



AFGELocal200.org ↔ AFGELocal200@gmail.com

MEETING NOTICE

Annual Budget & Issue Updates

On 01/30/14, 1130-1200 Local 200 will hold a meeting. The importance of dues paying member participation cannot be stressed enough. We will present the proposed 2014 Budget and hold a vote to approve it. Also, employee issues will be summarized as time permits.

ARBITRATION WIN

#1 – OPS DIFF PAY

After a multi-year process, AFGE Local 200 won an arbitration which directly affected the pay of our Operational Support System Experts.

Upon implementation of our new contract in February 2012, the Agency wrongfully discontinued ODP. This deprived our employees of 5% differential pay while working on systems at sites. Shortly after, we found that the change also subjected them to Biweekly Pay Caps.

The Union, in working with concerned employees, filed 16 Employee Grievances and a Union Grievance. We conducted over 30 meetings with Agency management to express how the change violated law, rule and regulation.

This important, precedent setting win was not possible without the contributions of many people.

- AFGE National appointed lawyer Gregory Watts to our case upon filing for arbitration. He worked with our officers to gain insight into the FAA and related policies and procedures. He applied legal expertise and leadership resulting in a full award of our stipulated corrective actions.

- The 16 employees who filed grievances exhibited courage in fighting for what was right. They gathered extensive data, helped present their case to management and testified to the wrongful nature of the change.
- The officers of AFGE 200 expended not only duty time, but many hours of personal time in managing the case to its successful completion. They analyzed and compiled all related information affecting this pay to support a 4 day arbitration hearing (most hearings are one day).

THE RESULT: 1) **AFGE employees received an award of ~\$85,000 of pay lost over a 20 month period.**

2) **AFGE employees will continue to receive this pay while not subject to Pay Caps for system site work for the rest of their careers while in the General Schedule pay system.**

ARBITRATION WIN

#2 – Fired Employee Reinstated

After a multi-year process, AFGE Local 200 won an arbitration which reinstated an employee to the Agency with a Back Pay award and no loss of federal employee tenure.

Though information related to this award is sensitive in nature, it is important to note that without Union representation this employee would have lost a high paying job and 23 years of tenure with the government. As vital, the Agency and flying public would have lost one of the world's most knowledgeable and professional Radar Subject Matter Experts.

This win was not possible without the contributions of many people.

- AFGE National appointed lawyer Evan Greenstein to our case upon

filing for arbitration. Evan's persistence and ability to focus the operative legal and regulatory standards was invaluable. Without Evan, a hearing which lasted **9 DAYS** would have been much longer and would likely not have reached a successful conclusion for the employee and Local 200.

- Officers of AFGE 200 expended not duty time and many, many hours of personal time to manage the case. They worked with the employee and many other parties to process the original grievance to this successful conclusion. They held several meetings with Agency management to express how this adverse action violated law, rule and regulation and assisted Evan with over 4000 pages of materials to win the case.
- Many FAA employees (and managers) and even foreign citizens (here and around the country) who supported the employee with direct testimony and written testimonials attesting to the employee's worth as a person and as an employee.

And finally, the employee:

- Though under the greatest of stresses for several years, the employee maintained the highest level of professionalism and composure in all proceedings. He and his family are putting this needless, unjust years-long event behind them.

THE RESULT: Our AFGE employee received an award of reinstatement and Back Pay. He was transferred to a group which needed an SME of his caliber for essential NAS work. He is again serving the flying public with invaluable expertise.

AFGE Local 200 Union officers are:

President – Gary Baca
Chief Shop Steward - Joe Iovanisci
Shop Steward - Bill Hunter

Vice President – Ron Consalvo
Shop Steward – Dave King

Vacancies exist for Union Reps – Contact Us!

Secretary/Treasurer – Deborah Capasso
Shop Steward - Bob Challenger
Shop Steward - Chris Smith