

AFGE



WELCOME

TO THE AMERICAN FEDERATION OF
GOVERNMENT EMPLOYEES

YOUR LOCAL 1206

AFGE 1206
9719 Lincoln Village Drive #502
Sacramento, CA 95827

www.afge1206.org
(916) 701-5000
team@afge1206.org

AFGE



Welcome from the AFGEL1206 President

Dear New Family Member,

Welcome to the Department of Veteran's Affairs, Office of Community Care (VA OCC) and the American Federation of Government Employees (AFGE) Local 1206. We represent over 4000 employees at the agencies located in Sacramento, McClellan, Mare Island, Fairfield, Redding, Chico, Yuba City, Martinez and Auburn to name a few. At the national level, AFGE negotiates agreements with the agency that directly affects our professional lives and working environment such as in flextime, credit hours, telework, career development and more. At the local level, we have negotiated childcare, transportation subsidies for employees, fair procedures for your evaluations and promotions.

We have achieved these successes through the efforts of men and women like you who make up our local. As an employee of the Department of Veteran's Affairs you are eligible for Union membership which includes access to a host of free and discounted consumer benefits such as home mortgages, low interest credit cards, computer discounts, scholarships, online learning as well as best buys in travel and entertainment.

Over the next few weeks, you may have questions about the benefits, pay, or working conditions at the VA OCC. Please feel free to contact the local with these questions at any time by emailing us at team@afge1206.org and one of our team members will respond to you asap (usually 24-48 hours) to answer your questions or schedule a meeting.

Our local meets regularly on every Thursday at 6:30pm to discuss matters of interest to agency and employees. Please join us and bring your concerns and ideas. The link to join is available on our website www.afge1206.org.

Again, welcome to the Department of Veterans Affairs, VA Office of Community Care. We care deeply about the agency and its mission. We believe that respect in the workplace results in productive and creative employees. We hope you do, too.

In Unity,

Local Union President

Luz Fuller

AFGE



AFGE History

American Federation of Government Employees was formed on October 17, 1932, during one of the most uncertain periods of American history – the Great Depression, with a simple belief—that together, government employees from all across America can build a better workplace and country.

Despite decades of hard work, only in 1962, AFGE gained true bargaining rights, when President Kennedy issued the Executive Order 10988, proclaiming “the right of Federal employees to deal collectively with the Federal departments and agencies in which they are employed should be protected” giving federal employees a voice in the workplace.

Today, AFGE represents over 670,000 employees of the federal government, about 5,000 employees of the District of Columbia, and a few hundred private sector employees, mostly in and around federal facilities, who enjoy basic rights like health insurance, overtime pay, and weekends without work, and stands as one of the largest and most influential forces for worker, civil, and human rights in the world.

AFGE’s story is America’s story, and the next chapter will be written by all of us.

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AFGE 1206 Mission & Vision

Our mission is to protect and enhance the professional and economic wellbeing of our local 1206 Bargaining Unit Employees (BUE's) and their families located in Sacramento, McClellan, Mare Island, Fairfield, Redding, Chico, Yuba City, Martinez and Auburn, by negotiating fair and equitable agreements at the local level and providing guidance to our BUE's regarding their labor rights. We utilize modern technology allowing all members to have a voice in decision making and expressing concerns, as well as reducing our carbon footprint to the environment, while also leveraging taxpayer money and member dues more efficiently. We believe in stewardship, commitment, compassion, honesty, and integrity [this is just a list of big words, needs to be expanded], and we promote the physical, psychological, spiritual, cultural, and economic well-being to our greatest strength - our dedicated team.

Our vision is an organization positioned for continuous growth attained through empowering the employees in their desire to improve their personal and professional lives, supporting a continuous learning environment, and fostering strong partnerships with BUE leadership, while staying transparent, accountable, and adaptable to challenges and changes in administration.

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Master Agreement

The Master Agreement is a contract between the Department of Veterans Affairs and the American Federation of Government Employees. This contract spells out your rights from A-Z in this Agency, including when you take vacation, your work schedule, promotions, teleworking, etc. To reduce our carbon footprint on the environment, we encourage you to download a digital copy of the Master Agreement on our website by following [this link](#). Please let one of our team members know if you prefer a paper copy.

We know you have received a mountain of information already and you have a million things whirling around in your head. Save your contract on your computer or phone, so that when things settle down you can look through it. There is a lot of important information in this little book that you'll want to refer to. And don't forget, our team is here to answer your questions. Please feel free to reach out.

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Ways to Get Involved

- Join your Local 1206
- Stay informed on union activities by reading local union publications and visiting us on our website at www.afge1206.org
- Participate in union activities and meetings (every 3rd Saturday of each month) where members set policy for officers to carry out
- Vote in union elections
- Share your ideas and help us make them reality
- Become familiar with your union contract aka the Master Agreement
- Do not be afraid to ask questions

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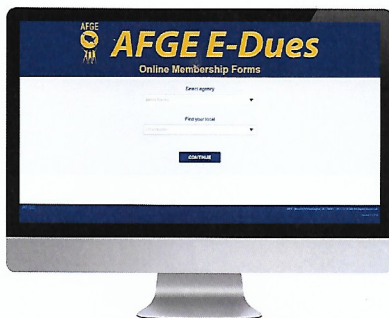
Signing Up for E-Dues



JOIN AFGE IN 4 EASY STEPS

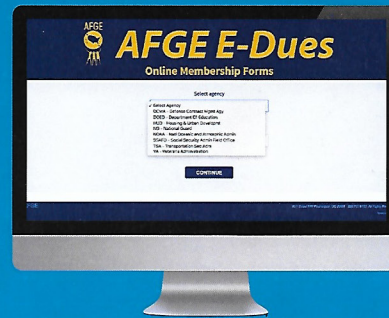
STEP 1:

Go to www.joinafge.org



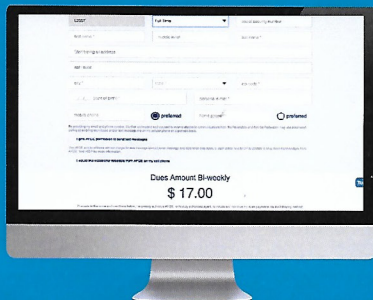
STEP 2:

Select your Agency and Local Number



STEP 3:

Fill out the one-page membership form and click "Join"



STEP 4:

If you're a new member, select a rebate campaign and fill out the brief form
(local participation may vary)



1/20-00, 1-4-14 2/20/14

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO



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Weingarten Rights

Weingarten rights **guarantee** an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of J. Weingarten Inc. must be claimed by the employee. The supervisor **has no** obligation to inform an employee that s/he is entitled to Union representation.

What is an Investigatory Interview?

An investigatory interview is one in which a Supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a reasonable belief that discipline or discharge may result from what s/he says, the employee has the right to request Union representation.

It is **an obligation of the Union** to educate bargaining unit employees about their Weingarten rights **BEFORE** an occasion to use them arises. An employee must state to the employer that he/she wants a Union representative present; **the employer has no obligation** to ask: the employee if she/he wants a representative.



Weingarten Rights

Weingarten Rules

When an investigatory interview occurs, the following rules apply:

Rule 1 - The employee must make a clear request for Union representation before or during the interview. The employee can't be punished for making this request.

Rule 2 - After the employee makes the request, the supervisor has 3 options. S/he may either:

- a. Grant the request and delay the interview until the Union representative arrives and has a chance to consult privately with the employee; or
- b. Deny the request and end the interview immediately; or
- c. Give the employee a Choice of: 1) having the interview without representation or 2) ending the interview

Rule 3 - If the supervisor denies the request and continues to ask questions, this is an unfair labor practice, and the employee has a right to refuse to answer. The employee cannot be disciplined for such refusal but is required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination.



Weingarten Rights

Union Representative's Rights Under Weingarten

You are not required to merely be 'silent witness'. You have the right to:

1. be informed by the supervisor of the subject matter of the interview
2. take the employee aside for a private conference before questioning begins
3. speak during the interview
4. request that the supervisor clarify a question so that what is being asked is understood
5. give employee advice on how to answer a question
6. provide additional information to the supervisor at the end of the questioning.

You do not have the right to tell the employee not to answer nor, obviously, to give false answers. An employee can be disciplined for refusing to answer questions.

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Weingarten Rights

A standard statement to request union representation is:

“If this discussion could in any way lead to my being disciplined or discharged, request that my Union representative be present at the meeting. Without representation, I choose not to answer any questions.”

The employer will be ordered to cease and desist and to post a notice. Discipline that is imposed for insisting on Weingarten rights will be overturned. Discipline will not be overturned if the discipline was for reasons other than insistence on Weingarten rights. Although information gained by the Employer from the employee in a meeting during which a breach of Weingarten rights occurred, may be excluded from a hearing on the matter.



Weingarten Rights

An employee has NO right to the presence of a Union representative where:

1. The meeting is merely for the purpose of conveying work instructions, training, or communicating needed corrections in the employee's work techniques.
2. The employee is assured by the employer prior to the interview that no discipline or employment consequences can result from the interview.
3. The employer has reached a final decision to impose certain discipline on the employee prior to the interview, and the purpose of the interview is to inform the employee of the discipline or to impose it.
4. Any conversation or discussion about the previously determined discipline which is initiated by the employee and without employer encouragement or instigation after the employee is informed of the action.

Even in the above four (4) circumstances, the employee can still ask for representation. Most employers will permit a representative to attend even when not required to.

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Weingarten Rights

SAVE FOR EASY ACCESS

To request union representation, state the following to your supervisor:

“If this discussion could in any way lead to me being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any more questions.”

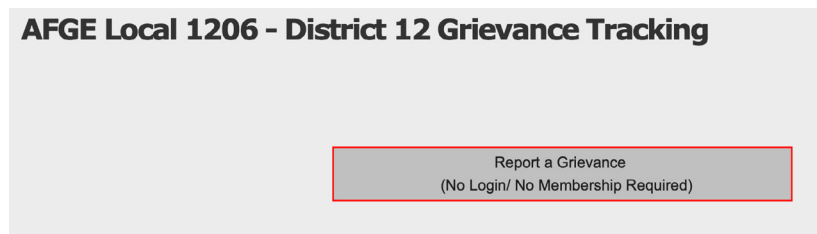


How To Request Union Assistance

If you think your labor rights have been violated, we can help you figure out what your next steps should be.

To request union assistance, please click [this link](#) and follow the 5 simple steps below:

1. Read the Duty of Fair Representation notice
2. Click Report a Grievance (No Login/No Membership Required)



3. You will see the following screen. Please make sure to follow the Important instruction at the top of the page regarding the DOR form. We cannot represent you until the form is signed.

AFGE Local 1206 - District 12 Grievance Tracking

Report a Grievance

Employer Information

Employer: Job Title:

Supervisor Name: Supervisor Email:

Supervisor Title: Supervisor Phone:

Your Information

First Name: Last Name:

4. Fill out the form and attach the signed DOR
5. Submit your report and we will get back to you asap (usually 1-2 business days).



FAQs

Why Should I Join the Union?

AFGE is the only organization which lobbies on behalf of government workers and their issues. Our lobbying efforts have paid off in higher raises, flexible scheduling, and better pension guarantees. The more members we have, the stronger our voice on Capitol Hill.

I Cannot Afford the Dues.

We all work hard for our paychecks and want to make sure we are getting our money's worth. As a member of AFGE, you will have access to a deep pool of resources – attorneys, representatives, lobbyists — who work on your behalf for better pay, working conditions, and promotional opportunities. And if you join today, you will get a \$50-100 rebate on your first year of dues. According to the New York Times, joining a Union can yield a better rate of return over the long term than money in a 401K plan. This makes joining a Union one of the best long term economic decisions you can make.

You Have to Represent Me Whether I Join or Not.

Not necessarily. Dues paying members enjoy the benefit and insurance of free and full representation when and if they need it. Should the situation arise where you feel you were passed over for a promotion or received an unfavorable work evaluation, the Union is limited in what it can do for you. For example, the Union is not required to represent non-members in adverse actions (suspensions of 14 days or more, removals, etc.) or certain types of statutory appeals such as EEO, Workers Compensation or Merit Systems Protection Board hearings. Paying an attorney for these services is very expensive – \$1800* on average for a workers compensation claim and \$4800* on average for an EEOC case. (*Based on estimated attorney fees of \$120 per hour.) In addition, think of the benefits you pass up by not joining. You will lose out on discount mortgages, free legal services, and college scholarships for you and your family. Why settle for less when you can get all of it by joining.



FAQs

I Do not Need the Union; I Can Handle My Own Problems.

Sure, you are capable, and so are your colleagues. That is why it is so effective when co-workers combine forces. None of us ever knows when we will run into a problem. Supervisors change, agencies get reorganized, funds are cut. Together we can depend on each other and make it easier to handle our own problems.

Unions Are Out of Date. We Just Do Not Need Them.

One of the big reasons that the employer seems fair is that the Union works hard to make them fair. Workers helping each other, protecting what we have, and winning improvements is never out of date!

What is the Probationary Period? Am I Covered by the Contract When I am on Probation?

The probationary period, by law, is part of the job hiring process. During this time, you are covered by all provisions of the contract with the exception that if you are terminated during this time, you are not protected by the Contract's grievance and arbitration provisions. We can, however, contest the action through EEO if discrimination was a factor in the termination.