



MARCH 2024 | @AFGELOCAL618 | 317-532-1926



A Busy Year!!

We are kicking off this year with a lot of things on our plates, but some of the most important things include:

November we vote for our Nations Leaders. As well as our Local Leaders.

In October we will be soliciting nominations for the electoral board for Local 618.

Positions up for a new 3 year term will be:

President

Secretary/Treasure

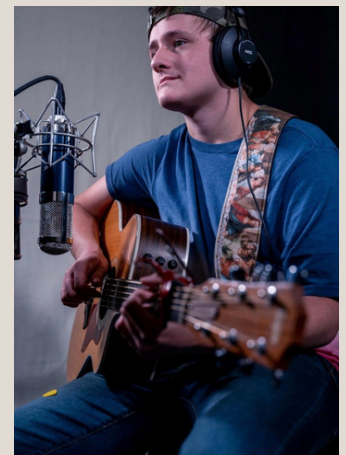
Executive Vice President

Vice President for IND, EVV, SBN, & FWA

Any paid member in good standings and that has been a member for at least 1 year is eligible to run for one of these positions.

We will also have the implementation of our new Collective Bargaining Agreement That will require a vote from YOU to approve or deny it.

This is a year full of important events that will require us to **Unite as One Voice**, and to grow our numbers so that we are equipped to stand and fight for what is right and just for all of us.



Member of the month:
Richard Strehlow: Steward IND

Hey everyone! My name is Richard Strehlow and I have been with TSA for just under 2 years! I play guitar in a worship band at my church and I am the youngest of 5 siblings. I love to meet new people so if you are new around here, I would love to meet you! I am currently a Union Steward for the AM shift, and I am proud to be able to represent the people that continue to keep our skies safe! I have been a part of AFGE from my arrival at TSA and have not regretted it one bit! If there is anything I am able to assist you with, please don't hesitate to reach out! !

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ELECTION YEAR !!

It is that time again to elect our nations leaders

This is by no means an endorsement for any political party, yet just some facts to hopefully help you make a decision on what is best for YOU! Taken from the AGE Legislative Conference 2024

Hundreds of AFGE leaders and activists gathered in Washington, D.C. the week of valentine's day and the super bowl for the union's annual legislative conference where they strategized, networked, and met members of Congress to discuss issues important to government workers. This year's conference is especially important as it's a presidential election year, and whoever wins the White House will determine the future of our union, our government, our country, and the world.

Trump seeks to bring back "Schedule F" a new category of employment where 50,000 federal workers in policy-related positions will become at-will employees with loyalty to him and not the constitution. Trump issued a Schedule F executive order two weeks before the 2020 election, but agencies didn't have a chance to implement it as Biden repealed it three days after taking office.

"Everything is on the line this year. Everything. The civil service. The rule of law. The constitution. The fate of our planet. Our democracy. Our union. So we've got to rise to the challenge. Rise to the moment. Rise to the judgment of history. And we've got to rise as one. Because together we rise. And united we triumph!"

Everett Kelley AFGE President
2024 Legislative Conference

"That system is under assault," he said. "Donald Trump and his allies are as we speak planning to dismantle the civil service step by step. And they started by creating a new schedule in the civil service called Schedule F. He tried to do that in his final year in office, and President Biden through his executive order undid it. But Donald J Trump and his allies are doubling down. They have a plan to begin by transferring out of the merit systems and protections 50,000 federal employees, that's a start. That put us back to the system that preceded the Pendleton Act of 1883. No good comes from that. Every one of you is at risk."

Rep. Gerry Connolly of Virginia
2024 Legislative Conference

"2024 is about the soul of this nation. Do we save democracy in America or do we go dictatorship? It's that simple," he said. "AFGE, now is your time to guide this movement. Now it's your time to lead."

Terry Melvin
2024 Legislative Conference

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REPRESENTATION REQUIRES MEMBERSHIP

Moving forward we have made a decision to make it a requirement that if you wish to have FULL representation, you MUST be a PAID member.

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 issues outside of the CBA.

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://legalaidthatwork.org/>

“Federal law does not obligate unions to represent non-members. Under the National Labor Relations Act, unions can represent only their dues-paying members under a “members-only” contract. The benefits secured under these contracts apply only to dues-paying members. As noted by the former chairman of the National Labor Relations Board William Gould, “the law now permits ‘members-only’ bargaining for employees.” <https://legalaidthatwork.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 matters
- Assistance with Workers Comp matters
- Full voting rights for electing local leaders, national issues as well as a say in negotiations between management and the local with things outside of the CBA.
- 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 all the way through arbitration if so need be.

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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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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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