



MEETING NOTICE

Officer Nomination/Issue Updates

On 09/14/11, 1130-1230 Local 200 will hold a meeting. The importance of dues paying member participation cannot be stressed enough. We will nominate Local 200 officers for the next 3 years. Election will be two weeks later. Also, employee issues will be summarized if time permits.

Contract Negotiations / Pay

It seems we are in the home stretch. The Union and Agency have filed for mediation/arbitration to complete the remaining issues (11 or so).

Card Swipe Data Not To Be Used For Time Keeping

AFGE Local 200 has pursued formal action (grievance/arbitration) against the Agency for the use of card swipes to monitor employee arrival times. This 'time clock/card swipe' approach was not negotiated with the Union. We utilized our newly opened lines of communication with senior management and agency officials to address the issue. As a result, the Agency released this statement: "ATO managers at the Tech Center seem to understand that the card swipe system has not been negotiated to be used as a time tracking system and therefore should not be used in that way." However, the Union and senior officials agree, "Employees are responsible to abide by all Agency policies on time and attendance" as long as those policies are established and/or changed while meeting negotiation requirements.

THE "PARTIAL SHUTDOWN"

We refer to the action of 07/23 – 08/05 as a 'Shutdown' rather than 'furlough' since the latter term marginalizes what really happened. ~4,000 FAA Federal employees got furloughed. "Excepted" employees were compelled to work with no promise of timely pay. Just as nasty, if not more so, was the 'layoffs' of our contractor co-workers (some being family members), the impact to local and national businesses, construction workers in all 50 states, and to the economy in general. We have confidence (albeit restrained) that furloughed federal employees will receive back pay. But other impacts (e.g. contractor pay) may not recover at all.

AFGE Local 200 recognizes, as many of our coworkers stated at the "Town Hall" meeting last Friday, that Transportation Secretary Ray LaHood and Administrator Randy Babbit worked tirelessly to avoid and reverse actions of Congress.

We believe AFGE was one of the best sources for information heading into, and during, the shutdown. We strove to get the best information and assistance possible to our employees and all affected parties.

One reason for our success was our employees. Not only did they identify issues, but also came up with significant solutions. Examples of our work include:

- Created a dedicated web page at www.afgelocal200.org/furlough.asp
- Clarified policies and procedures for furloughed employees
- Clarified policies and procedures for "Excepted" employees

- Improved Agency FAQ answers
- Identified Credit Union and other assistance opportunities.
- Made use of every media outlet available for public awareness.

"SHUTDOWN" Aftermath

AFGE Local 200 recognizes the need for further actions as a result of the shutdown. We hope the Agency will work with us to avoid some of the confusion that arose. Some of our proposals include:

- Enhanced and earlier notification for affected employees
- Standing policies/procedures to be included in Agency Continuity Of Operations Plans (COOPs).
- Fair application of "Excepted" and "Exempt" employee designations.
- Better Agency/Union teamwork.

"Two" Unions become One

It is not widely known among our employees, but AGFE Local 200 has been two "Business Units". BU1035 was the original union. BU 1398 was an 'off shoot' created in 2002 with the Agency's creation of the Terminal Business Service. Since then, 1035 has been En Route and Tech Ops while 1398 has been Terminal. Within a couple weeks, after collaboration with the Agency, the Federal Labor Relations Authority will grant our petition to recombine into one BU. There is an important benefit to you, our employees. Our ability to represent you will be enhanced since a barrier to representation will be removed. Any officer can give more details if needed.

AFGE Local 200 Union officers are:

Vice President - Bill Heintzberger
Shop Steward – Dave King

Secretary/Treasurer – Deborah Capasso
Shop Steward – Gary Baca

President - Robert Challender
Chief Shop Steward - Joe Iovanisci

Vacancies exist for Union Reps – Contact Us!