

BRIEFING

FAA / AFGE Local 200 Contract



January 24, 2012

OVERVIEW

- BUEs are all AFGE employees, members pay dues
- The 'Contract' applies to all BUEs
- The 'CONTRACT' is technically an "Agreement"
- The Agreement cannot override Law
- The Agreement does not trump management rights under the law (e.g. right to assign work)
- The Agreement relation to Rules and Regulations:
 - Clarifies rules and regulations
 - Expands some Agency benefits under rules & regulations
 - Expands some employee benefits under rules & regulations
- Operational Differential Pay under ATRA remains (**5% extra pay for work during normal shift at sites**)

OVERVIEW (Cont'd)

AFGE FLRA Certification (authority delegated to Local 200):

IT IS CERTIFIED that the American Federation of Government Employees, AFL-CIO, is the exclusive representative of all employees of the above-named Activity {FAA WJHTC} in the following consolidated unit:

INCLUDED:

All non-professional employees of the Federal Aviation Administration, permanently assigned to the Air Traffic Organization (ATO) in the Technical Operations Services (AJW), En Route and Oceanic Services (AJE), and Terminal Services (AJT) organizations at the William J. Hughes Technical Center, Atlantic City, New Jersey

EXCLUDED:

All ATO Technical Operations Services Aviation System Standards (AJW-3), Flight Inspection Operations (AJW-33) and Aircraft Maintenance and Engineering (AJW-34) employees, including those at the William J. Hughes Technical Center in Atlantic City, New Jersey; all ATO employees with a direct reporting relationship to FAA headquarters; all professional employees, management officials, supervisors, and employees described in 5 U.S.C. § 7112(b)(2), (3), (4), (6), and (7)

OLD vs. NEW Agreement

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| <ul style="list-style-type: none">• OLD– Effective: 08/20/1996– 35 Pages– 27 Articles– Pay Plan not Mentioned– Supplemented by MOUs/MOAs, etc | <ul style="list-style-type: none">• NEW– Effective: mm/dd/yyyy– 70 Pages– 50 Articles– Pay is Addressed Explicitly in Article 50– Updated to replace MOUs/MOAs, etc |
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Deleted Articles

- **Partnership**
 - Executive Order no longer exists
- **Position Classification/Description**
 - Became “Job Documentation”
- **Higher Graded Work**
 - Incorporated in “Job Documentation” and “Recognition and Rewards”

Major Article Changes

7 Hours Of Work

- 6 sections instead of 17
- Allows for all work schedules authorized under law, rule and regulations subject to manager approval
- Denials of employee requested schedules must be written
- Group denials & reasons must be identified to the Union

8 Absence and Leave

- Identified the standard for “Bereavement Leave”

Major Article Changes – Cont'd

9 Overtime

Overtime—“hours worked outside the tour of duty/basic work hours”

- Retained True 1 ½ for all overtime restoration work
 - Location not a factor (at site, WJHTC, home, etc)
 - Restoration is: restore operational sites to their established full operational configuration and functional capabilities
- Provides True 1 ½ for overtime site modification work
 - Location is a factor (work is at site)
 - Modification work is not limited to SSM work
 - Implication is – the turning of a screwdriver/pressing a keyboard, etc. on a system at a site
- Payment of Minimum Times for Call Back/Field Calls
 - Minimum 2 hours for Call Back (reported to WJHTC)
 - Minimum 30 minutes for any Field Call outside shift

Major Article Changes – Cont'd

12 Official Time

- Gives Union official time to lobby Congress

14 Employee Training and Development

- 7 Sections versus 2
- Employer responsible for records maintenance

17 Promotions / Bidding Procedures

- More Detail
- Removed “Non-selection for promotion from a group of properly ranked and certified candidates. The procedures utilized are grievable”. It is in the Grievance Procedure Article.

20 Reduction-In-Force (RIF)

- More detail including detailed notification requirements

Major Article Changes – Cont'd

22 Grievance Procedure

- 30 days to file versus 15
- Removes reference to Labor Relations Officer

23 Arbitration

- Clarifies multi-day hearing preparations

25 Performance Management System

- Was “Performance Appraisals”
- Provides more detail on appraisals

26 FAA Academy Training Travel

- Allows trip home every 45 days versus 60
- Rental car authorized if employee didn't drive to MMAC

New Articles w/ Summary

3 Employer Rights

- Content moved from old “Employee Rights” for clarity

5 Representation

- Allows equal Union representation in meetings

10 Field Support Activities

- Details on help desk / call back list

15 Job Documentation

- Rules to Maintain “Position Descriptions, etc”

New Articles w/ Summary – Cont'd

16 Reopener

- Allows renegotiation on Article affected by law change

29 Temporary Duty Travel

- Expands on content under Academy Travel
- Aligns with current FAA Travel Policy
- Requires Agency brief BUEs on FAATP within 120 days

30 Government Travel Card

- Not addressed previously
- Gives some expansion of policy

New Articles w/ Summary – Cont'd

31 Surveys And Questionnaires

- Clarifies government policy

32 Agency Directives

- Identifies important directives and access to them

33 Recognition And Rewards Program

- Not addressed previously
- Identifies relevant policy
- Allows for some transparency

New Articles w/ Summary – Cont'd

34 Personal Property Claims

- Clarifies government policy

35 Telework

- Identifies government policy / procedures
- Management retains right to disapprove
- Reasons for denial must be made known to the employee

36 Surveillance

- Addresses facility / employee monitoring

New Articles w/ Summary – Cont'd

37 Government Vehicles

- Clarifies government policy
- Example may be use of GOV for travel to Elwood site

38 Employee Morale

- Importance is new employee orientation requirement

39 Official Personnel Files

- Rights & responsibilities on eOPF/EPF maintenance

40 Workplace Accident, Injury, Occupational Illness

- Rights & responsibilities on reporting/investigation

New Articles w/ Summary – Cont'd

41 Bargaining Unit Listing

- Requirement for periodic Union employee lists

42 Probationary Employees

- Identifies probationary employees and their right to representation

43 Work Space Allocation

- Requirement for appropriate workspace
- Currently individual cubes of no less than 8'x8' unless negotiated otherwise

New Articles w/ Summary – Cont'd

44 Office Relocation Expenses

- Identify moving expense policy if work place is moved

45 Mid-Term Bargaining

- Rules to bargain Agency changes affecting employees during the Agreement

46 Nepotism

- Identify nepotism as not acceptable & way to address

47 Housekeeping

- No employee is to do custodial work

New Articles w/ Summary – Cont'd

49 Alternative Dispute Resolution

- Details ADR policy and procedure
- Provides template for agreement
- Provides template for settlement

50 Pay

- AFGE 200 remains under the General Schedule
- BUEs receive a one time cash payment of 5% of their Base Pay (with Locality) upon contract implementation