

AFGE Local 4060



An Overview of FEMA's Union



FEMA

What is a Union?

A union is a group of workers who join together to negotiate with an employer over pay, benefits, scheduling, and other workplace policies and conditions. The process of negotiating with an employer as a unified entity is known as collective bargaining, and it gives workers some power to set the terms of their employment.*



*<https://www.nerdwallet.com/article/finance/what-is-a-union>

AFGE National

- The parent union to our local union is AFGE (American Federation of Government Employees) National.
- AFGE National is the largest U.S. Federal Employee Union.
- AFGE is organized into 12 geographical districts with L4060 residing in District 9.





Our Local

AFGE Local 4060

- FEMA was organized in AFGE on March 31, 1992.
- In December 2015, we reorganized as AFGE National Local 4060.
- Collective Bargaining Agreement

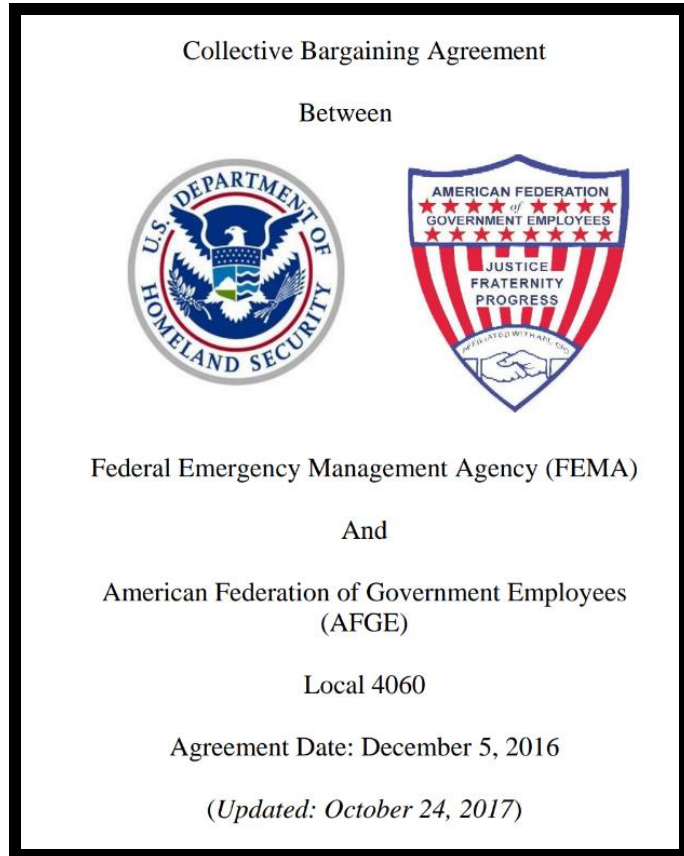


AFGE L4060 Officers and Stewards

- **President:** Khaalis Jackson (R7)
- **Executive Vice President:** Darrell Burton (R9)
- **Secretary Treasurer:** Anthony Strohm (R7)
- **RVP West (R6-10):** Hal Tyson (R7)
- **RVP North (R1-2, 5):** Michelle Sturman (R2)
- **RVP South (R3-4 except MW/NETC):** Mistelle Alfahmawi
- **RVP HQ:** Chris Darlington
- **RVP Mt. Weather/NETC:** Joe Goldsberry
- **Women's & Fair Practice:** Nicole Murray-Fearon (R7)

- **Chief Steward:** Joe Goldsberry (NETC)
- **R2:** Tonya Evans
- **R3:** Henry McKay
- **R4:** Erica Hawthorne
- **R7:** Rex Jennings, Nicole Murray-Fearon, Sharel Olsen
- **Mt. Weather:** Charlie Aitken, Brandon Abraham, Richard Reed
- **NETC:** David Donohue
- **HQ:** Jessica Sterling, Jason Talley, Yale Needel, Evan Papp, Joey Collins

What is a Collective Bargaining Agreement?



A CBA is a written contract negotiated through collective bargaining for employees by a union with company management that regulates the terms and conditions of employees at work. This includes regulating the work conditions, work schedules, and duties of the employees and the duties and responsibilities of the employer or employers and often includes rules for a dispute resolution process.

Who is covered by the CBA?



Federal Emergency Management Agency (FEMA)

And

American Federation of Government Employees
(AFGE)

Local 4060

R1: Excluded

R2: PFT, CORE

R3: PFT

R4: PFT, COREs located
in ATL or Thomasville

R5: PFT, CORE

R6: Excluded

R7: PFT, CORE

R8: Excluded

R9: PFT

R10: Excluded

All locations exclude Reservists and Supervisors and above.
Additional exclusions may apply.



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Who is covered by the CBA? (continued)



Federal Emergency Management Agency (FEMA)

And

American Federation of Government Employees
(AFGE)

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HQ Nationwide: PFTs assigned to HQ organizations nationwide. Distribution Centers, NPSCs, etc.

- Excluded: COREs, student interns.

Mt. Weather: non-professional GS, WG.

NETC: COREs and GSes.

*In the future, we plan on including all PFTs and COREs in all regions/HQ.



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Bargaining Unit Employee Versus Dues Paying Member



Bargaining Unit Employee (BUE): All BUE's are protected by the Collective Bargaining Agreement (CBA). This is typically the non-supervisors in the covered regions. These are the “covered employees” of the CBA.

To verify your union coverage, we encourage all employees to go into eOPF and review your SF-50 Personnel Action Form (Box #37). If your SF-50 form bears the code #1059, this indicates that you are covered by the bargaining unit.

If you have any questions about your SF-50 code, review the BUS Code PPT on our [L4060 sharepoint](#) for more details.



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SF-50 Bargaining Unit Status Code

| | | | | | | |
|-------------------------|--|----------------|--|---------------------------------|-----|------|
| 24. Tenure | | 25. Agency Use | | 26. Veterans Preference for RIF | | |
| 3 | 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite | | | | YES | X NO |
| 28. Annuitant Indicator | | | | 29. Pay Rate Determinant | | |
| 9 NOT APPLICABLE | | | | 0 NOT APPLICABLE | | |
| 32. Work Schedule | | | | 33. Part-Time Hours Per | | |
| F FULL TIME | | | | Biweekly Pay Period | | |
| 36. Appropriation Code | | | | 37. Bargaining Unit Status | | |
| | | | | 1059 | | |

y - State or Overseas Location)
N MO

BUS codes administratively denote unit coverage.

8888 – universal code for ineligible positions (supervisors, access to sensitive material like HR or Watch employees in Top-Secret Clearance areas).

7777 – universal code for eligible, not included. (Regions [1, 6, 8, 10] not covered by CBA; most COREs in HQ, 3, 9)

1059 – OPM issued unique BUS code for BUEs covered by the CBA at FEMA.

Dues Paying Member: A covered employee who pays membership dues (\$25 a pay period). Fill out an SF-1187 (on our sharepoint page) to become a member.

Members have extra rights such as:

- Have a voice in CBA negotiations.
- Vote to veto or ratify a new Collective Bargaining Agreement.
- Vote in union elections for officer positions and delegates.
- Serve as union officials or stewards.

Bargaining Unit Employee Versus Dues Paying Member

Members have quarterly members-only meetings!

Dues help pay for lawyers, such as the recent \$16.5 million owed in backpay lawsuit.



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What we can bargain

- Bargaining that involves the number, types and grades of employees or positions assigned to any organizational subdivision, work project, or tour of duty, or on the technology, methods, and means of performing work (known as permissive bargaining).
- Impact and implementation of new or revised policy on Bargaining Unit members.



What we can grieve

- Removal/denial of telework, remote work and reasonable accommodations
- Change in work schedule and/or conditions
- Change in Position Descriptions
- Agency violation of Agency policy
- Agency violation of the Collective Bargaining Agreement
- Reprisals, hostile work environment



What we can grieve

- End of Year review (only that one)
- Any adverse actions upon an employee from reprimand to termination
- Violation of management responsibilities (timecard approval, etc.)



We can also request things like a Desk Audit.

Negotiation and Grievance Wins



L4060 recently negotiated a change in performance reviews from 4 (every quarter) to 2 (mid-year and annual)

AFGE L4060 wins 80% of grievances





Weingarten Rights

You have the right to have Union Representation at any meeting that you **reasonably believe may lead to discipline**. Invoke your Weingarten Rights by saying:

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting"

This is your right under the 1975 U.S. Supreme Court Weingarten Decision.



Questions?

- Stay connected and up to date by visiting our [AFGE L4060 SharePoint page!](#)



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