



APRIL 2024 | @AFGELOCAL618 | 317-532-1926



HISTORIC GAINS in New AFGE TSA Council 100 Agreement!

A new grievance and arbitration procedure: the new procedure includes adverse actions for the first time in history and improves the arbitration process to make it easier to resolve cases.

New language on progressive discipline: This new language will protect our members from unfair discipline.

New uniform rights: We now have the right to wear polo shirts during the summer, shorts when temperatures are above 70 degrees, and a \$966 uniform allowance per employee per year (2 Set Allotment plus \$600) keeping TSOs cooler and putting more money in their pockets.

Better leave conditions: Sick leave restriction has now been reduced to 3 months from 4 months, and absences with medical documentation cannot be considered as sick leave abuse.

Historic wins for union power: AFGE Council 100 now has unilateral selection of Committee members, contracts now have a seven year-duration,

local unions can now negotiate over certain subjects, we now have labor-management forums at the national and local levels to include our voice in decision making,

AND we now have 193 Official Time positions for union representatives with an additional bank of 75 thousand hours for representation.

More freedom over work hours: Generally, TSOs may now work up to 16 hours during a 24-hour period due to shift trade.

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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 meetings to discuss anything other than performance based issues.

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. an 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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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, the weekend and Thursday after 11:00. 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



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REPRESENTATION REQUIRES MEMBERSHIP

Contrary to what other officers are saying. We do not have to fully represent you if you are a non-paying member. PLEASE do not let others who have no idea about what they are talking about keep you from making the right choice for YOUR representation.

Just like Sams or Costco, you cannot get the full benefits without being a paid member.

To represent someone who is not a paid member is unfair to those who are, and undermines the whole reason we are here, which is to strengthen our numbers so that we have a more powerful voice for the times we need to stand up and fight for our right.

What you get as a NON-PAID Member of Local 618

- We will attend meetings between you and management as a witness and to make sure that things are done fairly
- We will assist with a grievance on an internal level, after internal grievance process, your MSPB, EEO, or Arbitration rights are no longer covered.
- You have No voting rights for anything concerning the union such as local leaders, budget, negotiations between management and the local.

For those who believe that the union MUST represent me even if I do not pay dues:

“Unions do not have to represent all employees in all grievances. But the union should agree at least to investigate your complaint and, depending on how strong the union representative feels your case is, decide whether to file a grievance and how far it will go in representing you in the grievance procedure”. <https://legallaidatwork.org/>

What you get as a Paid Member is on the next page.

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What you get as a PAID Member of Local 618

This is not an all inclusive list, there are too many benefits to list.

- Full representation during disciplinary matters including but not limited to grievance writing, MSPB representation, EEO and PAID Arbitration representation.
- Assistance with FMLA
- Assistance with Workers Comp
- Full voting rights for electing local leaders, national issues as well as a say in negotiations between management and the local.
- A ton of benefits offered from AFGE and Union Plus including but not limited to: Vacation packages, car rental, hotel stays, movie and theme park ticket discounts just to name a few things
- Peace of Mind that we will be there for you through anything that may come up, and will ALWAYS fight for your rights and your job through the WHOLE process if so need be.

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HOW CAN I GET MORE INVOLVED

AFGE Y.O.U.N.G.

The Young Organizing Unionists for the Next Generation seeks to mobilize young union members to become leaders for social change within AFGE and the Labor Movement. Members under 40 and mentors over 40 work together to include young workers in the union structure and keep them engaged in working class issues.

AFGE B.L.A.C.K.

B.L.A.C.K. is an acronym that stands for “Black Leaders Advancing Change and Knowledge.” AFGE B.L.A.C.K. exists to increase solidarity in AFGE by highlighting the issues specifically impacting our Black members. It is through understanding each other’s struggles that we can effectively fight for one another.

HISCO (Hispanic Coalition)

HISCO supports professional advancement, leadership development and educational opportunities for AFGE members of Hispanic origin and the expansion of AFGE’s political and legislative influence. HISCO advocates for equal rights and fair treatment of all workers, within and outside the federal and D.C. governments.

Pride Program

AFGE Pride is a national program designed to support the lesbian, gay, bisexual, transgender, queer or questioning, and others within the pride spectrum (LGBTQ+) membership as well as their allies and to educate all of AFGE on the workplace and safety issues facing this community within AFGE and the Labor Movement.

AFGE Veterans

AFGE is one of 36 national unions that makes up the Union Veterans Council (UVC), under the AFL-CIO. Considering that one third of federal civil servants are veterans, AFGE has the capacity to influence Congress, but only if union veterans are effectively organized and mobilized. The AFGE Veterans program brings union members, who are military veterans, together to speak out on the issues that impact veterans most.

AFGE A.P.O.W.E.R.

AFGE A.P.O.W.E.R. stands for Asian Pacific Organized Workers Empowering Representation. A.P.O.W.E.R. is here to advance the mission of diversity, equity, and inclusion of all AFGE members, providing assistance and direct service to all AFGE members who identify as Asian American, Pacific Islander, and Native Hawaiian, and their allies, nationally, and to ensure that AAPI members and potential members are being represented within the labor movement at different levels and capacities of leadership by developing programming initiatives that will elevate the needs and realities of the AAPI Community.

Stewards Program

AFGE Stewards are working people who have volunteered to connect members with their union. It is the Stewards' responsibility to know how the union works on behalf of its members, aid members in their workplace, and show how AFGE's mission impacts public servants.

As Well As

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WEINGARTEN: THE RIGHT TO REPRESENTATION

When do employees have a right to representation under Weingarten?

If you have a reasonable belief that the answers you give might result in your being disciplined, you have a right to union representation during the meeting. Employees are entitled to Weingarten rights in the following situations:

"Investigatory interviews," in which the supervisor is seeking to elicit facts, to have the employee explain his or her conduct, to discover the employee's "side of the story" or to obtain admissions or other evidence.

A supervisor's request for a written statement or written answers to interrogatories about an incident or accident in which the employee's own conduct may be at issue.

A meeting or discussion in which the employer either has not yet decided whether to impose discipline or is seeking information to support that decision.

Employees are not entitled to Weingarten rights in the following situations:

When the meeting or discussion is merely for the purpose of conveying work instructions, training or needed corrections.

When the purpose of the meeting is simply to inform the employee about a disciplinary decision that has already been made and no information is sought from the employee.

When the employer has clearly and overtly assured the employee prior to the interview that no discipline or adverse consequences will result from the interview, provided the employer keeps that promise.

When, after the employer notifies the employee that he or she is being disciplined, the employee initiates further discussion.

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