



DECEMBER 2023 | @AFGELOCAL618 | 317-532-1926



## Happy Holidays from all for us at AFGE Local 618

As we head into the holiday season we want to express our gratitude to each and everyone of you. Our job is not always easy or appreciated. But know that what you do does matter. and that there are people out there that truly appreciates what you do.

This holiday season we are expecting higher numbers then every before, so stay vigilant, stay focused and most importantly stay healthy and take care of not only your physical health but your mental heath as well.

Know that we are here for you for more than just representation or helping you with benefit. We have Gate Keepers on staff that are there for you 24/7 and it is totally confidential (No Management Involvement). Sometimes we all just need someone to vent to or someone to talk with that will listen and not judge.



### Member of the month:

*Bradley Holland: Vice President SBN Local 618*

My name is Bradley Holland and I'm a Transportation Security Officer at South Bend International Airport in South Bend, Indiana. I have been with TSA for a bit over six years now, since I was 19 years old. Over the years I have fallen very passionate with helping others and interacting with the public. I've always had compassion for others and a drive to be able to help those who may feel helpless. I was appointed as AFGE Vice President at SBN airport earlier this year and it truly has been such a great learning experience for myself and my coworkers. AFGE's involvement at my airport is drastically changing the environment and moral for the better, and that's all I could really ask for.

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# WE ARE MAKING A CHANGE

## Collective Bargaining Agreement Update

Council 100 bargaining committee has been working around the clock to negotiate a CBA that will benefit the work force and open up a lot of new rights that we have not had before.

We have not been given a lot of information on to what is being negotiated or what we have won in those negotiations.

But what I can tell you is that we have been told it is going extremely better than we anticipated and that TSA has agreed to a lot of things in our favor that they never have in the past.

Expected date to the end of the negotiations is hopefully by the first of the year and then the ratification process will take place to make it finalized.

We are anticipating the CBA to go into effect within a few months of the final negotiations.

We expect to find out more in depth information when Myles and myself attend the upcoming Leadership training December 10th thru the 16th.

As soon as we have more information we will notify all of you.

## How has the Union Helped?

I had planned on getting some testimonials from members on how the union has helped them whether it be representation or the use of benefits but I ran out of time to get it in this month.

So be on the lookout for this section to have that information in next months issue.

If you would like to have your testimony featured in the newsletter please email it to [afgelocal618@outlook.com](mailto:afgelocal618@outlook.com)

\What I can tell you is that we have successfully represented a number of paid and non-paid members with the results being in the officers favor.

As well as we have had members approach us with personal issues that we were able to help them find benefits that reduce overall cost and helped to take some stress off the situation.

**Joining the Union is more than just protecting your job. It adds your voice to help battle workplace issues both locally and nation wide.**

**It unlocks benefits only available to paid members, and provides strength to your local that allows for us to have the ability to fight for what is right and just.**

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## UPCOMING EVENTS

### National Convention Delegate Election December 4th, 2023

Will take place thru an online election site  
Please watch your personal emails and vote for a  
candidate.

**ONLY PAID MEMBERS CAN VOTE**

Because of our growth this past year we have another delegate spot that has opened up. By virtue of office the president is the sole delegate that represents the local when it comes to voting on things like CBA, AFGE Constitution and Budgets for both AFGE and our Regional office. The EVP would then have the second spot. Due to that fact that the board minus the president was all appointed this term, we have to hold an election to fill the vacant delegate spot for the upcoming National Convention in August.

### 2024 Budget Meeting

**December 19th 11:00 am OSRA Room A Side**

It is that time of the year again to come up with an operating budget for the local. The budget has been put together for the membership to look over and approve or disapprove.

**!!FOR THE FIRST TIME EVER!!**

We will be holding both an in-person meeting as well as on online voting system for all PAID members to vote on the 2024 budget.

This online system has never been offered by past presidents or board members and was strictly just in person which did not give everyone a fair chance to vote for where their dues go. We as your E-Board agreed to expand how we do things and that the small fee for doing online voting was well worth it to offer a more fair way for members to have a voice in how things go within YOUR local

If you choose to use the on-line voting system you can drop by the union office anytime between the hours of 6 am-2:30 pm M-F to look over and discuss the budget as it cannot be shared out online or posted anywhere.

The online system will work similar to the election for the delegate position and allow for those officers who are off or cannot attend the in-person meeting to still have the ability to vote on the budget.

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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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