



INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS AFL-CIO & CLC

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August 5, 2026

LTG William "Butch" Graham
Chief of Engineers
U.S. Army Corps of Engineers (USACE) Headquarters
441 G Street, NW
Washington, DC 20314-1000

Dear General Graham,

The International Federation of Professional and Technical Engineers, AFL-CIO (IFPTE) represents over 3,500 workers across the USACE enterprise. We write to you today because our affiliated local unions have informed us that the USACE is pursuing a transition to the Department of Defense Civilian Acquisition Workforce Personnel Demonstration Project, commonly known as "AcqDemo," for the USACE white collar workforce.

We are aware that the USACE WARNORD 1 to Operation Order 2026-70 directs the establishment of a "USACE Enterprise Transition Team" with the stated objective of "oversee[ing] implementation and adjudicat[ing] issues" related to implementation of AcqDemo at USACE. It is our understanding that this team will include members from each USACE subordinate command.

IFPTE is currently the largest union at USACE in terms of bargaining unit employees in currently-recognized bargaining units. In addition, IFPTE has been granted National Consultation Rights (NCR) with USACE – which despite a pending appeal to the Federal Labor Relations Authority (FLRA), the NCR order from the Washington Regional Director has not been stayed and therefore is in effect. Finally, IFPTE has expertise with implementation of AcqDemo through Local 259 (which represents workers at the USACE Finance Center, USACE Logistics Activity, and Memphis District.)

As you are no doubt aware, pay for performance demonstration projects across the federal government have largely failed to deliver what was promised, something IFPTE continues to be very concerned about. For this reason, it is imperative that agencies seeking to implement these types of pay systems include worker input from its creation to its implementation. To that end, IFPTE is asking the USACE to appoint Mr. Colin Smalley of the USACE Chicago District and IFPTE Local 777 as a member of the USACE Enterprise Transition Team to provide a worker perspective to the Team's work. Mr. Smalley currently represents general schedule workers at the Chicago and Pittsburgh Districts and the South Pacific Division. He was previously covered by the National Security Personnel System (NSPS). He is currently a leader in the IFPTE National Council of US Army Corps of Engineers Locals, which includes locals representing white-collar workers in New York, Pittsburgh, Chicago, Louisville, Mobile, Memphis, San Francisco, Seattle, and Walla Walla Districts; Northwestern, South Pacific, and North Atlantic Divisions; and the USACE Finance Center, USACE Logistics Activity, Environmental & Munitions Center of Expertise, and the Cold Regions Research & Engineering Laboratory.

We believe that Colin Smalley's expertise and direct connection to affected workers will be a valuable resource to your Transition Team. We ask that the Corps act quickly to add a labor-specific seat to the AcqDemo Transition Team and fill it with Mr. Smalley.

Thank you for your consideration and we look forward to your reply.

Sincerely,

Matthew S. Biggs
President

Gay Henson
Secretary-Treasurer

Cc: Ronald R. (Rob) Richardson, Jr., US Army Acquisition Support Center (USAASC)
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