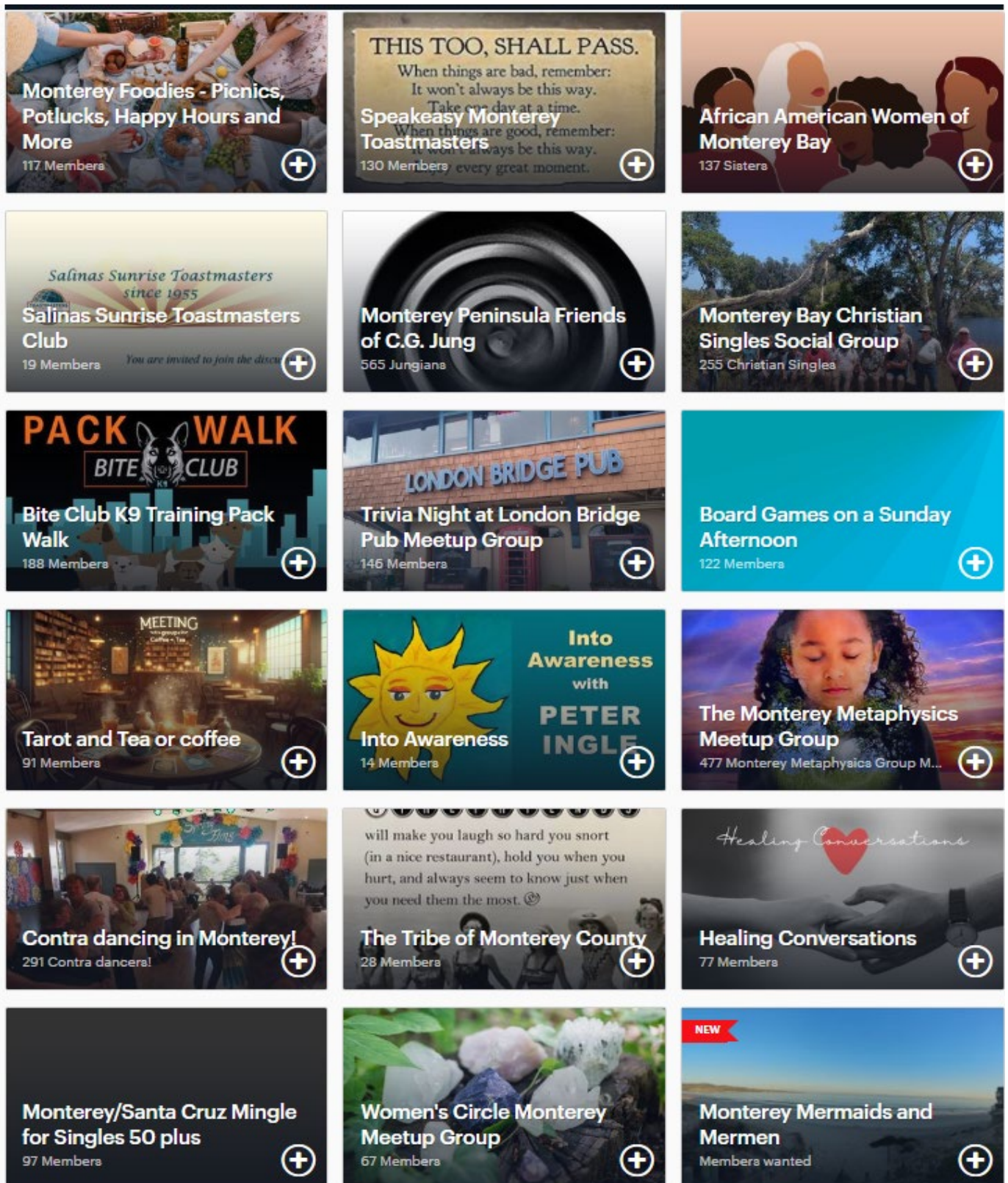
Join Meetup

<https://www.meetup.com/cities/us/ca/monterey/565169>



[For more information on the Meetup platform:](#)

<https://www.meetup.com/cities/us/ca/monterey/5651695>



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<https://www.meetup.com/cities/us/ca/monterey/5651695>

Expect the Union's survey link (to the Qualtrics platform) requesting your responses to the question:

"What's behind DLI's faculty/staff suicide

AFGE Local 1263

Building 272 (Lower PoM)

831-601-7914 (President)

831-601-8119 (Chief Steward)

AFGE1263@gmail.com



(And join a Credit Union)

before the next Government Shutdown.

"Together we are Stronger"