

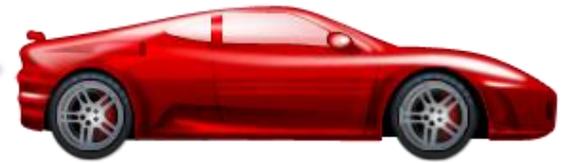


Collective Bargaining and our AFGE Contract



Who is unionized?

- Technician employees who do not hold supervisory or programmatic positions
- Technicians who pay dues
- Technicians who do not pay dues
- Exclusive representative



Unionized
Technician

Union

Condition of
Employment



Negotiated Contract

- Binding document
- Outlines rights of unionized technician employees
- Currently we are “working without a contract”
 - However, there is some language in the old contract we continue to honor



Contract Language – no longer in effect

- Articles 1,2,3
- Partnership – structure and responsibilities
- Article 7 - Details and Temp promotions
- All JPEC letters



Changes in conditions of employment must be negotiated



Examples of Conditions of Employment

- Duties/Responsibilities/Work flow
- Hours of work
- Leave usage
- Work area configuration



Employee Assistance Program Article V

- We are committed to assisting our employees with personal problems that affect their ability to do their job.
 - Dual status = Military One Source
 - Non-Dual status = Advisory through Lt VanOverbeke



Work Schedules

Article VIII

- The CBA supports flexible work schedules
 - Must follow established ONG policy and practice



Annual and Administrative Leave Article X

- Annual leave can be requested in January for the succeeding 12 month period
- Seniority will determine which leave is approved
- Annual leave around holidays will be rotated equally
- Leave requests will be accepted throughout the year, but requests made in the January timeframe will take precedence
- Routine requests will be approved/disapproved in the order they are received.



Annual and Administrative Leave

Article X (cont'd)

- The TAG can allow for paid administrative leave for:
 - Blood donation
 - Participation in emergency services
 - If the emergency service occurs on non-duty time employees may be granted up to 8 hours of annual leave, LWOP, or comp time before reporting back to work



Official Time Article XI

- CBA acknowledges the value of official time for union representatives
- Representatives are asked to use only the time “necessary”
- Union president is afforded 100% official time
- Supervisors should monitor
 - Timekeeper codes
 - BA Negotiations
 - BD Labor/Management Relationship
 - BK Grievances and appeals



Seniority Article XIII

- Seniority is the Technician Service Date
 - Total service as a technician (permanent, indefinite and temporary) including technician service in other states.
 - If in military status must return to tech status within 90 days to be considered uninterrupted.
 - Prior military service does not count toward seniority for BU purposes



Workplace Smoking Accommodations Article XVII

- We will provide access and opportunity to smoke at reasonable intervals
- This is worked out between the individual and the supervisor
- We will provide shelter from inclement weather, away from work site



Union Dues Withholding Article XVIII

- All dues stoppages must be coordinated through Mr. Tanner or his Treasurer



Grievance Procedures

Article XVI

- Whenever possible grievances should be resolved at the lowest possible supervisory level
- A grievance is a complaint related to a condition of employment
- This process is “owned” by the union. Management cannot file grievances against the union

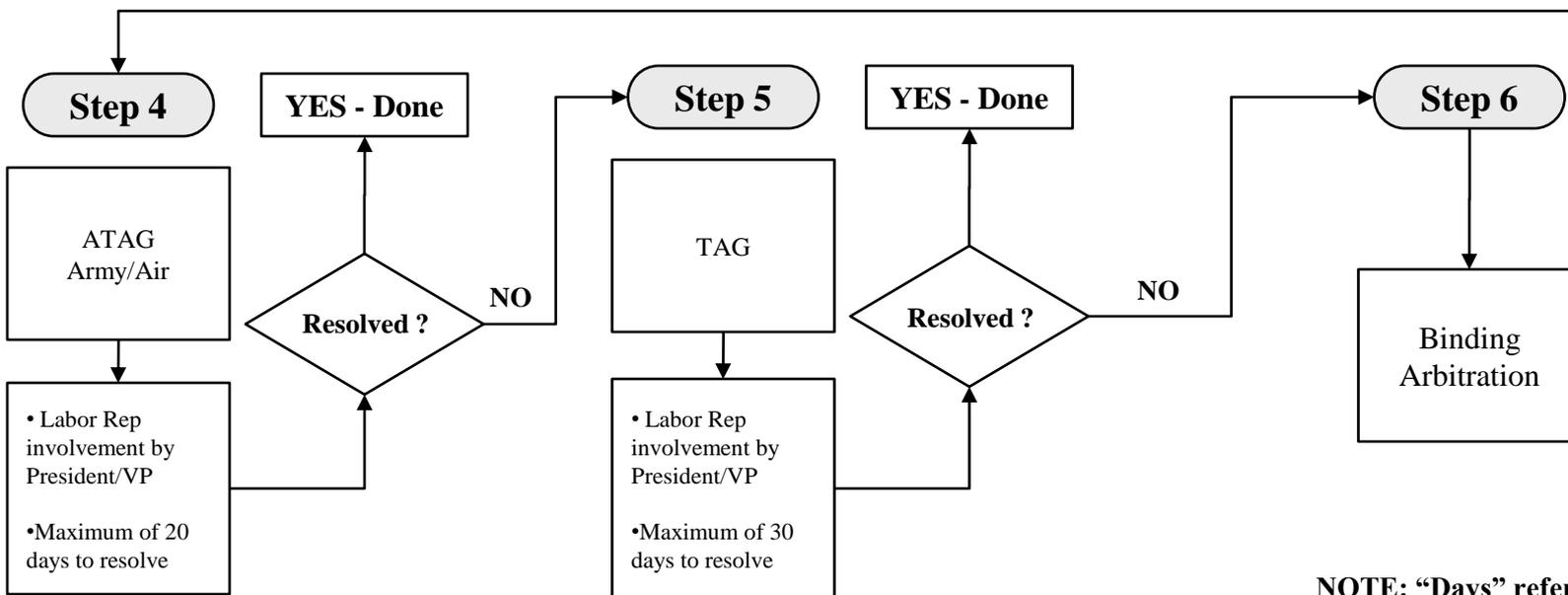
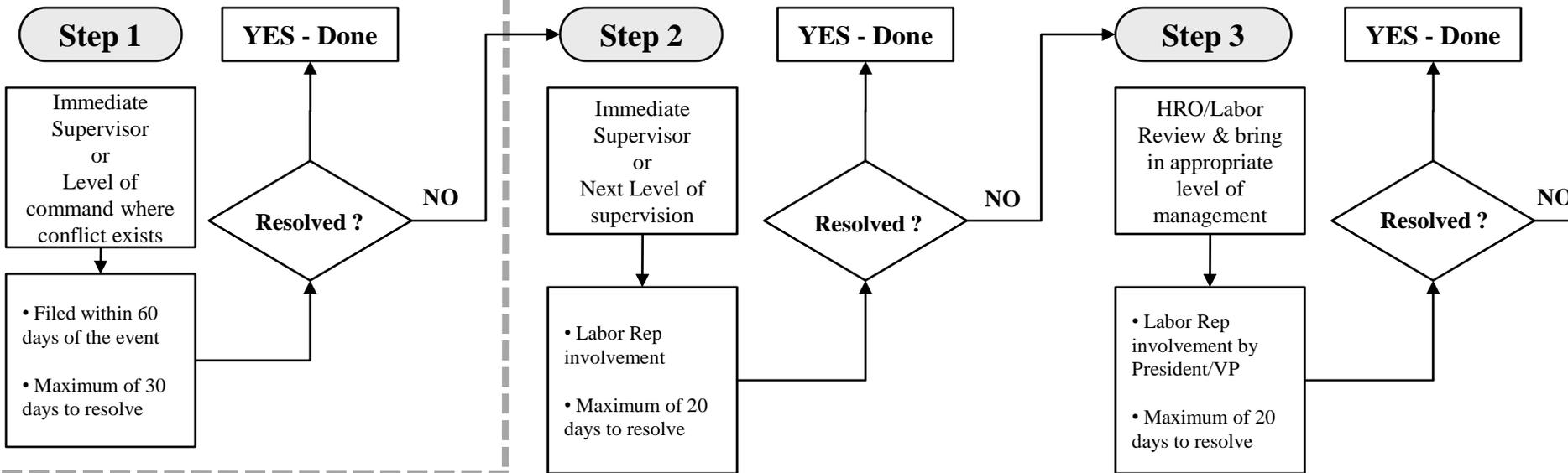


A grievance is NOT an indictment of your supervisory abilities. It is a disagreement between the parties.

Grievance Process

INFORMAL

FORMAL



NOTE: "Days" refers to calendar days



Final Questions?