



LOCAL 2004

Quarterly Newsletter AFGE District 3, Local 2004

Unfair Labor Practice Update Telework / Reassignment

On September 29, 2023, the Agency (DLA) sent all employees a memorandum regarding unnegotiated telework changes, Alternative Work Schedules / Compressed Work Schedules, and RDOs.

On October 6, 2023, AFGE Council 169 Submitted a Demand to Bargain. On October 18, 2023, the Council submitted its proposals to the Agency. October 24, 2023, the Agency responded and stated that it was refusing to bargain the changes to working conditions.

The Agency's refusal to bargain with the Council is a violation of the 2022 Master Labor Agreement under the following articles:

- Article 2, Section 1
- Article 5, Section 1
- Article 9
- Article 20

As a result of the refusal to bargain, Council 169 has submitted an Unfair Labor Practice against the Agency with the Federal Labor Relations Authority.

The Federal Labor Relations Authority has accepted both submitted Unfair Labor Practices for review. President Simpson and Chief Steward Elliott met with the Federal Labor Relations Authority Attorney in mid-March. In April, sworn affidavits and/or depositions from a few tenured employees who have participated in past realignments will be taken.

These affidavits and/or depositions will be reviewed by the Federal Labor Relations Authority along with all information received regarding this Unfair Labor Practice.

As this Unfair Labor Practice progresses, we will update you on the determinations.

Executive Order #14119

Scaling and Expanding the use of Registered apprenticeships in industries and the Federal Government and Promoting Labor-Management Forums.

With the signing of this Executive Order, Council 169 and DLA Headquarters management should participate in the Federal Labor Relations Agency's Relationship-By-Objectives program. This in-depth conflict resolution program is designed to improve relationships between labor and management by mutually identifying action steps to address production, training, communication, and relationship needs within an organization. One of the objectives of this meeting will be restarting Labor Forms.

**This is a new Executive Order as of March 6, 2024; events and information above are subject to change.*

Unfair Labor Practice Contractors

Department of Defense policy released on July 10, 2023, "Suspension of DoD Public-Private Competitions and Related Policy Affecting Use of Contracts for Services limits what functions contractors may perform within the Department of Defense. With this Memorandum, the Department of Defense may not use contractors to perform duties that would displace work from civilian personnel.

The Agency was informed of the matters of Law regarding this memorandum to which they did not comply. This was also brought to the attention of Headquarters to which their response was unacceptable.

Due to the lack of appropriate response to this memorandum for the civilian workforce, an Unfair Labor Practice is being submitted to the Federal Labor Relations Authority on this concern.

LEGISLATIVE BILL FOCUS: FEDERAL ADJUSTMENT OF INCOME RATES ACT (FAIR ACT) HR 7127/S3688

What it would do: Provide federal employees with an 7.4% average pay raise in 2025.

To contact your local lawmakers and ask them to support the FAIR ACT, visit:

<https://actionnetwork.org/letters/its-time-to-pass-the-fair-act>



Committees:

Women and Fair Practice (WFP)

Chair - Trudy Lackey

Pride

Chair - Gloria Thatcher-Miller

Police Steering

Chair - Officer Christopher Warren

Political Action (PAC)

Chair - Da'Laine Simpson

Workforce Development

Chair - Jeremiah Beers

Y.O.U.N.G.

Chair - Dyllon Evans

Retirees

Chair - Barbara Williams

Modernization

Chair - Da'Laine Simpson

To get involved, contact the committee chair. Meetings held at the Union Hall

Events

April:

- 23 - Member Meeting
- 23 - Election Day (Primary)

May:

- 12 - Mother's Day
- 21 - Member Meeting
- 22 - Union Fair @ Headquarters
- 23 - Union Fair @ EDC
- 27 - Memorial Day

June:

- 2 - YOUNG Roller Skating Party
- 16 - Father's Day
- 18 - Member Meeting
- 19 - Juneteenth

Member Meetings take place at 5 pm at the Union Hall.

Any changes to the date, time, or location of the Member Meeting will be posted on our Facebook page.

Y.O.U.N.G. COMMITTEE 2ND ANNUAL GOLF TOURNAMENT

On Sunday, August 4, 2024, the Y.O.U.N.G. Committee will host its 2nd annual Golf Tournament, which will be held at Dauphin Highlands Golf Course (650 S Harrisburg St, Harrisburg, PA 17113).

To register for the Golf Tournament, visit www.golddauphinhighlands.com/events and search for our event on August 4th.

MEMBER APPRECIATION BBQ

Save the date for the 2024 Member Appreciation BBQ! This year it will be held on Sunday, September 15, 2024, from 2:00 pm - 7:00 pm at Emeric Cibort Park in Steelton, PA. More information and a flyer for the event will be out this spring.

HATCH ACT

With the Primary Election on April 23, and the General Election on November 5, we want to remind everyone of the Hatch Act.

The Hatch Act, a federal law passed in 1939, limits certain political activities of federal employees and some state, D.C., and local government employees who work in connection with federally funded programs. The law's purposes are to ensure that federal programs are administered nonpartisan, to protect federal employees from political coercion in the workplace, and to ensure that federal employees are advanced based on merit and not on political affiliation.

Most federal executive branch employees (except those listed under Further Restricted Employees) are considered Less Restricted under the Hatch Act. Less Restricted employees may take an active part in partisan political management or partisan political campaigns.

For more information on the Hatch Act please visit the following sites:

- <https://osc.gov/Services/Pages/HatchAct.aspx>
- <https://www.dla.mil/General-Counsel/Ethics/Hatch-Act/>

EXECUTIVE BOARD:

PRESIDENT: DA'LAINE SIMPSON
CHIEF STEWARD: RANDY ELLIOTT
1ST VP: ANDREW GRIGSBY
2ND VP: KEVIN FOLTZ

3RD VP: MATTHEW NOSS
4TH VP: DYLLON EVANS
5TH VP: JEREMIAH BEERS

TREASURER: TRUDY LACKEY
SECRETARY: KEITH CELSKY
SGT AT ARMS: WILLIAM ELMORE
CHAPLAIN: CAROLYN JONES