

NEWSLETTER

15th

Edition

December 2017



AFGELocal200.org ↔ AFGELocal200@outlook.com

Local
200

MEETING NOTICE BUDGET / CONTRACT / ISSUES

IMPORTANT MTG - 01/17/2018, 1130.

We will meet for budget discussions and approval, as well as organization/current issue discussion. Lunch will be served.

AFGE LOCAL 200 OUTREACH EXPANDED COMMUNICATIONS

AFGE 200 Question & Answer Table
in the 1st Floor Atrium.

We started this for several reasons:

- 1) Enlist help in fighting Privatization
- 2) Enhance AFGE benefit knowledge
- 3) Increase AFGE (and Union) visibility in the Tech Center.

When in place, AFGE Local, District and National officials are ready to answer all questions about Union benefits and representation services. We have invited all WJHTC employees to get relevant FAA information whether AFGE employees or not.

GET ENGAGED - We have improved our Social Media presence. Please follow, like, and promote our messages.

Web – used mainly for Organizational, Archives, General Info

<http://afgelocal200.org/>

Facebook – You know why; Posts, Pictures, Interaction on issues, etc

<https://www.facebook.com/AfgeLocal200/>

Twitter – propagation of our tweets and sharing tweets of great interest.

<https://twitter.com/AFGELocal200>

FAA PRIVATIZATION 'DECISION DEADLINE' IS 03/2018 COMPLACENCY IS RISKY

Our efforts to combat Privatization:

Legislative Outreach: Members of our Local, working closely with National Union Reps, have briefed dozens of members and their staffs in the US Congress & the Senate. And we coordinated some joint visits with national PASS and AFSCME unions. It is believed these efforts made a real difference in Congress.

Publications: Our staff & the National Union have produced many publications on Privatization negative impacts.

Some publications (e.g. Talking Points) are on 4 AFGE Bulletin Boards located throughout Bldg 300 on the 3rd floor and on our web site library/general info tabs.

We have a 12-page position paper with each page focusing on topics such as: Importance of the FAA WJHTC; Impacts to the FAA Mission, the Federal Budget, Business & Communities, DoD/National Security, FAA Unions and Employees; Listings of Opposition Materials; Comparison of Worldwide ATC Systems & Effects of Privatization Elsewhere; Debunking that: WWII technology is hampering the ATC System and new technology is not successful and; a Narrative on FAA Privatization

How you can help.

If you haven't already, please:

- **Stay informed !!!**
- Volunteer for research and outreach
- Call Congress and Senate Reps
- Urge family and friends to do so
- Share Anti-Privatization Media Stories

CORE COMP PRIMER

JOB SERIES VS. JOB CATEGORY

AFGE employees retain their **Job Series** as reflected on your SF-50.

Our series are: 301–Misc. Admin/Prog 318–Secretary / 335–Computer Clerk 0899–Student / 1083–Technical Writer 1599 – Math Student / 334–Computer Specialist / 343 - Mgmt/Prog Analyst / 2152 - Air Traffic Controller

On conversion to Core Comp, “Series” were aligned to **Job Categories**.

Job Categories are on the “Pay Bands With Locality” table (attached)

Alignments are identified in:

HRPM Reference Materials - Job Series Assignments To Job Categories at:

https://employees.faa.gov/org/staffoffices/ahr/program_policies/policy_guidance/hr_policies/hrpm/comp/comp_ref/ser2cat/

GRADES/STEPS VS. PAY BANDS

Old Pay – Grades GS-07 to GS-15 with Annual, Biannual, or Triannual (or NO) Step increases. These are gone.

Conversion

- Resulted in no loss of pay
- Alignments affected Pay Band position (closer/further from Band Max)

CC Pay Table Notes:

- Entire Table (including Pay Bands) will go up concurrent with the General Schedule Increase
- Annual 1.6% length of service raise for everyone 1st June Pay Period
- 343 doesn't have “Technical” K Band or Manager L Band

We advise review of the attachment (by magnifying a lot). And our Contract Article 50 (sec. 4/5/7/8). Then forming questions for AFGE clarification.

AFGE Local 200 Union officers are:

President – Gary Baca (interim)

Chief Shop Steward – Mike Torrence

Steward - Joe Iovanisci

Steward - William Pomaes

Steward – Dave Madara

Treasurer – Lori Connell / Secretary – Daphne Atwood

Steward / Womens' Issues Coordinator – Kim Astillero

Steward / Fair Practices Coordinator - Tess Gilliam

Vacancies exist for Union Reps – Contact Us!

Vice President – TBD

Steward – Marion Kennedy

Steward - Bob Challenger

Steward - Willie Pomaes

Core Compensation Plan Pay Bands, effective January 8, 2017

Note: Pay rates for FAA employees, including locality pay, are capped by law at \$187,000 — the rate for level II of the Executive Schedule (P.L. 104-264 paragraph 40122 c).

Locality:	Philadelphia								Percentage:	23.87%					
Pay Band	A	B	C	D	E	F	G	H	I	J	K	L	M		
Minimum	\$18,361	\$20,915	\$23,634	\$27,817	\$33,955	\$37,583	\$43,909	\$52,648	\$62,954	\$76,967	\$91,922	\$110,014	\$129,569		
Maximum	\$26,563	\$30,327	\$35,451	\$41,726	\$50,932	\$56,255	\$68,064	\$81,606	\$97,569	\$119,320	\$142,432	\$174,956	\$174,956		
Minimum w/loc	\$22,669	\$25,907	\$29,275	\$34,497	\$42,060	\$46,455	\$54,390	\$65,215	\$77,981	\$95,339	\$113,864	\$136,274	\$160,497		
Maximum w/loc	\$37,904	\$43,566	\$49,913	\$58,686	\$69,089	\$76,683	\$94,311	\$111,085	\$130,859	\$147,802	\$176,431	\$187,000	\$187,000		
<i>Student</i>	0899 / 1599			Level 3 PG 59											
<i>Clerical Support</i>			Level 1 PG 44	Level 2 PG 56	Level 3 PG 78	Mgr. 1	Mgr. 2								
<i>Admin. Support</i>	318 / 335			Level 1 PG 54	Level 2 PG 73	Level 3 PG 910	Mgr. 1 PG 8 & below	Mgr. 2 PG 8 & above							
<i>Technical Support</i>				Level 1 PG 96	Level 2 PG 108	Level 3 PG 111	Mgr. 1 PG 11 & below	Mgr. 2 PG 12 & above							
<i>Para-Professional</i>					Level 1 PG 79	Level 2 PG 1011	Level 3 PG 1213	Mgr. 1 PG 13 & below	Mgr. 2 PG 14 & above						
<i>Professional</i>	301, 343, 1083				Level 1 PG 5-9	Level 2 PG 1011	Level 3 PG 12	Level 4 PG 13	Level 5 PG 14B				←		
							Mgr. 1 PG 13 & below	Mgr. 2 PG 14	Mgr. 3 PG 15 & above						
<i>Technical</i>	334				Level 1 PG 5-9	Level 2 PG 10-12	Level 3 PG 13	Level 4 PG 14	Level 5 PG 15						
							Mgr. 1 PG 14 & below	Mgr. 2 PG 15	Mgr. 3 None						
<i>Engineering</i>					Level 1 PG 679	Level 2 PG 1102	Level 3 PG 13	Level 4 PG 14	Level 5 PG 15						
								Mgr. 1 PG 14 & below	Mgr. 2 PG 15	Mgr. 3 None					
<i>**Specialized 602 (Physician)</i>												Level 1** PG-13/14	Level 2** PG-15		
<i>Specialized 610 (Nurse)</i>						Level 1 PG 9 & below	Level 2 PG 1012	Level 3 PG 13	Level 4 PG 14						
<i>603 (Phys. Asst)</i>									Mgr. 1 PG 14 & below						
<i>Specialized 802 (Eng. Tech)</i>					Level 1 PG 9 & below	Level 2 PG 1011	Level 3 PG 12	Level 4 PG 13	Level 5 PG 14B						
<i>856 (Elec. Tech)</i>								Mgr. 1 PG 13 & below	Mgr. 2 PG 14	Mgr. 3 PG 15					
<i>2101 (Trans. Spec)</i>															
<i>Specialized 905 (Attorney)</i>					Level 1 PG 11 & below	Level 2 PG 12	Level 3 PG 13	Level 4 PG 14	Level 5 PG 15			Mgr. 1 PG 15	Mgr. 2 Mgr. 3		
<i>Specialized 1815 (Investigator)</i>					Level 1 PG 9 & below	Level 2 PG 1011/12	Level 3 PG 13	Level 4 PG 14	Level 5 PG 15						
<i>1825(ASI)</i>								Mgr. 1 PG 14 & below	Mgr. 2 PG 15	Mgr. 3					
<i>Specialized 2152 (Air Traf. Cont except Flight Service)</i>	2152				Level 1 PG 9 & below	Level 2 PG 1011/12	Level 3 PG 13	Level 4 PG 14	Level 5 PG 15						
								Mgr. 1 PG 14 & below	Mgr. 2 PG 15	Mgr. 3					
<i>Specialized 2152 Air Traf. Cont Flight Service full positions</i>					Level 1 PG 9 & below	Level 2 PG 1011	Level 3 PG 12	Level 4 PG 13	Level 5 PG 15			Mgr. 1 PG 15	Mgr. 2 Mgr. 3		
								Mgr. 1 PG 13 & below	Mgr. 2 PG 14	Mgr. 3 PG 15					
<i>Specialized 2181 (Rtd)</i>							Level 1 PG 911/12	Level 2 PG 13	Level 3 PG 14	Level 4 PG 15		Mgr. 1 PG 15			

****Career level 1 and level 2 definitions include both managerial and nonmanagerial positions**