



AFGE LOCAL 1260's

# UNION STANDARD

QUARTERLY NEWSLETTER

Volume 2 / Issue 1: Winter – New Year: 2018

## ANNOUNCEMENTS:

- AFGE Local 1260 added 10 new shop stewards in 2017
- AFGE Local 1260 increased its stewards by 200% in 2017
- AFGE Local 1260 became the second largest Local in TSA Nationwide in 2017
- AFGE Local 1260 currently stands at over 1,400 dues-paying members with just seven (7) airports, including one (1) Cat-X, three (3) Cat-Ones, and three (3) smaller airports in its jurisdiction
- AFGE Local 1260 met with TSA Region 6 Director four times over the course of last year—giving Local 1260s perspective on issues you face
- AFGE Local 1260 overall membership has increased by 10% over the last year
- SNA Airport membership has tripled (300%—literally) in the last year, placing it at over 50% membership for the first time
- AFGE Local 1260 has paid approximately \$25,000 in attorney fees for its members filing OWCP, Whistleblower complaints
- AFGE Local 1260 won back over a dozen jobs (w/back pay)

## PRESIDENT'S MESSAGE: THE NEW YEAR

2018 is set to be a busy year, as ever. AFGE Local 1260 is aiming to continue our vigorous activities, which many know have occurred behind-the-scenes, with not much broadcasted; however, this will change: Members can expect to see more communication from AFGE Local 1260. All airports within this Local's jurisdiction will either maintain or increase the communication to our members—and even to non-members—with the hope of gaining new members. AFGE Local 1260 is bigger than it has ever been and we anticipate increasing our numbers through various means, primarily through event-planning. There have been many changes at the Agency in the last year, with the introduction of TDTP at some airports (BUR, LAX, LGB, SNA), possible RIFs (SMX), the opening of a new airport (SBP), and even treacherous fires affecting our members' personal and work lives (BUR, SBA). AFGE Local 1260 will continue to monitor every situation and keep members posted; further, we will fight to ensure our members are taken care of by the Agency—and we will do our part to commit to helping our members.

Thank you for all you do for the American people, day-in and day-out.

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*“AFGE . . . is bigger than it has ever been and we anticipate increasing our numbers . . .”*

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## NEW MEMBER CAMPAIGN EXTENDED UNTIL FEB. 2018

AFGE Local 1260 is actively seeking new members . . . As a recruitment incentive, the Union is giving \$100 to newly signed-up members, as well as \$100 to recruiters. This is a great opportunity to earn extra income while growing your Union, which ultimately gives all of us the people power we need to become successful. If you are a member, you can help others join AFGE and earn \$100; if you are not a member, please join the largest Federal employee union in the U.S. Government and earn \$100. The \$100/\$100 (Recruiter/New Member) campaign has been extended until February 2018, so do not delay. One question often asked is, why does AFGE give an incentive to new members? The answer is simple: Through the numbers of our members, we are much stronger—stronger with Congress, stronger with the Agency, and stronger among one another through solidarity efforts. In short, the more dues-paying member we possess, the more ability and

flexibility we have to do what needs to be done for our members. Do not sit on the fence and assume the Union will be obligated to negotiate and represent for non-members, while this may be partially true, it is not an accurate depiction.

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

**Burbank Airport\* (Hub/Spokes)** – Burbank Airport, now *Hollywood-Burbank* (Bob Hope) Airport, has undergone some reconstruction with some minor changes in management, although there does not appear to be a major change as a result of this minor reconstruction. There have been more TOPS grievances filed on behalf of BUEs, this year, than in recent times. AFGE has been very successful in assisting our members in achieving the scores they are seeking.

**Santa Barbara** – Management has moved its administrative offices location, although it is unclear at this point if this will have an impact on employees' ability to reach out to HR, Training, or other business typically conducted at said offices, will remain to be seen. Nevertheless, the Union will be monitoring this move and its subsequent implications in the present or future.

**Santa Maria** – As was an eerily similar case last year, Santa Maria Airport employees find themselves in a very dissatisfying position again—the potential loss of their airport due to lack of flights. AFGE Local 1260 President, Bobby Orozco Jr., has met with TSA Leadership, including FSD and Regional level to address this on-going dilemma. Unfortunately, there is very little TSA can do to prevent this oncoming issue, whether presently or in the future; However, the Union is utilizing all resources to review this matter and attempt resolution for all affected employees. For more information or for any questions, please contact AFGE Local President and/or Central Coast Vice President Wendy Delozier.

**San Luis Obispo** – San Luis Obispo Airport has a new terminal, ahem, airport of which to be proud, however, as with all things new, there seem to be some kinks that require fine-tuning. The Union visited this new site, which was impressive in some regard and unimpressive in others. The Union will continue to monitor progress and regression, such as the breakroom and certain safety and security measures. Please contact Local President and/or Central Coast Vice President with issues.

**Notes:** AFGE Local 1260 continues to monitor the situation regarding BUEs who were victims of the fires that started in Ventura County and spread throughout Santa Barbara County. If you or a coworker you know is in need of assistance, please reach out to CCA VP Wendy Delozier, LLPC Erich Schmidt, or Local President Bobby Orozco Jr.

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

**Los Angeles Int'l. Airport\* (Hub/Spokes)** – LAX Vice President Rosa Valdovinos-Guzman has done an outstanding job in recruiting and naming an additional 6 new stewards since her position acceptance. Additionally, VP Valdovinos has vowed to increase communications with members at LAX, invite stewards and advocates to AFGE-TSA Labor-Management meetings, increase training for stewards, and also involve herself in matters pertaining to non-disciplinary matters at TSA LAX Airport.

**Long Beach Airport** – VP Duncan McGuire has reported positive relations with management at LGB. VP McGuire will continue to seek positive resolve and file grievances where there is no agreement or resolve between AFGE and TSA.

**John Wayne Airport** – VP Ray Alarcon reports: AFGE Local 1260 was successful in 1) Raising the score of all employees, that filed grievances against management, who had military leave denied; 2) Enforcing the CBA when employees were kept on leave restriction past the 5-month limit without the required review; 3) Defending employee who were tardy due to delayed shuttle services, hence protecting their right to transfer; 4) Currently fighting for the rights of employees to trade shifts without undue obstruction from management; 5) Protecting and representing employees who were injured at work; and 6) Currently representing the interests of employees in discrimination, disciplinary, and health/safety related matters.

*\*Hub Airport*

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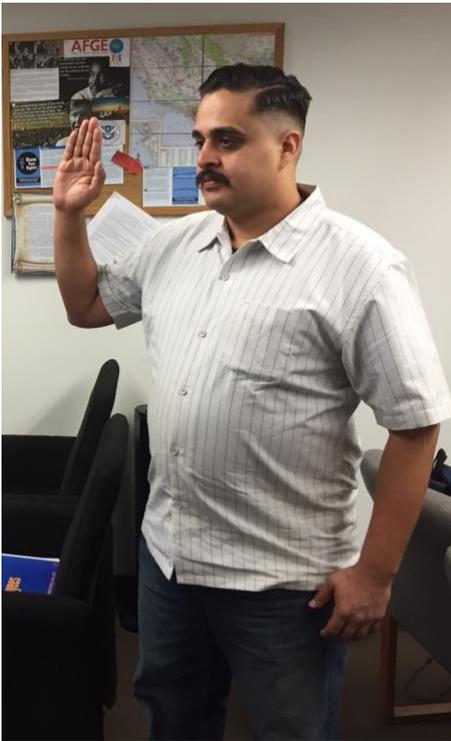
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stronger with Congress . . . the Agency . . . and . . . one another . . .”*

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## HELPING HAND: COLLECTIVE BARGAINING AGREEMENT

**Article 6: Transfer Policy – Section D. Subsection 2-9:** Essentially, this section states the criteria for denial/approval of transferring to another airport. There has been some confusion on the part of BUEs and even on the part of management. Additionally, management and/or Human Resources has too often relayed the wrong information to BUEs. Basically, this section states if you received an adverse action (more than 14-day suspension, involuntary demotion, removal) in the last 12 months, are under investigation/pending disciplinary action, or are under a Performance Improvement Plan (although this may be waived), you are ineligible to transfer. However, under all other circumstances, there is little to deny an employee the opportunity to transfer. If you are having issues with this, please reach out to the Union at any time.

## SPOTLIGHT: MEET YOUR E-BOARD: AIRPORT VICE PRESIDENT–SNA



Raymund (Ray) Alarcon is the current Vice President for John Wayne Airport (SNA), for AFGE Local 1260. Ray’s father is from La Paz, Bolivia and his mother is from New Jersey, USA. His parents met while attending Brigham Young University (BYU) in Provo Utah, where his story begins: Ray states, “My mother found work as an accountant for the Osmond’s Band moving our family to Los Angeles, California when I was very young. I grew up in Walnut, California with my four (4) brothers and three (3) sisters.”

Ray attended Mt. San Antonio College and completed the transfer program that took him to Cal State Fullerton as a junior. Ray admits, “I put my schooling on pause to start a Government career at TSA in 2008; I had a successful background in customer service and sales with jobs at Radio Shack, Nextel, State Farm Insurance, and Bank of America [respectively].”

“I became involved with AFGE after becoming frustrated with false promises of flexible schedules that unfairly paused my schooling—even as I gained seniority. I became active as a Union Steward when I found myself a victim of the abuse of authority that is often found as a new agency finds its path through organizational changes,” Ray said.

“My coworkers believe in my commitment to serve as their representative and AFGE gives me the support I need to fight for workers’ rights at SNA Airport.”

## EXTRA! EXTRA! LOCAL 1260 CASE UPDATES

- LAX TSO Removal mitigated to 14-Day Suspension (Currently in litigation)
- LAX (Probationary) TSO 5-Day Suspension mitigated to Letter of Counseling
- LAX (Probationary) TSO 7-Day Suspension mitigated to 3-Day Suspension
- LAX TSO Removal rescinded with no further action initiated
- LAX TSO Removal mitigated to 14-Day Suspension (Currently in litigation)
- LAX TSO Removed for failing PIP – returned to duty with applicable back pay
- LAX TSO Letter of Reprimand mitigated to Letter of Counseling
- TOPS Fiscal Year 2017 – LAX – Multiple employees’ scores and ratings positively changed
- Dozens of Request for Review (CBA and Determination Violations successfully filed) – Many Settled
- At least three expedited arbitrations positively settled prior to entering arbitration – back pay awarded

## NEXT LOCAL 1260 MEETING

Saturday, January 20<sup>th</sup>, 2018; 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)

## Contact Us

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