



AFGE LOCAL 1260's

UNION STANDARD

MONTHLY NEWSLETTER

Volume 1/Issue 2

RECENT SUCCESSES

- SBP employee who failed IMA 3 times is allowed two additional IMA attempts after management failed to adhere to proper procedure, after AFGE grievance
- OOI investigation dismissed after AFGE involvement and representation of employee leads to inconclusive findings
- Local 1260 Meets with Regional Director to discuss strategies going forward regarding TDTP and employee morale
- AFGE Local 1260 involved with assisting in FSD-driven Federal Employee Viewpoint Survey task force at LAX
- Two employees initially denied transfers to other airports is reversed due to Union involvement and facilitation

PRESIDENT'S MESSAGE

Without getting into respective positions about the current environment within our government—which is our workplace—it is clear that the Federal workforce has its work cut out for itself. AFGE is diligently working with all factions of leadership to ensure our collective voices are heard. But that's another matter for another time. Every day, you, the Federal employee, protect these great United States and its citizens. Every day, you, the Federal employee, sacrifice yourself to serve the public without knowing what each day will bring. For that, AFGE Local 1260 is extremely grateful to you . . . now, if we can only get some in management on board with thanking and respecting you in the workplace for the job you do every day. Local 1260 is working hard toward a collaborative relationship with management at all airports within Local 1260's jurisdiction and we are making successful strides. It is a delicate balance, at times, maintaining a peaceful and harmonious relationship with management while continuing to fight for what is right for employees, yet it is one that Local 1260 has learned to balance. Local 1260 is striving to ensure our relationships at all our airports are as successful as they should be. That being said, it is not beyond this Union to do all it can, regardless of relationships, to protect our members every day.

“Local 1260 is working hard toward a collaborative relationship with management at all airports within Local 1260's jurisdiction . . .”

LOCAL NEWS AND HAPPENINGS

In February of this year, AFGE Local 1260 became the second largest TSA Local within AFGE nationwide—second only to Local 2222 in New York and New Jersey which possess three Category X Airports among its local. AFGE Local 1260 attributes its success to a great team of leaders within the Executive Board leadership and, of course, to the members of this Local

Union. Although membership growth is a positive path forward, we have a winding road ahead of us, which will only ensure our desire to be bigger, better, and stronger than ever before every single day we exist. With membership growth comes responsibility of taking care of the members we represent, finding out the issues that affect our members, and resolving those issues in a timely manner. AFGE Local 1260 will not be satisfied with membership growth without personal growth—we are constantly brainstorming ideas and seeking innovative methods of positive change that would bring significant impact.

BURBANK & CENTRAL COAST AIRPORTS (SBA, SMX, & SBP)

BURBANK - This month's Labor-Management meeting with TSA BUR leadership focused on matters relative to the bargaining unit, including procedures within the CBA. Burbank Airport will begin its pilot program of the Threat Detection Training Plan (TDTP), which will play a significant role of helping TSOs achieve excellent performance—if implemented properly. AFGE Local 1260 will be keeping a close eye on this program as it begins rollout phase at Burbank Airport. Local 1260 at Burbank Airport is seeking Stewards, Committee Members, or Union Activists; particularly shop stewards, whose duties would include attending potential disciplinary meetings, filing grievances, and attending committee meetings. AFGE Local 1260 is aiming to conduct a 2-3 day training for interested stewards sometime in late-March to mid-April. Please contact Burbank Airport Vice President Danielle Hollis for details.

CENTRAL COAST - SBA LTSO and AFGE Local 1260 Legislative and Political Coordinator Erich Schmidt was spectacular in Washington, D.C. last month. LPC Schmidt was very well spoken and focused on the issues that affect the membership in the Central Coast and across this Local. During this month's Labor-Management meeting with Central Coast issues pertaining to the CBA were addressed as well as a few Local matters that appear headed for resolve. Local 1260 at Central Coast Airports is seeking Stewards, Committee Members, or Union Activists; particularly shop stewards whose duties would include attending potential disciplinary meetings, filing grievances, and attending committee meetings. AFGE Local 1260 is aiming to conduct a 2-3 day training in Central Coast area. If interested, please reach out to Central Coast Airports Vice President Wendy Delozier for details.

LOS ANGELES, LONG BEACH, & JOHN WAYNE AIRPORTS

LOS ANGELES – Recently, AFGE Local 1260 ballots for the position of Airport Vice President-LAX were sent out to your address, if your address is current. As a member of this Local, please exercise your right to vote. While, this is not a pitch for any one candidate, please know who you are voting for and if you do not know, please feel free to ask around. All ballots must be received by March 20th, 2017; 1:00 PM. Pacific Time at P.O. Box 91111, Los Angeles, CA 90009. If you are a member and you require a ballot that you did not receive by mail, please send inquiries to Secretary Treasurer Victor Payes at (310) 431-6960; vpayes@afge1260.org, or Executive Secretary Robert Gonzalez at (951) 801-9284; bgonzalez@afge1260.org. The TDTP program at LAX is in full-effect and readying itself for a second phase. If there are any issues with this program, please contact the Union at any time to report.

LONG BEACH – At this month's Labor-Management meeting issues discussed were regarding the shift-bid, attendance matters, and CBA-related topics. LGB Vice President Duncan McGuire was present representing the LGB workforce.

SANTA ANA – At this month's Labor-Management meeting issues discussed were regarding the shift-bid, attendance matters, and CBA-related topics. Local 1260 at John Wayne Airport is seeking Stewards, Committee Members, or Union Activists; particularly shop stewards, whose duties would include attending potential disciplinary meetings, filing grievances, and attending committee meetings. AFGE Local 1260 is aiming to conduct a 2-3 day training for interested stewards sometime in late-March to mid-April. Please contact John Wayne Airport Vice President Ray Alarcon for details.

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HELPING HAND: COLLECTIVE BARGAINING AGREEMENT: ARTICLE 5 SHIFT TRADE POLICY

For those of you who enjoy the shift trades, the shift trades have improved significantly. According to the CBA (2016), “When approved by the FSD, consistent with the CBA, BUEs may shift trade with any other eligible BUE at any hub spoke configuration—within 50 miles of his/her airport” (Union Copy, p. 67). In other words, if you work at LAX, for example, you may one-way shift swap with either LGB, SNA, or ONT Airports, or any combination within a 50 mile difference. Of

course, the spokes can trade amongst themselves based on the 50 mile proximity rule. Central Coast Airports can swap between Santa Maria Airport and San Luis Obispo Airport.

SPOTLIGHT: MEET YOUR E-BOARD: SECRETARY TREASURER



Secretary Treasurer Victor Payes has been employed with TSA at LAX since 2008. Victor has two beautiful daughters for whom he devotely cares. Victor began his involvement with AFGE in 2010 when he was trained and ordained a shop steward. Later that year, Victor was named LAX Chief Steward. Victor was young yet knowledgeable; which followed him and carried him into greater roles with the Union. In 2011, Victor was appointed to Fair Practices Coordinator where he worked on Equal Employment Opportunity Commission (EEOC), Office of Workmen’s Compensation Programs (OWCP), Family and Medical Leave Act (FMLA), Whistleblower Protection, and other delicate matters for Arizona, California, and Hawaii. Victor was the first President (interim) of AFGE Local 1260 and later served as Secretary Treasurer until current. Victor is as skilled in his casework as he is with his calculator—his uncanny ability to successfully represent individuals in matters which seem hopeless have earned him respect across AFGE throughout the United States. Victor has represented AFGE members on Capitol Hill, Representatives’ offices, television, radio, at rallies, and before high-level management officials; Victor is driven to ensure that wrongs are made right, which makes his constant push for justice at TSA for TSOs his passion.

OPINION: HATCH ACT VIOLATIONS AND POTENTIAL VIOLATIONS

As Federal employees, we understand there are restrictions regarding certain conversations we are allowed to discuss at the workplace. Among the most sacred of conversations relative to the difference of opinion are those of a political nature. Recently, there have been many heated discussions (outside of work, of course) that can result in understandably unpleasant exchanges—regardless of which side of the “aisle” one stands. While outside (off-duty) discourse can be healthy in pointing out strong opinions or simply separating facts from fictions and agreeing to disagree, some rhetoric—even commonplace basic statements related to politics can potentially place employees in proverbial hot water. Instead of allowing our personal political differences to determine who we are at work, it is best to follow one rule regarding politics in the workplace: Abstain. Hatch Act violations can carry serious consequences and even if gone unnoticed, the uncomfortable climate that has been created as a result of politic talking can lead to a very serious divide in the workplace, potentially deterring all involved from the Mission at hand. So, just a word of advice, if politics is your game, play outside of work, but while at work be courteous to others, protect your job, and avoid the awkward moments of heated exchange by leaving your political differences in your personal lives.

MISCELLANEOUS: QUOTES: LABOR UNIONS

The American Labor Movement has consistently demonstrated its devotion to the public interest. It is, and has been, good for all America.—*John F. Kennedy*

Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor.—*John F. Kennedy*

Labor is prior to, and independent of, capital. Capital is only the fruit of labor, and could never have existed if Labor had not first existed. Labor is superior to capital, and deserves much the higher consideration.—*Abraham Lincoln*

The most important resource of a union is its rank and file.—*Ray Rogers*

Those who have long enjoyed such privileges as we enjoy, forget in time that men have died to win them.—*Franklin D. Roosevelt*

It is to the real advantage of every producer, every manufacturer and every merchant to cooperate in the improvement of working conditions, because the best customer of American industry is the well-paid worker.—*Franklin D. Roosevelt*

NEXT LOCAL 1260 MEETING

Saturday, March 25th, 2017; 1400 at 5757 W. Century Blvd., Suite 700 (7th Floor), Los Angeles, CA 90045; If you cannot be with us in person, you have the option to call, listen in, and participate via phone conference. Contact Executive Secretary, Robert Gonzalez, or Secretary Treasurer, Victor Payes, for call-in information. Meeting is typically 1-2 hours. Refreshments will be served.

Visit us on [Facebook](#), [Twitter](#), and at our Web site at www.afge1260.org or www.afge1260.com

AFGE Local 1260 Executive Board

Bobby Orozco Jr., M.S., Local President
(626) 252-0211; borozco@afge1260.org

Victor Payes, Secretary Treasurer
(310) 431-6960; vpayes@afge1260.org

Gilbert Vasquez, Executive Vice President
(626) 548-0415; gvasquez@afge1260.org

Robert Gonzalez, M.S., Executive Secretary
(951) 801-9284; bgonzalez@afge1260.org

Danielle Hollis, BUR Vice President
(424) 312-4744; dhollis@afge1260.org

Wendy Delozier, CCA Vice President
(805) 679-3285; wdelozier@afge1260.org

Duncan McGuire, LGB Vice President
(562) 253-3998; dmcguire@afge1260.org

Ray Alarcon, SNA Vice President
(714) 697-6446; ralarcon@afge1260.org

David Chiv, Fair Practices Coordinator
(562) 328-5958; dchiv@afge1260.org

Erich Schmidt, Legislative/Political Coordinator
(480) 766-2111; eschmidt@afge1260.org

AFGE LOCAL 1260

5757 West Century Boulevard
Suite 700, Los Angeles, CA 90045
Office Phone - (310) 348-2942
Fax Number - (213) 402-3617
Email - admin@afge1260.org
Website - www.afge1260.org

