



AFSA Governing Board Election Campaign Messages

The AFSA Committee on Elections is overseeing the regularly scheduled election of AFSA officers and representatives of its Governing Board and as such is responsible for ensuring that the election is conducted in accordance with the law. **Use of union or employer funds or resources to promote or criticize the candidacy of any person in a union officer election is prohibited.** For additional information, please see the election rules located at www.afsa.org/elections.

Foreign Service members should use their personal computers and email accounts on their own time to communicate directly with candidates at the candidates' personal email accounts or see the [AFSA Community](#) for [candidate discussion forums](#). Personal email accounts should also be used to communicate amongst each other regarding the candidates for election.

It is **against Federal law** for anyone to use union or employer resources, **including email**, to promote or criticize candidates in a union officer election. **Employees found to have used government resources including .gov email accounts to promote or criticize candidates could also be subject to discipline from their agency.**

However, the Department of State, United States Agency for International Development, Broadcasting Board of Governors and the Foreign Commercial Service have agreed to permit the transmission of three (3) "blast" email messages to those AFSA members who have given AFSA email addresses ending in .gov. These are the only campaign emails permitted to be sent to a .gov email address and you are currently receiving the first of these blast emails. In addition, AFSA will send an identical email to its

members who have given AFSA their personal email addresses. **You may not use government resources to reproduce, forward or further transmit these emails in any way.** Again, you have ample opportunity through personal email accounts and/or the [AFSA Community](#) discussion forums to express your opinions.

Strong Diplomacy Slate

AFSA Colleagues, please vote for the Strong Diplomacy Slate: Ambassador Barbara Stephenson for President; Ambassador Tony Wayne for Treasurer; Tom Boyatt for Secretary; Ken Kero-Mentz for State VP; Bill Haugh for Retiree VP; and Dan Crocker for FCS VP.

State representatives Anne Coleman-Honn, Martin McDowell, Tricia Wingerter, Josh Glazeroff, and Lawrence Casselle.

And Retiree Representatives Philip Shull and Ambassador Al La Porta.

Find out more about each of us on our Facebook page, 'Strong Diplomacy - AFSA 2017.'

The Foreign Service is at a critical juncture—facing breathtaking budget cuts and sweeping reorganization. The Strong Diplomacy slate brings together proven leaders who share a commitment to preserving the core diplomatic capability needed to sustain America's global leadership role. Strong Diplomacy will, if returned for a second term, continue to be guided in our decisions by this central test: "What course of action makes the Foreign Service stronger?"

We are committed as a slate to running an active program of member engagement. We won't just wait for you to come to AFSA when you have a problem (though we will of course be there for you); we will actively reach out to you to understand your aspirations and concerns as the starting point for building our advocacy agenda. We will continue, as resources permit, to pursue AFSA's "50-state strategy" to increase support for the vital work of the Foreign Service and make it easier for members of Congress to

back us openly. And we will use AFSA's new capacity to speak with authority on workforce issues to shape the ongoing reorganization and streamlining discussions.

With your active support, we can make AFSA a powerful voice for the entire Foreign Service. A vote for Strong Diplomacy is a vote for proven leadership.

Joe De Maria for State Vice President

I am Joe De Maria and I am running for State Vice President of AFSA. I am running to defend our right to organize and bargain collectively.

AFSA's ability to protect you is threatened. The White House has consulted Wisconsin Governor Scott Walker on limiting public employee rights and a national free rider ("right to work") bill has been introduced in Congress.

We need to work with the other two unions which represent State employees and our organized coworkers throughout the federal government and beyond. As our first diplomat, Benjamin Franklin, said, "If we don't hang together, we will surely hang separately."

Finally, we must rally State management to our cause. Management and the Foreign Service have enjoyed a healthy, cooperative relationship for decades which has made our Foreign Service the global standard for excellence and our foreign policy strong. That partnership should not be questioned.

Please vote for me.

Ann Posner for USAID Vice President

Ann Posner, candidate for USAID Contingency Vice President of AFSA, welcomes Dr. Kristine Herrmann-DeLuca as a candidate for USAID representative to the AFSA Governing Board. Kristine is a Democracy and Governance FSO, presently serving as Democracy, Governance, Peace & Security Team Leader in USAID's Asia Bureau Technical Support Office. She served overseas in Eastern Europe, the Caucasus, and southern Africa. Together, Ann, an Executive Officer, and Kristine will work for USAID FSOs. During this tumultuous period of US Government changes, with looming

budget, policy, overseas development program uncertainties, and the ramifications for Foreign Service professionals, Kristine and Ann will collaborate with FSOs from other Agencies to support all FSOs. In particular, we will assure that unique perspectives and voices of USAID's FSOs are heard. We will consider FSOs' family concerns as all adapt to ever-changing conditions, often living and working in hardship conditions overseas to carry out USAID's development Mission.

Steve Morrison for FCS Vice President

STEADFAST!

Exposed wasteful Headquarters spending months before Washington Post

Filed -- and Won! -- Implementation Dispute. Led negotiations leading to retirement training restoration

Obtained language training restoration for junior officers blindsided by last-minute Management decision to postpone language start

INDEPENDENT!

Opposes campaign to limit Commercial Officer access to free legal advice

Spearheaded Hill outreach leading to additional funding and new FCS offices

Cannot be promoted, SFS "window" not open so ONLY WORKS FOR YOU AND YOUR INTERESTS!

GETS RESULTS!

Wrote White Paper leading to FCS TDY Lodging Program

Began conversation with DG which led to revived FCS When Actually Employed Program

Identified and leads opposition to \$50 million Centralized Services budget – up 167% in 10 years!

If Re-Elected, I Will:

Ensure first-tour officers are tenured, ranks not depleted due to reckless budget cuts

Fight to continue recent upswing in promotions

Guarantee quality service and advice regardless of grade or circumstance

John Naland for Retiree Vice President

Colleagues,

Our Foreign Service faces unprecedented challenges. We retirees can, indeed must, help AFSA confront those challenges.

To start, we need to rethink the role of the Retiree VP. Traditionally, Retiree VPs have had a myriad of other activities (lecturing, consulting, etc.) that left only a few hours a month for AFSA. That limited role may have been adequate in the past, but it is not today. The next Retiree VP needs to do more than attend one AFSA meeting a month and write four magazine columns a year. If elected, I pledge to dedicate 20 hours per week to AFSA.

Not only will I devote time, but I will employ uniquely-relevant experience and knowledge as a past AFSA President (twice), AFSA State VP, and Director of the Office of Retirement.

I ask for your vote. Please send comments or questions to nalandfamily_at_yahoo.com. Thank you.

Matthew Hilgendorf for FCS Representative

Greetings from Washington where the political discussion is generating an environment that is not business as usual. What is occurring here - with the possible reconfiguration of agencies and departments - is uncommon and requires the most assertive CS representation at AFSA. And while this political environment is generating uncertainty, I am choosing to embrace a spirit of possibility that will favor those agencies and constituents that have a fresh perspective and clarity of mission. I see the CS and the Foreign Service Officer Class emerging from this important inflection point stronger and sharper. No one knows exactly the set of challenges we will face but given the chance, I will apply experience, desire, and capability to ensure our interests are not only defended but furthered. Contact me with comments or ideas at matthewhilgendorf_at_gmail.com.

Andrew Scheineson for State Representative

The United States relies on a dedicated, experienced, and professional diplomatic corps to achieve its goals in a world filled

with ever-evolving challenges. To protect our nation's ability to protect its interests abroad, we must devote greater efforts on outreach to our fellow citizens and our elected representatives. As a State representative, I will focus particularly on AFSA's communication with both the legislative branch and the administration. Our union must advocate vocally for sound policies that appreciate the importance and value of our work. I will also advocate for policies that keep the State Department a vibrant, inclusive, and fair workplace that not only encourages but draws strength from diversity. Finally, I will support and seek to expand our efforts to connect with other Americans through hometown diplomat programs that build public support and understanding of our mission. Thank you for your consideration, and hopefully for your vote.

Thomas Michels for State Representative

Our nation is entering a period of significant domestic and international transition and uncertainty. As career members of America's diplomatic cadre, it's our professional obligation to promote excellence in the Foreign Service. We must increase our vigilance and carefully vet Departmental decisions to fully understand the impacts on our profession and our families. We need to remain vigilant in supporting our families, ensuring overseas security as well as advocating for fair compensation and benefits.

I am asking you to join me in defending our profession and integrity. I am motivated and tenaciously dedicated to serving and promoting the Foreign Service. I am committed to addressing issues that directly impact the Foreign Service and our families. Together we can take advantage of this uncertain time of change to advocate for the professionalism of the Foreign Service and be positive agents of change to ensure our organization's successful future.

Salina Rico for State Representative

Friends – Colleagues,

Changes to our domestic political landscape are significantly reshaping U.S. foreign policy. We need to adopt a smart diplomacy

agenda that promotes the application of technology, creativity, innovative ways to strengthen people-to-people ties, and a bigger role of women in tackling global risks.

To accomplish this enormous task, AFSA needs to bring us together and leverage our collective strength. The proposed budget cuts tell us we must do more to promote understanding and appreciation of diplomacy. I believe we must spearhead a campaign to showcase the incredible patriotism, and expertise of our Foreign Service professionals. Together we can make this a priority.

I joined six years ago with a strong commitment to public service, innovative diplomacy, and a deep conviction that our diplomats need to be as diverse as our country. Guided by these principles, I ask for your vote in this election.

Find me at: [linkedin.com/in/salina-rico-3047201a/](https://www.linkedin.com/in/salina-rico-3047201a/).

Christopher C. Ashe for State Representative

As a 13 year member of the Foreign Service, I'd like to ask for your vote as a State constituency representative. The FS faces significant uncertainty, including threats to our values and the careers we have embarked upon and, in many cases, sacrificed for, to serve our nation. Our Board needs colleagues with a deep sense of conviction that membership is first and foremost about tirelessly advocating for the well-being of members. In today's environment - we especially need Board members not whetted to tradition and bureaucracy, and who avoid calling small steps victory in a marathon. If you trust me with your vote, I will be that Board member - advocating for your safety (and the safety of your family), enhanced professional development opportunities, transparent opportunities to advance, and, hopefully, met expectations for a rewarding FS career. Thank you for considering me for your Board.

George Colvin for Retiree Representative

A year ago I began warning Barbara Stephenson and the Board about misconceived policies advocated by Donald Trump, including a Muslim travel ban, disparaging human rights, unjustified pro-Russia statements, and separation from our longstanding allies. I

said a Trump administration would have little understanding of or use for the Foreign Service, and I called on AFSA to address these dangers.

My concerns were dismissed contemptuously. They are now everyday news. As legal theorist Jack Goldsmith said, "We are witnessing the beginnings of the greatest presidential onslaught on international law and international institutions in American history." The Stephenson approach is not "Strong Diplomacy"; it is weak and acquiescent.

As retiree representative, I would advocate for retiree concerns. But I would also strongly support an assertive AFSA posture on these perils. It is time for "the voice of the Foreign Service" to speak out.

Please feel free to contact me at afediplomat_at_yahoo.com.

American Foreign Service Association

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