



# Local 200

## AFGE Successes

### Contract Negotiations

AFGE is actively pursuing resumption of negotiations to replace its current contract (circa 1996). Management and AFGE disagree on pay issues including core comp.

AFGE and the Agency successfully negotiated many new work rules (over 45). Implementation of these new work rules is dependent upon completion of pay issues.

AFGE's negotiating team continues to analyze Core Comp and its effect on us. The negotiating team has proposed a number of stipulations to core comp (17) to make it fair to all of us. [Expect a Union lunch and learn soon on Core Comp and its affect on you.](#)

Management has used 'in-progress negotiations' as a reason to stop bargaining unit members from receiving comp time while traveling on their own time. At the same time management has implemented other new rules and regulations even though we are still in contract negotiations. The Union contests these issues on a case-by-case basis.

If management attempts to compel you to travel or work without any compensation, please notify the union immediately. The union will work on your behalf to correct this.

### Continuing Resolution

AFGE Local 200 has negotiated to address some grade increases and promotions that were disallowed during the period of the continuing resolution. The Union will continue to contest this on a case-by-case basis as employees come forward.

### Correction of Bad Information From HR

Local 200 intervened when Human Relations incorrectly ruled on earning leave while using donated leave.

### Cancellation of Letters of Reprimand for AFGE employees

### Negotiating Privacy Walls In New Cubes

### Successfully Worked 19 Employee Issues

Most as 'wins' for the employee and Agency.

### Successfully Contested Agency Poor Selection Processes

**Don't forget to Support us before, during and/or after St Baldrick's Day**



**\*\*Contact Bob Challender For Details\*\***

### Representation Rights

Local 200's contract requires that management notify you **prior to** any **meeting** that may result in disciplinary action. The language reads:

*When it is known in advance that the subject of a meeting is to discuss or investigate a disciplinary, or potential disciplinary situation, the employee shall be notified of the subject matter in advance. The employee shall also be notified of their right to be accompanied by a Union representative, if they so desire, and shall be given reasonable opportunity both to obtain such representation, and confer confidentially with the representative before the beginning of the meeting.*

*If during the course of a meeting it becomes apparent for the first time that discipline or potential discipline could arise, the Employer shall stop the meeting and inform the employee of their right to representation, if they so desire, and provide a reasonable opportunity to both obtain representation and confer confidentially before proceeding with the meeting.*

In the event that any bargaining unit member is summoned to a meeting to discuss any issue that *could* result in any type disciplinary action, inform management of this language and have the meeting postponed until your union representative is consulted.

In addition, management should offer you the opportunity to be represented during any discussion of your working conditions.

### AFGE Local 200 Union officers are:

Vice President - Bill Heintzberger

Shop Steward - Dave King

President - Robert Challender  
Chief Shop Steward - Joe Iovanisci

Secretary/Treasurer - Deborah Capasso  
**Vacancies exist for Union Reps - Contact Us!**