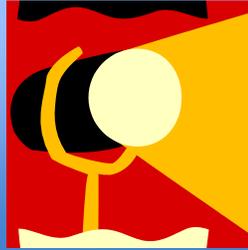




AFGE Local 3313 Spotlight



American Federation of Government Employees Newsletter



President's Welcome/Message

Hello to my brothers and sisters in solidarity. My name is Eugene Johnson and I am proud to lead the greatest local in the greatest Union in America. I would like to say that despite what you might hear from certain political figures; America is great right now. America is great because of great workers like all of you. Your energy, resolve and dedication are often overlooked by society and by some politicians. Fortunately, we only need to look upon each other to disprove the false

allegations that malign the Federal government worker and assuage our accomplishments. The Secretary of Transportation, the Honorable Anthony Foxx, would like to see the image of the government worker improve to match the reality of our contribution. The Union stands with the Secretary and seek your ideas for improving our perception to the world. Each of us should be filled with the satisfaction that your work contributes to the way of life that Americans can be proud of. Whether we are talking about safer highways or vehicles, or the efficient and effective transport of energy through pipelines or rail or sea, your contributions are making a real difference.

We fight for your right to make a difference in how our Government betters the lives of all Americans. 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 promulgates the message that values the labor force and works with management to ensure your morale and confidence in equality are factors in determining the policies and decisions of the department.

In Solidarity,

Eugene Johnson
President

AMERICAN FEDERATION OF
GOVERNMENT EMPLOYEES
LOCAL 3313 OFFICERS

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Eugene Johnson

VICE PRESIDENTS (VP)

Gary Shoemaker (Executive VP)

Jenifer Rodes (VP for OST)

Tyler Patterson* (VP for PHMSA)

Shelia Wilson* (VP for FMCSA)

Tony Johnson* (VP for NHTSA)

Cynthia Cox-Grollman (VP for FTA)

TREASURER

Oranous Tavoosi

SECRETARY

Nicki Bell

SEARGENT AT ARMS

Eugene Kinard

*Denotes Past AFGE 3313 President

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Protecting your Rights

Your Union is working every day to ensure your employee rights are protected. Because of a sound Collective Bargaining Agreement (CBA), Bargaining Unit Employees (BUEs) have received career ladder promotions which would have otherwise been denied – some have received back-pay; still others will be presented and heard before a judge – stay tuned.

The Union's efforts have successfully convinced management to rescind or reduce several proposals to suspend or remove BUEs. In some instances the re-evaluation of mitigating circumstances saved the day. In other situations, strong arguments presented by Union contracted Lawyers made the difference. In still other cases, management agreed that management's rights are not always right. This means that by offering grace, management may motivate employees to do better and as a result the mission is accomplished unabated, and everyone wins.

- The Union was able to argue cases in which multiple employees were returned to work after management proposed removal – a very rare accomplishment – the best case is to prevent ever getting to that point.
- FTA, OST, FMCSA, and PHMSA Union Officials all recently met with the Administrator and other senior management to introduce and express our overall goals of working with management to improve employee working conditions and working environment.

Career Ladder Grievances

OST has led the way in working on several BUE's career ladder promotions. If you are on a career ladder and have not reached your Full Performance Level (FPL), and have not been promoted within the last 52 weeks; please contact your Union representative to see what options can be explored for your case.

FTA and FMCSA researched and facilitated the promotion of eligible employees stagnated in career ladders. The Union was pleased to see several employees receive long overdue promotions and in rare cases back pay.

Petitioned for BU Inclusion

FTA and NHTSA have successfully petitioned the Federal Labor Relations Authority to have numerous previously excluded positions re-installed into the bargaining unit.

FMCSA gets Maxiflex Work Schedules

FMCSA and the Union recently completed bargaining to add Flexible Work Schedules (FWS) called Maxiflex and Gliding Schedules as new options for employee Hours of Work schedules. Employees should inquire with their supervisors as to how the process works and determine what works best for them.

PHMSA Preparing for Mid-term Negotiations

Consistent with the PHMSA CBA, the Union is asking to initiate bargaining on Childcare benefits and Hours of Work.



FTA, NHTSA, and FMCSA are preparing to negotiate with the Union on new Collective Bargaining Agreements to strengthen BUE rights.

AFGE Local 3313 recently completed a new FTA Labor Management Forum Charter, and is preparing a **membership survey** to understand your needs, issues and the current state of morale.

AFGE Local 3313 is working to focus management on working together in the realization **of career-ladder promotions** (full promotion potential) for bargain unit members. DOT scores a mere 43.0 (below the large agency median) for Performance-based Rewards and Advancement. The Assistant Secretary for Administration is interested in helping to resolve the challenge and has asked the new OST Human Resources Director to get involved.

AFGE Local 3313 is working to adopt a **single Department-wide collective bargaining agreement (CBA)** which will embrace the One-DOT mantra and reduce the time and money the Agency spends administering five separate contracts. Further, it will help improve efficiency and fairness across the operating administrations.

Expanded training for a stronger Union with the best, brightest, most skilled and effective Union representatives “actively” working on your behalf to make the Department a better place to work!

AFGE Local 3313 is working with the Assistant Secretary for Administration on establishing a **Department-wide Labor Management Forum**. This forum would serve as a pre-decisional mechanism to jointly prepare policy on matters involving BUE working conditions like rules for remote work, hours of work, telework, seating/office space, training opportunities, and much more.

AFGE Local 3313 is working to **improve communication** with BUEs...i.e., newsletters, social media, but we need your help. Please visit our website to learn more:

<http://afge-local3313.org/>

Your Union is lobbying Congress for a **5.3 percent pay raise** for Federal workers to catch-up on all of the paltry increases we have seen in recent years, and to retain the jobs that Congress is threatening to outsource.



Improved Work Environment

AFGE Local 3313 serves as a voice for Federal employees, sought to improve your work-life, and works closely with DOT management to make DOT better. As a result, DOT has moved up in the *Best Places to Work in the Federal Government's* agency rankings. DOT's indexed score has increased 20.9 percent (10.9 points) from a low of 52.2 in 2009 to 63.1 in 2015. DOT now ranks 8 out of 19 large agencies.

Telework; not a Right, but you can grieve disparate treatment

Did you know your Union was working hard with management to ensure that managers abide by the telework policies either established jointly through the Labor management Forums or integrated into your Collective Bargaining Agreements? The local is working to ensure everyone receives the same opportunity to telework. Senior management wants to know if managers are not being fair with how they administer telework. Senior Leadership agrees with the Union that all employees should be treated the same. If you think you are not being treated the same as everyone else, then you are a victim of disparate treatment and should contact your Union representative

Reasonable Accommodations

Did you know reasonable accommodations apply to short-term and chronic conditions? The duty to provide reasonable accommodation is a fundamental statutory requirement because of the nature of discrimination faced by individuals with disabilities. Although many individuals with disabilities can apply for and perform jobs without any reasonable accommodations, there are workplace barriers that keep others from performing jobs which they could do with some form of accommodation. These barriers may be physical obstacles (such as inaccessible facilities or equipment), or they may be procedures or rules (such as rules concerning when work is performed, when breaks are taken, or how essential or marginal functions are performed). Reasonable accommodation removes workplace barriers for individuals with disabilities.

Reasonable accommodation is available to qualified applicants and employees with disabilities. Reasonable accommodations must be provided to qualified employees regardless of whether they work part-time or full-time, or are considered "probationary." Generally, the individual with a disability must inform the employer that an accommodation is needed.

Our Meeting with Secretary Foxx

On June 29th, AFGE Local 3313's President Eugene Johnson, Executive Vice President Gary Shoemaker, OST VP Jennifer Rodes (via telephone), and Union Steward's Matthew Chambers and Zakina Brooker met with Secretary Foxx and other senior USDOT officials to discuss: the Union's overarching purpose/mission and vision; listen to the Secretary's thoughts related to human resource work/life quality; and contemplate remedies to any issues presented. Having reviewed the Department's 2014-2018 Strategic Plan, the Union



President pointed out that it lists “put people first” as a goal that the Union can help achieve by:

- Addressing the lack of consistency with how Agency’s develop its own workforce;
- Being invited to participate in pre-decisional matters associated with quality of life;
- Being invited to participate in any process by which the Operating administrations propose corrective actions regarding the Employee Viewpoint Survey;
- Being invited to work with senior leadership on training opportunities and the fair/equitable distribution of training opportunities;
- Working to develop a single collective bargaining agreement will improve morale and ensure more equitable treatment; and
- Assessing any uneven application of discipline, recognition, work schedule flexibilities and rewards.

Politics and the Hatch Act

SAFE ACTIVITIES WHILE AT WORK:

- Talk with your co-workers about legislative and agency issues like pay, working conditions, contracting out, and personnel reform.
- Invite all employees, AFGE members, and potential members to a meeting at work to discuss issues affecting them. Then, sign up new members.
- Post fliers about issues important to federal employees on bulletin boards.
- Hold a rally, set up a picket line, or hold a press conference on federal employee issues. These are not Hatch Act violations, but you may want to check other regulations limiting these types of activities that may apply to your agency.



NEVER SAFE FOR WORK OR HOME:

- Engage in political activity for a candidate while on duty, in a government office, in uniform, or while using a government vehicle
- Use government computers or government email systems to campaign for or against a candidate
- Use government computers to distribute election-related news or information.
- Wear a candidate’s button to work
- Use your agency business cards or official government job title when engaging in political activity
- Host a fundraising event or stand up at a fundraiser and ask people to contribute to a candidate.
- Ask for or accept contributions to a political party or candidate
- Send out a personal appeal asking others to donate money to a party or a partisan candidate

Forward an email with an appeal from a social media website like Facebook, Twitter, Instagram or Snapchat

<u>General Membership Meeting</u>	(August 9, Noon-1pm Conference Center)
<u>PHMSA Town Hall Meeting</u>	(August 17 th Noon-1pm PHMSA's Administrator's Conf. Rm)
<u>AFGE-Wide Town Hall</u>	(September 6th, Noon – 1pm W64-101)
<u>General Membership Budget Meeting</u>	(December TBD)
<u>Holiday Party</u>	(December TBD)

Contact your Union Representative

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