

NEWSLETTER

17th

Edition

June 2018



AFGELocal200.org ↔ AFGELocal200@outlook.com

Local 200

MEETING NOTICE

EMPLOYEE ISSUES/CONCERNS

Meeting 06/19/18, 1130 to discuss Member (Dues Payers) concerns and current events. Lunch provided.

AFGE 200 Successes
BUE IMPROVEMENT HIGHLIGHTS

- Fought Privatization and Won !!!
- Achieved Two Very Good Contracts
- Restored Ops Diff Pay - 55 BUEs received nearly \$80,000 in Back Pay
- Reinstated a Fired NAS Subject Matter Expert's 22 Year Career With Back Pay
- Defeat of Multiple Employee Disciplines
- Preserved the Union and its Rights
- Settled 5 Unfair Labor Practices (ULPs)
- Worked >100 Employee Grievances Wins/Settlements on Scores of Issues
- Worked >2 Dozen Union Grievances Wins/Settlements on Many Issues
- Solved Non-Grievance Issues – EEO, Whistleblowers, Civil Rights, Pay, Hazardous Weather, Timekeeping, Telework, Career Progression, Travel, Overtime, Furloughs, Shutdowns, PC Monitoring, Desk Layout, Pay Bands, Disability Retirement, Dress Code, Temporary Working Areas, Noise Abatement
- Met With Congress and Senate Reps
- Strongly Vocal at “FAA Town Halls”
- Chair of WJHTC Safety Committee
- Vocalized Issues at FAA Wide Forum
- Delivered Letters to Congress, Media

AFGE Local 200 on the Web:

Web – General Info, Organization, Links <http://afgelocal200.org/>
Facebook – Posts, Pictures, Interaction <https://www.facebook.com/AfgeLocal200/>
Twitter – tweets of general interest. <https://twitter.com/AFGELocal200>

If provided, we reach out to dues paying members thru **private email** for updates.

FAA PRIVATIZATION IS DEAD !!!

HOWEVER
Federal Employee
Attacks Continue

Presidential Executive Orders

ATTACKS:

1. Collective Bargaining: Cut contract content / work conditions negotiation
2. Removal, Disciplinary & Performance: Make All Worker Policies Worse
3. Official Time: “Successes” to the left resulted from Local 200 Folks on Official Time. OT Largely gone.

Administration Proposals

ATTACKS:

1. **PAY:** FY2019 PAY FREEZE
2. **FEHB:** Govt portion cut by several %
3. **Retirement Contribution:** Employees (all) pay 1% more/yr until all pay 7.25%
4. **Retirement:** Early Supplement gone
5. **TSP:** G Fund Rate Cut
6. **Pension:** High 5 vs. High 3
7. **Retirees:** CSRS COLA cut 0.5%
8. **Retirees:** FERS COLA eliminated
SEE... <https://www.federaltimes.com/management/pay-benefits/2018/05/07/opm-is-out-to-cut-retirement-benefits/>

Congressional Initiatives

ATTACKS:

1. **SEE ABOVE:** Congress approves most
2. **\$\$\$:** Agency By Agency Funding Cuts
3. **Outsourcing:** S. 506 - Freedom from Government Competition Act of 2018
4. **Divide/Conquer:** VA Example HR.1259 - VA Accountability First Act

We need YOUR help!

Please Contact Us On How!

**** VETERAN INFO ****

Veterans have a well-deserved voice regarding federal governmental action.

*We ask that all AFGE Local 200 Veterans identify yourselves to **Joe Iovanisci** since we may ask specific help in soliciting positive Federal Employee policy and benefit changes that affect employees who are veterans (and often all employees).*

JUNE Pay Raise – 1.6%

Employees should see their pay raise in June!!! We advise employees review their LES and expected SF-50 showing the raise. AFGE can provide pay clarity as needed.

REPRESENTATION RIGHTS

CONDITIONS OF EMPLOYMENT

On top of our contract terms, all Bargaining Unit Employees (BUEs) have Impact & Implementation bargaining rights on all ‘working conditions’ not dictated by law. See...

ARTICLE 21: DISCIPLINARY AND ADVERSE ACTIONS

SECTION 2. 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 will be notified of the subject matter in advance. The employee will also be notified of their right to be accompanied by a Union representative, if they so desire, and will be given reasonable opportunity to both 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 will stop the meeting and inform the employee of their right to representation. If the BUE desires representation, the Employer will provide a reasonable opportunity to both obtain representation and confer confidentially before proceeding with the meeting.

Also - ask an AFGE Officer about “Weingarten Rights”

AFGE Local 200 Union officers are:

- President** – Robert Challenger
- Chief Shop Steward** – Tess Gilliam
- Treasurer** – Consuela Green-McCutcheon
- Steward - William Pomaes
- Steward – Dave Madara

- Fair Practices Coordinator - Tess Gilliam
- Women’s Issues Coordinator – Kim Astillero
- Steward – Derek Gilbert

Vacancies exist for Union Reps – Contact Us!

- Vice President** – Gary Baca
- Secretary** – Daphne Atwood
- Steward – Marion Kennedy
- Steward - Joe Iovanisci
- Steward – Martin DePoint