



FEBRUARY 2024 | @AFGELOCAL618 | 317-532-1926



A NEW CBA has been negotiated

Thank You to the AFGE Council 100

The council 100 members have been tirelessly negotiating a new CBA for the last 9 months, working 10 plus hour days, 7 days a week with no breaks and no vacations to bring the entire workforce the best CBA that TSA has ever seen.

For those who still think that the Union isn't needed or that we don't do anything for you expect collect dues, let's look at what AFGE and your local has done for the ENTIRE workforce in just this last year.

The UNION has once again stepped up and came through for the Entire workforce not just paid members with this new CBA, the cost of living raise we just received, as well as merit protection we have never had before, just to mention a few things. (On the local level we have successfully represented a number of officers by getting disciplinary actions reduced or mitigated before they even happened) and joined our voice with the voices of others in AFGE to assist in achieving the things I mentioned above.

And we are NOT done fighting, there are so many more things on the docket for 2024. Later in this newsletter we will highlight some of the things that AFGE is fighting for nationally as well as what we are doing on a local level.



Member of the month:
Kevin Smith: President IND

Greetings my brothers and sisters, I felt it was about time to put out a little something about me to you all. I have been with TSA for 7 years and have held multiple different roles from coach to lead to ATI. Back in late 2021 I was asked to run for EVP for this local and accepted. I won the election and then shortly afterwards the current president took a position with HR and that left me as your president. I had no training, no support and oh the only other board member was our treasure who was at EVV. No biggie right? until a couple of months in and the secretary left the union leaving just me. I quickly reached out to a group of amazing people that I knew would help me to build this local into something greater than it had ever been (Bring in your e-board members). Since then it has been a challenging venture but one that I am very passionate about and plan to continue on the original plan of making this local the greatest its ever been and to provide all of you with the best representation and increase our voice when it comes to how we are treated. Thank You all for supporting me over the last 2 years and for allowing me to continue representing you. We are stronger United then we are Divided.

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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 THE AM SHIFT
BUT ANYONE ON ANY SHIFT AND CHECKPOINT CAN APPLY
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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WE ARE MAKING A CHANGE

Collective Bargaining Agreement Update

After 9 long months of negotiations We are proud to announce a NEW CBA for TSA The CBA will be printed off and placed in the breakrooms for everyone to read. This is VERY important since we went from 15 articles to over 50, so a lot has changed. This is also important since we will be holding a vote to ratify the CBA that will include ALL BUE's. As we get more info we will pass it on, but in the meantime PLEASE take the time to read the CBA because it effects ALL of US. We will also be posting the new CBA on our local website. www.afgelocal618.org

How has the Union Helped?

I am working on getting some testimonials from members on how the union has helped them whether it be representation or the use of benefits.

So be on the lookout for this section to have that information as we get members to share their stories.

If you would like to have your testimony featured in the newsletter please email it to 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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WE ARE MAKING A CHANGE

National Re-Cap for 2023

Here are some of the highlights of our victories in 2023:

1. TSA officers won a historic 31% pay increase, the largest in TSA history

After two decades of fighting for fair compensation for a group of workers who protect our skies and air travelers, our hard work finally paid off.

Transportation Security Officers (TSOs) received their first pay increase of up to 31 percent in July, putting them on a scale similar to General Schedule pay. AFGE and our TSA council's persistence also led to more workplace rights similar to Title 5 for the TSA officers.

2. An additional 33,000 feds will get a locality pay bump in 2024, thanks to AFGE

Federal employees working in Fresno, Calif.; Reno, Nev.; Rochester, New York; and Spokane, Wash., are slated to get a locality pay raise next year as the Office of Personnel Management (OPM) took one of the final steps to implement the new General Schedule (GS) pay localities.

New counties also will be added to 43 existing localities, so those working and living in these counties will get a locality pay bump as well. The changes mean about 32,900 federal workers will see a locality pay raise starting on the first pay period after Jan. 1, 2024.

This is a direct result of AFGE pushing the Biden administration to adopt the Federal Salary Council's pro-labor recommendations that would increase pay for tens of thousands of General Schedule employees who are making 24% less than employees outside the federal government doing similar jobs in the same areas.

The 2023 full-year, catch-all bill with AFGE priorities became law. Thanks to AFGE members and staff's hard work and perseverance, the full-year fiscal 2023 funding bill that became law in January contained several provisions that made it easier for government workers to provide services to the American people. Several agencies received increased funding to implement new laws and fund staffing increases to meet new demands.

A few highlights of the bill:

- At the VA, the bill not only included a 22% increase in funding for VA health care but also defunded the AIR Commission that would have considered closing or eliminating services at hundreds of VA facilities.
- At the Department of Defense, the bill limited DoD's ability to put personnel caps on the civilian workforce and reduce the number of civilians. It also limits conversions of civilian jobs to military and contract performance. The president's budget proposed eliminating this provision, so its inclusion is a very significant victory. The bill also included language continuing the governmentwide moratorium on conducting public-private job competitions under the OMB A-76 Circular, which helps protect most federal civilian jobs from being outsourced.
- At the Bureau of Prisons, retiring law enforcement officers can now access savings without penalty. The Protecting Public Safety Employees Timely Retirement Act, which was included in the catch all funding bill, allowed eligible law enforcement and public safety officers to make penalty-free withdrawals on their Thrift Saving Plan savings once they attain 25 years of service in a covered retirement plan or when they turn 50 years old, whichever is earlier. The new law was one of the AFGE Council of Prisons Locals' priorities.
- At TSA, the bill included hundreds of millions of dollars to implement the new pay system as well as hire and retain TSOs.
- At the U.S. Citizenship and Immigration Services, funding was provided for refugee operations so that they are no longer fee-funded from citizenship and visa applications, which led to the threat of furloughs in 2020.

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WHATS THE PLAN FOR 2024

Locally

With the new CBA in place we will need to get equipped to handle the new articles we have never had the opportunity to have a say in before, this will require a lot of training both in person and virtually.

We will be continuing our EEO training throughout the year that will afford us the opportunity to take on and represent officers who need to file EEO cases that would normally get turned down due to not having enough lawyers within AFGE to handle every case. We will continue to increase our knowledge and skill levels in all aspects of representation such as MSPB and arbitration so that you have the best outcome possible if and when you may need representation.

We also plan on expanding our knowledge of the FMLA process as well as Workers Compensation so that we are able to assist in those areas as well.

With the amazing team we currently have in place, we will continue to go toe to toe with management on the issues we face on a daily basis.

We will continue to fight for all officers rights and ensure that we have a fair work environment. We have been given the opportunity with the new CBA to negotiate on a local level to address issue that may only effect the officers in Indiana instead of having to just go with an umbrella policy.

This will be new territory for us and will put a lot more responsibility on your President and Executive Vice President. As well as your E-Board members

None of this however can be accomplished without the support of paying members that help equip us with the training we need to fight these fights. Training is not cheap but is needed to do what we do, and we will be going through a lot more of it this coming year.

Our voices are stronger when we unit together, the more paid members we have, the more we will be able to accomplished. Even if you think you will never need representation, the investment into your local is invaluable.

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WHATS THE PLAN FOR 2024

Nationally

The fight will never stop!

The Council 100 will again focus this year on getting us FULL title 5 rights.

Continue the fight for the GS scale pay.

Continue to lobby to protect our paychecks and get us to a place where we NEVER have to worry about another Government shutdown.

The council is planning to negotiate another 7 plus percent increase in our pay for cost of living in 2025

As well as any other issues that may arise within the administration.



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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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