



October 5, 2016

Ashby Crowder, Principal Representative
AFGE Council 260
College Park, MD

Dear Mr. Crowder:

After reviewing the grievance document submitted by AFGE dated September 21, 2016, I do not find that there were any violation of Articles 7, 9, or 33, of the National Agreement between AFGE and the National Archives and Records Administration. The actions taken regarding the "RD Policy Document," as you call it in your grievance, do not violate the Agreement for the following reason:

The grievance is untimely. AFGE Council 260 was sent an email on August 8, 2016, which served as notification of the document and stated the steps which were taken to ensure all RD employees are on the same page regarding the topic of time and leave procedures. The email clearly stated to respond back to me with any concerns or questions. AFGE did not respond to the notification in accordance with the National Agreement, Article 32.

Further, RD did not proceed with any subsequent steps until after the reply period passed. In fact, RD responded on August 24, 2016, to the questions and concerns it received from the Union on August 18, 2016. In that response, I stated that managers in RD were planning on setting up meetings with various offices to discuss the information moving forward. However, RD didn't begin scheduling these meetings until after September 1, 2016. At no point did the Union ask to meet with RD managers to discuss the RD core hours and leave procedures document before those meetings were scheduled. On September 15, 2016, you reached out to me and requested a meeting to discuss the document. We met on September 19th. When I offered to have RD managers meet with the Union to reach some type of resolution for the concerns you identified at our meeting, you declined.

Therefore, for the reason stated above, I deny the grievance as untimely and also deny the requested remedy.

Sincerely,

Sally Ann Cummings
Acting Executive
Research Services

NATIONAL ARCHIVES *and*
RECORDS ADMINISTRATION

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