



JUNE 2024 | @AFGELOCAL618 | 317-532-1926



THE NEW CBA Implemented

On May 24th, 2024 our new CBA went into effect.

We have a lot of new things in here that benefit ALL BUE's and so we are suggesting that you read through the CBA and if you have questions about a particular article please reach out to Kevin, Myles or Sara so that we can help clarify it for you.

With that being said we also need YOUR help in enforcing the new things within this CBA.. One of the big things we need to monitor is rest and meal breaks, you may not know or have not read.

Article 17 F Breaks:

F 1

"If management shortens a bargaining unit employee's meal break, the employee will be afforded a new, full meal break prior to the end of their shift."

"In addition, bargaining unit employees generally are not authorized to take meal breaks during the first two hours or last two hours of a shift unless requested by the bargaining unit employee."

F-8

"Rest breaks may not be given in the first or last hour of a bargaining unit employee's shift unless it is at the request of the bargaining unit employee."

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Some Things To Keep In Mind With The New CBA

Article 17 C Types of Leave

C-2: SICK LEAVE:

- a. Sick leave is a benefit that may be used by the bargaining unit employee for any of the following reasons:
 - i. medical, dental, or optical examination or treatment;
 - ii. incapacitation (the inability to perform one's duties) due to physical or mental illness, injury, pregnancy, or childbirth;
 - iii. to prevent exposure of a communicable disease to other employees and/or the general public;
 - iv. to participate in activities related to the adoption of a child; and
 - v. for medical-related family care and bereavement purposes.

- b. In the event of an unanticipated absence, bargaining unit employees will call the designated telephone number for call-outs at their airport.

- i. A bargaining unit employee who expects to be absent more than one (1) day will inform management or designee of the expected date of the return to duty.
 - ii. In the case of extended illness, for which the bargaining unit employee has provided medical documentation or management has confirmed the bargaining unit employee's incapacitation, daily reports will not be required.
 - iii. The bargaining unit employee will submit, on the first day back to duty, their leave request for the length of the absence.

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Some Things To Keep In Mind With The New CBA

Article 17 C Types of Leave

C 2-e Approving Sick Leave Requests:

i. Leave approving officials shall not deny a bargaining unit employee’s use of accrued sick leave for which administratively acceptable documentation has been provided unless there is specific knowledge of that bargaining unit employee’s abuse of sick leave.

ii. Unless the bargaining unit employee is on sick leave restriction or management has specific knowledge of the bargaining unit employee’s abuse of sick leave, administratively acceptable documentation for the approval of sick leave (or other personal leave in-lieu of sick leave) will take one of the following three forms: self-certification, medical certification, or medical documentation.

a) Self-Certification: Documentation of Sick Leave Absences of Three (3) Consecutive Work Days (e.g., not including regular days off (RDOs), shift trades off) or Less: A bargaining unit employee’s completed leave request will be used as self-certification for sick leave absences of three (3) consecutive work days (e.g., not including RDOs, shift trades off) or less, unless the bargaining unit employee is on sick leave restriction or management has specific knowledge of bargaining unit employee misuse or abuse of leave.

b) Medical Certification:

i) Documentation for Sick Leave Absences of More than Three (3) Consecutive Work Days (e.g., not including RDOs, shift trades off): For sick leave absences of more than three (3) days resulting from a bargaining unit employee’s incapacitation, management may require a bargaining unit employee to submit a health care provider’s certification that includes the duration of the bargaining unit employee’s absence, clearly states that the bargaining unit employee was incapacitated for duty (unable to perform their duties due to the medical condition), and is signed and dated by the physician or authorized health care provider.

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Article 17 C Types of Leave

2 c Medical Documentation

ii) When detailed medical documentation is required as a result of a bargaining unit employee's incapacitation, it shall apply only to the current medical condition for which the bargaining unit employee is seeking leave. The detailed medical documentation, at a minimum, should provide the following:

(a) Date the medical condition began;

(b) Clearly state that the bargaining unit employee is/was incapacitated for duty (unable to perform their duties due to the medical condition).

(c) Provide information on how the condition affects the bargaining unit employee's ability to perform the duties of the position;

(d) Identify the expected duration of the bargaining unit employee's absence; and

(e) Have the date and signature (e.g., written, electronic, stamped) of the bargaining unit employee's personal physician or authorized health care provider.

2 f Sick Leave Restriction

iii. Absences supported by medical documentation as described in this Article may not be considered as indicators of sick leave abuse.

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Some Things To Keep In Mind With The New CBA

Article 17 C Types of Leave

2 h Substitution of Sick Leave for Annual Leave

- i. If a bargaining unit employee or family member becomes ill within a period of annual leave, the bargaining unit employee may be granted sick leave for the period of illness.
- ii. When substituting sick leave for annual leave, a bargaining unit employee must request the substitution to sick leave as soon as possible, generally within one pay period, and must provide administratively acceptable documentation to substantiate the illness in accordance with C.2.e.ii.(a-c).

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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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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.



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