



AUGUST 2024 | @AFGELOCAL618 | 317-532-1926



New Grievance Process

Starting in September there will be a new grievance process implemented. Both the union and the agency will be held to a stick timeline and some new procedures. To help with is, your local representative teams will be going through a 4 day training class to learn the new process, but we also need your help.

With new guidelines and timeframes in place, it is imperative that if you are issued ANY form of discipline or a proposal for discipline, it needs to be brought to us IMMEDIATELY so that we will have the adequate time to respond and keep within the new guidelines. Please do not wait until its too late for us to help, most all disciplinary actions can be addressed and grieved. You do not have to just settle with the proposal and the end disciplinary action.

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43rd AFGE Convention

Myles and I will be attending the 43rd AFGE convention happening next week in Las Vegas. For those who may not know what this is or have questions as to why we are going I would like to take a few minutes to enlighten everyone.

The convention happens every 3 years and coincides with the election of the top nation office positions such as AFGE Nation President, Secretary/ Treasure, VP of Women's and fair practices. We also during this time, vote for our Council 100 members.

Then the business begins with addressing changes to the constitution as well as voting for things like per capita tax increases (Which effect our dues) and other important financial things brought to the table. Our voting power depends on how many members we have and dictates whether we have a say in our future as a local.

This convention is ALL of AFGE and not just TSA, but without large numbers in all of our locals, voting for or against things that directly effect us becomes a real struggle. That is why it is very important that we GROW our locals and add to the voices we need to make changes.

Myles and I will only have the voting power of 172 members at this convention, which is a much better outcome then when I went last time and only had 72 members.

We will use these votes to ensure that what is being voted on is in your best interest as well as making sure the people we vote into office is the best fit for all of us. In the next 3 years I would love to see us be able to have at least a voting power of over 200 members

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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

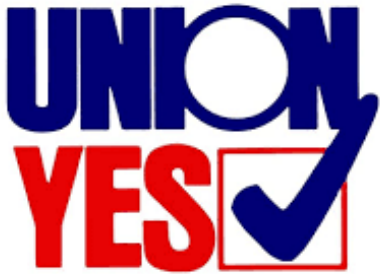
“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Without union representation, I choose not to answer questions.”

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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Article 36: Communications

Article 36 Section B subsection 5

In addition to the Union’s right to be notified and attend shift briefs that constitute formal discussions, up to two (2) AFGE representatives designated by AFGE may speak at least once every month at shift-change briefings for up to five (5) minutes to update bargaining unit employees on Union matters. If an AFGE representative is not a TSA bargaining unit employee, they may not remain at the shift briefing after providing their update.

Due to the nature of what we are able to discuss in these briefings, there may not always be something to share with the officers and so there would be no reason to attend the briefings.

This is why we offer other ways to communicate with you IE: This newsletter, the bulletin board in B side breakroom, our social media sites, emails, and texts. We also hold a quarterly meeting that all members can participate in as well as have the meeting minutes available to view afterwards for those who may have missed the meeting.

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ARTICLE 13: BARGAINING

I have been asked lately about what it is we as a local can bargain for on a local level.

This is all new to us and the agency so please be patient with us as we go through the process (Which is very complicated and time consuming) We will keep everyone informed of our progress and look forward to hopefully gaining some good things out of this. The local bargaining process will start late September.

Input and ideas on the things listed below is always welcome and you can either address these with us directly or email your ideas and or concerns to:
afgelocal618@outlook.com

C. LOCAL LEVEL BARGAINING:

1. The Parties understand that they are permitted to engage in bargaining at a local level no lower than a Federal Security Director's area of responsibility on the following issues as set forth in the Determination and this Agreement:
 - a. access to TSA-controlled space for union representational activities;
 - b. lighting;
 - c. parking facilities and shuttle service;
 - d. break space for bargaining unit employees' use; and
 - e. lockers.

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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