



MAY 2024 | @AFGELOCAL618 | 317-532-1926



THE NEW CBA HAS PASSED REVIEW

After 9 plus long months of negotiating, we now have a new CBA that will be in effect for 7 years starting May 25th.

There have been some significant changes and it is imperative that ALL BUE's read over the contract so you are familiar with said changes. Local 618 has printed off some copies and placed in each break room temporarily until TSA get the official printed copies sent out.. We also have it available on our website. AFGELocal618.org. Click the More tab then Documents/Forms and you will see it as an embedded PDF that can be viewed straight from the site or downloaded to your phone, tablet, or computer if you wish to do so. You now have the CBA at your fingertips.

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SOME CHANGES THAT WILL EFFECT OFFICERS

The rumors are true!! The Local now has unilateral control of ALL Committiees.

What does this mean to YOU? In the past committee members were chosen by the FSD and the Local President. Now the FSD has no say in who gets chosen for committees, it all falls on the Local President. With that being said, unless you are a **PAID** member you will not be considered when the list of eligible officers is given to the President.

While some of you might think this is unfair, what is unfair is the fact that **PAID** members are supporting NON-Paid members who are getting the benefit of things like representation, and bargaining for things like the CBA as well as other benefits at the expense of **PAID** members and thus **PAID** members should be given something in return for that.

Point Blank, if you want a chance to be on a committee you will need to be a **PAID** Member.

PERSONAL ACCESSORIES AND GROOMING:

Tattoos:

(including tattoos on the upper neck and behind the ear) are permitted and may be visible, except that:

- a. Tattoos of any kind on the face and head (including partial tattoos that extend more than an inch beyond the upper neck or behind the ear) are prohibited and must be covered at all times and not visible to the general public when an officer is in uniform; and

Hair and Hair Accessories:

Hair and/or hairpieces, whether dyed or natural, must present a professional appearance. Only natural hair colors (e.g., blond, brown, black, natural red, gray) are permitted. **While on duty, hair length can touch, but must not extend below the top of the shoulder.**

Jewelry:

Only stud style earrings that do not exceed ½-inch in diameter and are made of plain gold or silver tone metal, pearl, or other gemstone, and officers may not wear more than two earrings per ear; earrings may only be worn in the lobe.

Non-protruding ear gauges/spacers not to exceed ½-inch that match the bargaining unit employee's skin tone.

Necklaces if not visible to the public.

One inconspicuous nose piercing if it is a stud that is non-protruding and matches the bargaining unit employee's skin tone.

One inconspicuous tongue piercing if it is a stud that is non-protruding and matches the bargaining unit employee's tongue.

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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.



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REPRESENTATION REQUIRES MEMBERSHIP

Contrary to what other officers are saying. We do not have to fully represent you if you are a non-paying member. PLEASE do not let others who have no idea about what they are talking about keep you from making the right choice for YOUR representation.

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 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://legallaidatwork.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
- Assistance with Workers Comp
- Full voting rights for electing local leaders, national issues as well as a say in negotiations between management and the local.
- 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 through the WHOLE process if so need be.

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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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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