



Newsletter

AFGE Local 2578

AUGUST 2014

Message from the Vice President

To our faithful members of Local 2578

Welcome to the first issue of the AFGE Local 2578 Newsletter. It is my vision that the newsletter be an opportunity for all members to have a voice.

It is our goal to get more input from our membership in the forthcoming Newsletters. In this first issue, we update you on some of the issues and accomplishments in recent months.

We will strive to make a newsletter available each quarter. The Newsletter will be one of the many ways that we'll communicate with you, our members.

If you have anything you would like to include in the next issue, comments about the Newsletter, or would like to talk about any workplace issues you are having, **I can be reached by phone at (215) 305-2015 or email me at mbuffone@nara.gov.**

Thanks to each and every one of you for your support. Keep strong!

In solidarity,
Mitchell Buffone
AFGE Local 2578 Vice President

Thanks to each and every one of you for your support. Keep strong!

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Philadelphia Archives Move to Northeast Philadelphia

The employees of the Philadelphia Archives officially moved to the Northeast Philadelphia facility July 7, 2014. Although some relocated employees experienced hardships, Local 2578 worked hard to make this relocation as comfortable as possible for the newly integrated staff. We also would like to highlight some of the benefits due to the consolidation for Local 2578 bargaining unit employees.

Benefits of the Move

- Entirely new break room facilities, including new furniture, lounge areas, new kitchen cabinets, refrigerator, and an additional sink.
- New public access computers and workstations. Relocation of two employee work stations from non air-conditioned areas to air-conditioned areas.
- New, larger outdoor patio with an extension.
- New state of the art conference room.
- A staff library complete with self-help books for career enhancement.

Basics of the Negotiated Grievance Procedure

Ashby Crowder, Council 260

This article covers grievances, with a focus on the matter of timeliness when filing a formal individual grievance. Employees must understand the basics of the contract to ensure that their employment rights are protected.

The most important benefit of employment in a unionized bargaining unit is coverage by a collective bargaining agreement. Sometimes we call it the National Agreement, the collective bargaining agreement (CBA), or the Contract. It's all the same thing. This agreement is the legally enforceable contract between the AFGE and NARA setting the terms and conditions of employment. This is a process governed by Federal law, in which the Agency and the Union have mutual obligations to one another.

Article 24 of the contract covers the negotiated grievance procedure. An individual grievance is a grievance filed by any bargaining unit employee concerning any matter relating to the employment of the employee. A grievance must argue that a provision of the contract, or a law, rule, regulation, or NARA policy has been violated. If an employee's complaint cannot be linked to any such violation, then it is not a grievance. If you're not sure whether your concern qualifies as a formal grievance or a less formal gripe, a Union representative will be able to assist you.

Please get in touch with a Union representative the moment you think your concern may be addressed under the negotiated grievance procedure.

It is critical that grievances be filed in a timely manner. An otherwise winnable grievance can be denied strictly on procedural grounds if it is untimely. Unless an extension is granted, a grievance "must be filed in writing within 20 calendar days after the event giving rise to the grievance, or 20 days after the date the grievant becomes aware of the event giving rise to the grievance."

Sometimes it is not entirely clear when the 20 day clock starts ticking. For example, an event may be ongoing or it may be unclear when the grievant became aware of the event giving rise to the grievance. Although Council 260 recently won an arbitration in which the Agency disputed the timeliness of a grievance, this cannot always be guaranteed. Remember that speaking up sooner rather than later reduces the likelihood that timeliness can be reasonably disputed.

Review the most up-to-date version of the contract at www.afgecouncil260.org and click on "National Agreement" in the menu column. A printed and bound copy of the 2008 contract is also available from Council 260. However, the 2008 copy has some significant changes, particularly to Article 24, which was renegotiated at the mid-term bargaining in 2012.

Contact your local representative, a member of the Local 2578 leadership team, or another union representative if you believe you have a potential grievance situation as soon as possible within the 20 days window from the time of the grievance event.

Please get in touch with a Union representative the moment you think your concern may be addressed under the negotiated grievance procedure.

Ashby is a Local 2578 delegate to the Council of NARA Locals, Council 260, and also serves as Executive Vice President of the Council.

Benefits for AFGE Members

When you join the union, you have access to these AFGE benefits. These benefits are backed by the collective strength of over 10-million members of AFL-CIO unions. By using one or two of the programs, many members save as much as their annual dues.

Money-Saving Benefits Available Only to AFGE Members

- Money
- Health
- House and Home
- Travel
- Moving
- Retiree
- Education
- Auto Advantage
- Law Enforcement
- Technology
- Your Career
- Insurance
- Entertainment Discounts
- Local Benefit
- Coordinator Resources

*Money-Saving Benefits
Available Only to AFGE
Members*

See all benefits for AFGE members at

<https://www.afge.org/index.cfm?Page=MemberBenefits>

Upcoming Recruitment Events

AFGE Union Local 2578 will be holding a series of recruitment events in August and September. The exact days and times for the events will be announced in the weeks ahead. Recruitment events will be take place at the following locations:

- Suitland Federal Records Center
- Archives I
- Archives II

We hope to offer an attractive signing bonus for new union members, so keep your eyes open for the announcements. The events usually take place around lunch time.

This will be a great opportunity to join the Union in making NARA better and helping your fellow workers better serve the citizens of America.



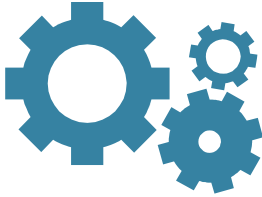
Welcome New Membership Coordinator

Jesse Wilinski, at Archives I, has agreed to take over the role of Membership Coordinator for AFGE Local 2578. This position was recently created by the Local to increase communication and engagement with our new members.

You can contact Jesse at jesse.wilinski@nara.gov or 202-357-6847.

Kansas City Federal Records Center Union “Meet and Greet”

Rebecca Meskill, Lee’s Summit FRC



Ken West and **Rebecca Meskill** scheduled a “meet and greet” for local AFGE Union Reps at the Kansas City Federal Records Center. They coordinated with the Director Theresa Mellon to find out when the most staff would be available. A number of bargaining unit eligible (BUE) employees got together in an onsite break room to discuss the advantages of Union membership.

Overall, Ken and Rebecca thought the event was successful. It reminded the BUEs at the Kansas City FRC that they were not forgotten. Ken and Rebecca recruited three new members for Local 2578 and left additional sign-up sheets for those who were not able to attend. They also answered questions from prospective and current members. For example, some current members wondered how to get a copy of their membership card.

Volunteers in AFGE Local 2578

Communications Committee Chair	Joseph Byrnes	joseph.byrnes@nara.gov
Legislative Committee Chair	Joseph Byrnes	joseph.byrnes@nara.gov
Election Committee Chair	Jimi Joseph	jimi.joseph@nara.gov
Safety and Health Committee Chair	Hilary Kaplan	hilary.kaplan@nara.gov
Newsletter Editor	Andrea Matney	andrea.matney@nara.gov
Membership Coordinator	Jesse Wilinski	jesse.wilinski@nara.gov

Elected Officers in AFGE Local 2578

President	Vernon Early ◊	vernon.early48@gmail.com
Vice-President	Mitchell Buffone ◊	mitchell.buffone@nara.gov
Treasurer (Acting)	Sarah Herman	sarah.herman@nara.gov
Secretary	Jeremy Schmidt	jeremy.schmidt@nara.gov
Sergeant-in-Arms	Harold Goodman	harold.goodman@nara.gov

AFGE Council 260 Officers—Executive Board

President	Darryl Munsey ♦	darryl.munsey@nara.gov
Executive Vice-President	Ashby Crowder ♦	ashby.crowder@nara.gov
Treasurer	Jimi Joseph	jimi.joseph@nara.gov
Secretary	Audrey Amidon	audrey.amidon@nara.gov

◊ Serves as delegate to the Council by virtue of election to office in the Local.

♦ Elected as Local 2578 delegate to the Council.