



MEETING NOTICE

Budget / Contract / Issues

On 02/03/15 at 1130, Local 200 will hold a meeting for annual budget discussion/approval and formation of a Contract Negotiation Committee. Also, employee issues will be summarized as time permits. Lunch is not provided for this meeting.

NEW CONTRACT

Negotiation Assistance Sought

It is anticipated that the second half of 2015 will be a time to negotiate a new contract.

We are pleased with improvements made in the current contract (5% cash bonus, better terms for overtime, etc.). However, we know that significant improvements are needed (better pay terms, clarity on Hazardous Weather impacts, and other improvements governing our conditions of work).

AFGE Local 200 is establishing a Contract Committee. Members of the Committee may help by: 1) putting forth ideas for needed contract terms; 2) doing research for better terms; 3) helping with financial analysis as needed and/or; 4) serving as members of the negotiating team.

It is strongly encouraged that AFGE employees come forward to assist. Our officers cannot know all employee concerns that may need to be negotiated.

Employees need not expend personal time in this effort. But to do this work with Local 200, we can only involve dues paying members. As a reminder, our dues are about \$12 a pay period which is among the lowest union dues around.

REPRESENTATION

Current Issues

In our last newsletter, we reported winning two arbitrations: 1) A fired employee was reinstated to the Agency with a Back Pay award and no loss of federal employee tenure, and 2) Arbitration preserving tens of thousands of dollars in premium pay for our employees doing service at NAS operational facilities.

More recently, we have:

- Presented 4 employee grievances on Agency Selection Procedure violations at arbitration and are awaiting results.
- Presented a Union and 4 more employee grievances on separate Agency Selection violations to the Agency. We are awaiting results.
- Filed a Federal EEO complaint on behalf of an employee. We are awaiting results.
- Represented two employees in hostile work environment situations.
- Represented two employees in employee "bullying"/hostile work environment situations.

Hazardous Weather and Work

After much negotiation with the Agency, it was agreed that our current contract authorizes our managers to grant "Excused Absence" (paid time off) during bad weather even if the WJHTC is open. A Labor Relations Officer email to our managers includes, "please be advised that under the AFGE Local 200 Collective Bargaining Agreement, Managers and Supervisors have the authority to grant excused absences due to hazardous geological/weather conditions. The contract states: "Excused absences are authorized on an individual basis..."

Managers and Supervisors should consider the William J. Hughes Technical Center Director's decision, reports from the individual employee, updates from civil authorities, current meteorological information, news media reports, official road reports, individual travel distances, and employee safety in their decision making."

It is strongly recommended that employees discuss this with their manager, especially in advance of bad weather. That way, both sides can seek clarification if needed.

ST. BALDRICK'S

Shavees and Other Help Needed

For over 10 years, AFGE Local 200 has supported St. Baldrick's. It is a volunteer-driven charity which funds childhood cancer research to find cures and give survivors better lives.

AFGE, with some assistance from other WJHTC unions, has raised 10's of thousands of dollars for childhood cancer research.



We need you! Please consider: **1)** signing up as a shavee (though it is usually cold afterward, a stylish hat can ease to pain), **2)** volunteering to help with the event or, as a minimum, **3)** donating to one or more of our shavees. **Contact either Gary Baca or Bob Challenger for details.** Or simply go to our dedicated web page (UFC - Unions Fighting Cancer) at: <https://www.stbaldricks.org/teams/mypage/96090/2015>

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

AFGE Local 200 Union officers are:

Vice President – Ron Consalvo
Chief Shop Steward – Dave King
Shop Steward – Marion Kenndey

Vacancies exist for Union Reps – Contact Us!

Secretary/Treasurer – Lori Connell
Shop Steward - Bob Challenger
Shop Steward - Willie Pomales