



American Federation of Government Employees (AFGE) Local 3313

AFGE Local 3313 Vision:

Achieve an effective work environment with leadership that ensures justice, equality, fairness and dignity of employees while improving mission productivity

AFGE local 3313 Mission:

To effectively advocate for Federal worker rights, pay, and fair treatment

The American Federation of Government Employees (AFGE) Local 3313 includes the Bargaining Unit employees from the Federal Railroad Administration, Federal Motor Carrier Safety Administration, National Highway Safety Traffic Administration, Pipeline and Hazardous Materials Safety Administration and the Office of the Secretary. AFGE promotes policies and agreements where the interaction between management and its Bargaining Unit members make the U.S. Department of Transportation (DOT) a better place to work by:

- *Serving as a voice and advocate for employee work-life issues;*
- *Working with managers to make DOT one of the Best Places to Work in Government;*
- *Promoting employee productivity to ensure a fast, safe, efficient, accessible and convenient transportation system;*
- *Supporting in-house promotions and career development—details/mentorships/ training /exposure to core competencies to enhance the employee's value to the Department;*
- *Fostering creativity by presenting employee thoughts to leaders as part of bargaining;*
- *Improving employee confidence that the process will be executed fairly; and*
- *Fostering mentorship and an open dialogue with leaders to empower employees—resulting in DOT moving up to 8th place in the Best Places to Work in 2015.*

Recent AFGE Accomplishments Include:

- *Negotiated Collective Bargaining Agreement contracts with four of five Modes;*
- *Produced Telework and Hours of Work policies improving employee work-life balance while providing mission flexibility through Labor Management Forums;*
- *Grievances handled more consistently thus reducing the need for arbitration; and*
- *Working relationships with HR reduced instances of Unfair Labor Practices (ULPs).*

Opportunities to Improve:

- *Improving career-ladder promotion opportunities for bargain unit members. DOT scores below the large agency median for Performance-based Rewards and Advancement;*
- *Seeking one collective bargaining agreement for the Department, truly embracing the One DOT theme and help reduce resources spent administering five diverse contracts;*
- *Inviting Union participation to future DOT human resources work life forums/committees;*
- *Optimizing DOT-wide mentoring/accesion planning;*
- *Ensuring managers take an active role preparing employees to achieve their full potential;*
- *Training Managers on the CBA to avoid grievances; and*
- *Re-instituting a DOT-wide Labor Management Forum.*