



# The Advisor

May 2010

**Upcoming Dates:**

- General Membership Meeting  
8 September 2010
- Tacoma Rainer's Game  
20 August 2010



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## Letter from the National Office

We all recently received a "Certified" letter from the National Treasurer's Office. For whatever reason, many of us trekked over to the local Post Office and signed for this mysterious letter only to find it empty! To clarify what was *supposed* to be in the envelope was a message from the National Treasurer, J. David Cox, stating that our local is no longer an "insured local". What that all means is that last year when the per capita tax was raised by \$2.50 a member at the National Convention, your Executive Board started searching for a way to avoid raising your monthly dues. For several years this local has been paying \$1.55 per member per month for a \$1,000 death benefit for dues paying members. At our average of 400 members that comes to \$7,440 a year. Fortunately, we have had only two members pass away during the last 6 years. That means that we have paid \$44,640.00 for a \$2,000 payout! So to avoid raising dues it was presented to the membership to withdraw from the insurance program. That, along with some changes to the budget, allowed us to remain solvent and not have a dues increase. You still can become insured by contacting the AETNA Insurance company at 800-523-5065 about your right to apply for and receive a conversion policy. This does NOT impact any other insurance you might have through various Union programs. The Executive Board voted to continue to pay a \$1,000 death benefit until such time the Board policy is changed or the Union is no longer able to continue to pay such benefit.

### INCREASE OF DENTAL PREMIUMS

Due to an increase in total benefits from \$1500.00 per person to \$2000.00 per person per year CAMCO has raised premiums slightly for those who have the HIGH option only.

If you live in WASHINGTON, IDAHO, OREGON or ALASKA and have the high plan your premiums will now be:

Member Only	\$30.25
Member & Spouse	\$55.50
Member & child	\$55.50
Member and Family	\$82.50

If you have any questions contact CAMCO at 1-800845-4669

# Contract Article Breakdown



I know that everyone is aware that we do have a contract, right? But how many of you have actually sat down and read at least some of the articles?

Lets take Article 5 Rights of the Employee.

**Section 1** just gives you the right to join a Union and to act as a representative (Steward or other position) for the Union without management interference. If they do interfere, then we have an Unfair Labor Practice.

**Section 2** gives you the right to meet with a Union representative on duty time, BUT you must get your supervisors permission. If they cannot let you go when asked they have to give you a time within 5 calendar days. This section also says that your rating chain must be made available (usually posted).

**Section 4 A.** is about your "Weingarten Rights". That is if you are in a meeting that is investigatory in nature and you think it could lead to discipline. *You have the right to ask for representation* (BUT you have to ask).

Ever get a counseling or rating that you did not want to sign? Section 5 gives you that right and protects you from discipline for not signing. But remember, signing such a document does NOT mean you agree with the contents, just that you have received the document.

Want to find the contract? You can get a hard copy from the Union office or go to <http://afge1502.org/> and click on "CONTRACT". You can also find it on the MAMC SharePoint under the civilian Personnel public site.

## What is an ULP?

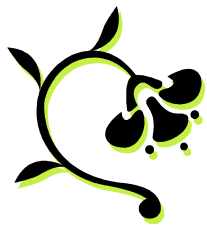
I know that most of you have heard the term ULP, but what is it and how does it pertain to the employee?

Formally it is a Federal Labor Relations Authority *Charge Against An Agency*. It is a charge of a violation of Title 5 of the United States Code (5 USC) para 7116(a) (1) through (8) which reads:

- (a) For the purpose of this chapter, it shall be an unfair labor practice for an agency--
- (1) to interfere with, restrain, or coerce any employee in the exercise by the employee of any right under this chapter;
  - (2) to encourage or discourage membership in any labor organization by discrimination in connection with hiring, tenure, promotion, or other conditions of employment;
  - (3) to sponsor, control, or otherwise assist any labor organization, other than to furnish, upon request, customary and routine services and facilities if the services and facilities are also furnished on an impartial basis to other labor organizations having equivalent status;
  - (4) to discipline or otherwise discriminate against an employee because the employee has filed a complaint, affidavit, or petition, or has given any information or testimony under this chapter;
  - (5) to refuse to consult or negotiate in good faith with a labor organization as required by this chapter;
  - (6) to fail or refuse to cooperate in impasse procedures and impasse decisions as required by this chapter;
  - (7) to enforce any rule or regulation (other than a rule or regulation implementing section 2302 of this title) which is in conflict with any applicable collective bargaining agreement if the agreement was in effect before the date the rule or regulation was prescribed; or
  - (8) to otherwise fail or refuse to comply with any provision of this chapter.

It can be filed by the Union against management and can be filed by management against the Union, and as you can see, covers a broad area of issues. The agreement we have with the current Commander is, if we feel we have an ULP, I will present it to the Command and allow them a reasonable time to correct the issue. If it is corrected, then I toss the ULP. If it is not corrected to my satisfaction, then we file the ULP with the FLRA in San Francisco and they take it from there. They review the charge, collect information and file a finding which has a wide range of penalties if the finding is that an ULP did occur.





# Washington's Leave Law for family members of deployed spouses!



Washington's new leave law allows an employee whose spouse is a member of the United States Armed Forces, National Guard, or Reserves to take up to 15 days of unpaid leave while his or her spouse is on leave from deployment, or before and up to deployment, during times of military conflict declared by the President or Congress. The new law, effective June 12, 2008, applies to all public and private employers. Eligible employees are entitled to the 15 days of leave for each deployment of the military spouse.

To be eligible, the employee must work an average of at least 20 hours per week for the employer. The employee must provide his or her employer with notice of intention to take leave within five business days of receiving official notice that the employee's spouse will be on military leave or of an impending call to active duty.

The employee may substitute any accrued paid leave for any part of the unpaid leave provided for under the new law. Upon return from leave, the employer must (1) restore the employee to the same or an equivalent position with equivalent pay, and (2) continue to provide the employee with the same benefits the employer provided before the leave started. Employers are prohibited from discriminating and retaliating against an employee based on his or her exercise of rights provided under this law.

Additionally, the law increases from 15 days to 21 days the amount of paid leave that public employees who are members of the National Guard or the Armed Forces Reserve may take in order to report for active duty or to take part in active training duty.

It is unclear at this time whether leave under Washington's Military Family Leave law is in addition to other leave entitlements under state and federal law, including the newly amended federal Family and Medical Leave Act, which now provides for leave in connection with a deployed family member or a family member injured while on active duty. (See FMLA Amendments Extend Leave to Families of Service members <<http://www.jacksonlewis.com/legalupdates/article.cfm?aid=1283>> .)

Employers in Washington State should review their leave policies to ensure the policies comply with this new law. Jackson Lewis attorneys have extensive experience drafting leave policies and counseling employers with regard to leave management and can assist them in coordinating requirements under other laws, as developments indicate.

<http://www.jacksonlewis.com/legalupdates/article.cfm?aid=1351>



# Mexico Travel Mix-up

Perhaps you've heard rumors about restrictions being placed on unofficial travel to Mexico due to recent tension and unrest in border cities. Some of these rumors go as far as to say that all travel to Mexico is currently prohibited. I was personally concerned about this issue, and sought further clarification on this matter. I was advised by Command Antiterrorism Officer, Mr. David Rudd that as DoD civilians, we should be free to travel unofficially as we please. MEDCOM civilian personnel are encouraged to exercise extreme caution if they choose to travel to the affected region. No prohibition there." Active duty and reserve personnel do have applicable travel directives to abide by, and civilians are encouraged (not obligated) to follow suit in the interest of their own safety. Mr. Rudd expressed he is happy to address any further questions or concerns in this matter.

Dave Rudd

MEDCOM Provost Marshals Office

Command Antiterrorism Officer

[david.rudd@us.army.mil](mailto:david.rudd@us.army.mil)

## Confused About Holiday Pay?

- If you are scheduled to work on a holiday you will be paid holiday pay which is "Holiday Premium Pay".
- If you are scheduled to work on a holiday BUT take leave your timecard will be coded "LH".
- Full-time employees only - If the holiday falls on a scheduled day off you may be authorized an in-lieu-of day off. (Example: Say your days off are Monday and Tuesday. The holiday is Monday. You can take Wednesday as an in-lieu-of day off. If the holiday was on the Tuesday, you would take the Sunday before the holiday as an in-lieu-of day off.) Part-time employees will only get "Holiday Premium Pay" if their work day falls on the holiday; otherwise there is no Holiday Pay.

# News from 2010 Stewards Training...

I thought it was very interesting. Was a bit of an eye opener to the details of contractual rights within our contract and the number of other resource data available to us for establishing cohesive and productive relationships with management and labor. Will be interesting to delve a little deeper as I think those of us that have had this initiation to stewardship this week have only scratched the surface of knowledge needed to succeed at this venture.

Just thought I let you know that the class was great. Learned a lot about the position that I now participate in for the Union. The Instructors were knowledgeable and our Pres. and Chief Steward came out to support us on the second day. So I would like to say thank you to all that had taken part in getting the training scheduled for me.

I just finished Steward Training last week, and it really was an enjoying and an educational two days. The facilitators were very well spoken and full of knowledge. I now have more insight into the grievance procedure. I know that I will use this training many times as I grow in my Stewardship. Thank you for the opportunity!

Local 1502 was well-represented at the Stewards Training on March 31st and April 1st. Basic Stewards Training was offered by Steve Clapp and Charles Royal. That was my first opportunity for training and it was time well spent. I came away from the two-day class with a better understanding of my responsibility as a steward and with items in my toolbox to help me do my job for our members. We spent a lot of time on preparing and presenting grievances. Niko, Mandy, Charlotte, Jason, Lee, Kevin and I have lots of ideas we look forward to sharing with our leadership and the members.

The Training in Seattle was a great Experience I learned a lot and Gained the tools necessary to Fulfill my Role as a union Steward  
Charles and Steve were Great! Thanks Guys You Rock !!!

"And who are my Union representatives..?"

If you need Union representation call:  
(253)968-3252

**\*Lampman, Glenn (President)**

**\*Stocker, Victoria (Vice President/ Chief Steward)**

**Alvin Bright**

**Jennifer Green**

**Larry Green**

**Lori Valentine**

**Lee Jackson**

**Paula Springer**

**Nicole Hardy**

**Charlotte Brigham**

**Mandy Giller**

**Tonya McMillian**

**Niko Hines**

**Wendy Webster**

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Phone: 253-968-3252  
Fax: 253-912-0670

## Annual AFGE Rainer's Game

The game is at 7PM on August 20, 2010. Dues paying members get their tickets free, but everybody else will pay \$10.00. Included in the price; ticket, soft drink, hotdog, and bag of chips.

Tickets are available now, so contact a union steward for details. The seating area is close-up between home plate and third base with a perfect view.

Visit Us Online:  
[WWW.AFGE1502.ORG](http://WWW.AFGE1502.ORG)

Local 1502 Representing  
MAMC, McChord, Okubo and Nisqually

