



SEPTEMBER 2024 | @AFGELOCAL618 | 317-532-1926



Convention Update

The 43rd annual convention yielded some changes in leadership both national officers and council 100 officers.

A Per Capita tax raise was proposed for \$1.50 a pay period for the next 3 years. We managed to vote that down, on the last day of the convention however they repackaged the resolution and was able to get it raised 50 cents a pay period every year for the next 3 years.

And as this would normally cause us to raise the dues (since we are already way under the national average and we run very lean as it is). After some number crunching and moving things around, we have decided that for this year at least, we will not be raising the dues. We will continue to try and keep our dues as they are, always being good stewards of the money we receive.

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Local Negotiations

Over the last year Myles and I have been addressing multiple issues with managers and our FSD, trying to come to some middle ground on issues that will benefit the officers yet allow for the operation to still run as it is designed to do so.

I am pleased to say that on the issues concerning sick leave requests we have come to an agreement with management on how this will now be handled.

There will be a few things that you as the one requesting sick leave need to do in order to help this new system flow smoothly. The things being asked of the person putting in for sick leave is not overstepping or un-warranted from management and will help to make the system better and allow for management to still have accountability from the officers.

This new system will go into place by the next pay period and we will be putting out the details as soon as everything is finalized. Of course any questions or concerns can be brought to Myles or myself.

We are trying to work together with management to address issues like this and to promote better communications between management and officers, keep in mind this is a two way street also.

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Some Things To Keep In Mind With The New CBA

ARTICLE 28: (NEW) GRIEVANCE PROCESSES

H. TIME LIMITS:

1. In computing the relevant time period, the first calendar day after the effective date of the action (e.g., the occurrence giving rise to the grievance; the receipt of the grievance; the date of the grievance meeting) is the first day of the time period.

2. As used in this Article, “day(s)” refers to calendar days unless otherwise expressly provided herein. If the day an action must be completed under this Article falls on a Saturday, Sunday, or Federal holiday, the due date will be the next regular business day (Monday through Friday).

3. The Step II Official can have one (1) fifteen (15) day extension to complete the Step II decision if the Step II Official determines that such an extension is necessary. If the Step II Official needs to use this fifteen (15) day extension, they will notify the grieving party of the extension prior to the expiration of the initial timeframe. The Parties do not intend that this ability to extend the time frame for the Step II decision would be used by a Step II official for every grievance. All other time limits in this Article may be extended by written mutual consent of the Parties to the grievance.

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Some Things To Keep In Mind With The New CBA

ARTICLE 29: (NEW) ARBITRATION PROCESSES

C. TIME LIMITS:

1. In computing the relevant time period, the first calendar day after the effective date of the action is the first day of the time period.

2. As used in this Article, "day(s)" refers to calendar days unless otherwise expressly provided herein. If the day an action must be completed under this Article falls on a Saturday, Sunday, or Federal holiday, the due date will be the next regular business day (Monday through Friday).

3. All time limits in this Article may be extended only by written mutual consent of the Parties to the grievance.

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MEETING WITH MANAGEMENT

It is imperative that you NOT meet with management (Supervisors or Managers) concerning anything that may lead to disciplinary action or that might incriminate you in anyway without a union representative present. Especially if it is a formal or even an informal meeting to discuss anything other than performance-based issues. It is MUCH harder for us to represent you in a grievance if you have already spoken to management without us present, or have already let them give you a disciplinary action such as an LOR without us being involved from the beginning.

As soon as you are aware that management may be coming to you about anything that isn't performance based, you need to ask for representation and then reach out to a union representative immediately. There are deadlines that have to be followed as well as it gives us a chance to get ahead of the issue instead of having to put the dumpster fire out afterwards.

Contrary to managements belief, as long as you ask for representation, it does not matter what the meeting is about (Unless its truly non-disciplinary issues), they have to allow for you to have said representation. So please do not hesitate to ask and do not let them tell you there isn't a reason for us to be there. Almost any event could lead to disciplinary actions against you, and warrants your right to representation.

Your Right to Union Representation

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Without union representation, I choose not to answer questions.”

This is your right under the 1975 U.S. Supreme Court Weingarten Decision.

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Some Things To Keep In Mind With The New CBA

Article 36: Communications

Some officers have made comments about Myles and I not being out on the floor enough talking with officers and addressing issues they may have.

Article 36 Section B subsection 3

AFGE representatives may only engage in union activities with TSA bargaining unit employees who are not on duty, or are on break or on official time. If an AFGE representative is not certain if a TSA bargaining unit employee is on duty, the AFGE representative will first ask the TSA bargaining unit employee if they are off duty or on break. If the TSA bargaining unit employee indicates that they are on duty, the AFGE representative will immediately end contact with the bargaining unit employee.

We cannot engage with officers while out on the floor in their positions, and so if you have issues or concerns you need to contact us so that we can make the appropriate arrangements to be able to speak with you so that we are not violating the CBA

1. afgelocal618@outlook.com
2. 317-532-1926
3. Union office outside of the sups office on B checkpoint
4. Mailbox outside of office.

Our office hours are posted on the office door if you need to meet with us in person, otherwise feel free to email or call us at anytime of the day. the office phone is always forwarded to our cell phones so we are always available to assist you in whatever you may need.

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SOLICITING FOR STEWARDS

LOCAL 618 IS LOOKING FOR PAID UNION MEMBERS WHO WOULD LIKE TO
BECOME MORE ACTIVE IN REPRESENTING THE WORK FORCE
WE CURRENTLY NEED STEWARDS FOR **AM SHIFT ONLY!**

NO EXPERIENCE NECESSARY AS TRAINING WILL BE PROVIDED
IF YOU ARE INTERESTED OR WOULD LIKE MORE INFO PLEASE SEE
KEVIN SMITH, MYLES WAGNER OR REBECCA WRIGHT.

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Office Hours

Monday. 6:00-14:30

Tuesday. 6:00-14:30

Wednesday. 6:00-14:30

Thursday. 6:00-11:00

Friday. 6:00-14:30

Saturday: Closed

Sunday: Closed

After 14:30, on the weekend and Thursday after 11:00. (Unless an Emergency)

Please reach out to the representatives that are onsite. A List of your local reps is posted on the union bulletin board in the breakroom.

For Emergencies call. 317-532-1926