



# AFGE LOCAL 1260's UNION STANDARD

QUARTERLY NEWSLETTER

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## 1260 RECENT SUCCESSES

- BUR employee returned to duty after Agency fired her for “Misrepresentation” – AFGE fought in the Appeals Board process, she was back paid, and she is working now
- LAX employee won his removal appeal and will be back to work very soon
- SBA employee’s LOR was reduced to an LOC after AFGE grieved it
- LAX employee, who was proposed removal for PIP, was not removed and her PIP was extended, thanks to AFGE
- AFGE met with Region 6 and LAX staff regarding TDTP process at LAX and Spokes

## PRESIDENT’S MESSAGE

AFGE Local 1260 respects its members' affiliations, Constitutional rights, such as freedom of speech, and personal opinions; However, AFGE Local 1260 **will not** and **does not** support the "freedom" to spew hateful rhetoric, in any form, particularly that which would incite others, that attempts to divide. As a Labor Union representing Federal employees, it is contingent upon us to lead by example and denounce deplorable actions or inactions.

The last year and a half particularly, including recent events in Charlottesville, Virginia has taught many of us that in some ways, our country has not progressed in race relations. This great country was built by immigrants. As Americans, we refuse to be divided by hateful rhetoric.

AFGE Local 1260 is a tolerant, welcoming union that invites all who would join its ranks to defend the Constitution (as our oath of office suggests), serve the public humbly and faithfully, and to fight for the Labor rights others have struggled and died defending.

As the President of AFGE Local 1260, I submit to you, our member, an assurance that this Local Union will never harbor or justify racism, bigotry, misogyny, or any type of discriminatory practice that seeks to destroy or humiliate, nor will we be silent when such despicable actions (or inactions) occur. Thank you for your service to the United States of America.

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## LOCAL NEWS AND HAPPENINGS

On July 31<sup>st</sup> through August 4<sup>th</sup>, 2017, AFGE Local 1260 hosted a stewards training at LAX Airport, conducted by AFGE TSA Council 100 members. There were 21 attendees who learned the basics of grievance writing; Unitary Dispute Resolution System; Corrective, Disciplinary, and Adverse actions; Expedited Arbitration and Request for Review (CBA violations) processes. The training was extensive and fast-paced, but much was learned that week. AFGE Local 1260 leadership and stewards are grateful for the opportunity to be a part of such a huge undertaking that required focused attention spans and long hours of curriculum. Our stewards are looking forward to assisting in all matters of import

pertaining to the local. We are always looking for additional help in stewardship or in administrative matters within Local 1260, so feel free to ask where you can help!

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

BUR - Burbank Airport has welcomed Vice President Danielle Hollis back to work after she was dismissed. AFGE successfully fought to return VP Hollis and she has since reported for duty. We are grateful for all the support.

SBA, SMX, & SBP (Central Coast) – AFGE Local 1260 is seeking individuals to become stewards at any of these airports to assist your coworkers in matters that pertain to us all! VP Wendy Delozier and LPC Erich Schmidt have established a good working relationship with Central Coast leadership, so feel free to approach them if there are any issues at SBA|SMX|SBP.

### **LOS ANGELES, LONG BEACH, & JOHN WAYNE AIRPORTS**

LAX – Local 1260 Steward Rosa Valdovinos-Guzman has been named as Acting-LAX Vice President, until the position is filled by the AFGE Local 1260 Executive Board. LAX has gained six new or reaffirmed stewards as a result of the Steward's training on July 31-August 4, 2017. AFGE at LAX met with Region 6 Director and LAX Leadership to discuss and hear new and problematic issues with the TDTP program in place—the meeting was productive and enlightening to all who attended—the Union will be meeting again soon regarding the TDTP.

LGB – LGB Airport under the leadership of Vice President Duncan McGuire has thrived and grown the membership at LGB significantly. Duncan and his team, which includes Local Women's and Fair Practices Coordinator David Chiv, have created a positive relationship with his airport management team. If there are any issues at LGB regarding any matter, please reach out to VP McGuire.

SNA – As a result of the training, SNA Airport has gained two new stewards—with one on the AM shift (finally!) and Vice President Ray Alarcon working the PM shift. There has also been some additional interest regarding new stewards at SNA—the Union will be looking to hold another stewards training in the near future. Reach to VP Alarcon if interested.

### **HELPING HAND: COLLECTIVE BARGAINING AGREEMENT**

The Collective Bargaining Agreement (CBA) between AFGE and TSA is essentially your workplace handbook. Although we realize Management Directives exist, where there is conflict between the two, the CBA is the final word. In this week's Helping Hand section, since many folks have been working overtime and maybe even shift swapping, we thought it would be a good idea to focus on pay. It is important to highlight Article 12: C.1 & C.2, which states:

1. TSA will make reasonable efforts to ensure that each bargaining unit employee receives his/her full compensation due (amount that was due based on payroll transmission) on the established payday at the electronic site designated by the employee. Bargaining unit employees are responsible for reviewing their electronic earnings and leave statements and notifying their local payroll point of contact of any discrepancies.
2. When a bargaining unit employee does not receive proper base pay compensation on the established payday, TSA will, as soon as the payroll office is notified, authorize payment in accordance with established TSA practice and the bargaining unit employee will receive payment within three (3) to five (5) days. Pay discrepancies requiring investigation will be resolved expeditiously.

You can find the current CBA on iShare, or you can reach out to one of your Union Officers for an electronic copy.

## SPOTLIGHT: MEET YOUR STEWARDS



Local 1260 Acting-LAX Vice President Rosa Valdovinos-Guzman has been a Union Steward for a few months now; however, in this short time, Ms. Guzman has become a force for AFGE Local 1260. Currently, she sits on the EAC, JAC, and she regularly attends Union-Management meetings. Additionally, Rosa is an OJT coach/mentor for new hires and Officers needing remediation. She has been involved with casework and AFGE committees in her short time with the Union. In her spare time she likes to hike, attend classic car shows, and compete (and win) in pinup girl modeling pageants. AFGE Local 1260 looks forward to working with Ms. Guzman as she works with and for the members of AFGE Local 1260 at LAX.

## EXTRA, EXTRA! – HISTORY OF AFGE (YOUR UNION)

Born in the depths of the Great Depression, AFGE formed in 1932 at one of the most uncertain periods in our nation’s history. Elected officials had crippled the civil service, wage cuts and furloughs were on the rise, and promotions and leave privileges were hard to come by. Back then, federal employees lacked many of the basic rights they enjoy today; like health insurance, overtime pay, and weekends without work.

Over the next two decades, new chapters began to pop up across the country, bringing with it greater leverage to represent their members. In 1945, after years of pay freezes, AFGE secured a near-16 percent pay increase with the passage of the Federal Pay Act – the largest single pay increase before or since. In the 1950s, AFGE fought for and won the introduction of within-grade pay increases, transportation allowances for transferred workers, and payment for accrued annual leave, overtime, and night and holiday work.

But even up to the 1960s, AFGE didn’t have true bargaining rights. After years of work, President Kennedy in 1962 proclaimed that “the right of Federal employees to deal collectively with the Federal departments and agencies in which they are employed should be protected” in Executive Order 10988, which established for the first time the right of federal employees to exercise their voice in the workplace.

In the half-century since winning real bargaining rights, AFGE has extended the dignity of a union contract to more than 670,000 government employees in thousands of federal and DC government facilities across the country. Today, AFGE stands as one of the largest and most influential forces for worker, civil, and human rights in the world.

Our union began with a simple belief—that together, government employees from all across America can build a better workplace and country. AFGE’s story is America’s story, and the next chapter will be written by all of us.

## MISCELLANEOUS: HISTORY OF YOUR LOCAL

The American Federation of Government Employees, Local 1260, AFL-CIO began July 1, 2013. After breaking-off from a much larger local due to conflicts of size, AFGE Local 1234's Women's and Fair Practices Coordinator Victor Payes and Executive Vice President Bobby Orozco Jr. decided that it was time for a change. After having served on the Executive Board for Local 1234, which encompassed 40+ airports spanning three (3) states (AZ, CA, & HI), both Victor and Bobby realized the need for intimate and specific attention to their home airport of LAX and surrounding airports. As a result, the change was made from covering over 40 airports in three states to covering seven (7) airports in one state. The airports that are covered under the AFGE Local 1260 umbrella are: Bob Hope Airport (BUR)--Burbank; Los Angeles International Airport (LAX)--Los Angeles; Long Beach Airport (LGB)--Long Beach; Santa Barbara Municipal Airport (SBA)--Santa

Barbara; San Luis Obispo County Regional Airport (SBP)--San Luis Obispo; Santa Maria Public Airport (SMX)--Santa Maria; and John Wayne Airport (SNA)--Santa Ana.

## **NEXT LOCAL 1260 MEETING**

Saturday, September 23<sup>rd</sup>, 2017; 1400 at 5757 W. Century Blvd., Suite 700 (7<sup>th</sup> 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 our Local 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](http://www.afge1260.org) or [www.afge1260.com](http://www.afge1260.com)**

## **AFGE Local 1260 Executive Board**

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## **Contact Us**

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