

AFGE



DISTRICT 12

AFGE District 12

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Vision

Winter 2020



Mario Campos
National Vice President

Mario Campos is the District 12 National Vice President of the American Federation of Government Employees, representing federal employees in California, Arizona, Nevada and Hawaii. He was recently elected District 12 NVP in September of 2020.

Mario Campos is a Combat Veteran of the United States Marine Corps. After his service to our country, he continued to serve the local community in law enforcement as a Deputy with the Yuma County Sheriff's Office. He continued his service to the public as a United States Border Patrol Agent, where he served the community for over thirteen years as a

federal public servant. He has been a Union Member since 2007 and has also served as a Local Union Steward, Local Union Vice President and Local Union President for Local 2595. He has a Bachelor's Degree in Criminal Justice, Public Agency Management from University of Phoenix.

Mario was born in Mexicali, Baja California, Mexico and is the oldest of his siblings. He was brought to the United States as a child and was raised by both of his parents in Southern California. Through the grace of God, his parents influence, the support of his wife and children, as well as his hard work and determination. Mario has risen through the ranks to become the youngest NVP on AFGE's National Executive Council today.

As the District 12 NVP, Mario's goals are to fight to establish additional measures to improve: accountability, transparency, representation, and fiscal responsibility. To bring integrity, respect, service, and accountability back to AFGE.

Because he truly believes that together we can regain the trust of our members by constantly reminding ourselves that we are accountable to the membership, making sure that all our local officers and stewards are trained and properly equipped to effectively represent the members and better operate the locals.

District 12 National Women's Advisory Coordinator



Gail Francis leverages her current and successful career as a board certified therapeutic radiologic technologist at the Tibor Rubin VA Medical Center, Long Beach for over 12 years, which has propelled her into leadership roles. She actively serves as the American Federation of Government Employees Union Vice President of Professional Employees for Local 1061. She's also a political and legislative coordinator, evaluating policies and advocating for veterans, women and seniors at the

congressional level.

Gail has a Bachelor of Science in Health Science and Master of Science degree in Gerontology from California State University, Long Beach. With a California Department of Social Service Administrator certification in Residential Care Facilities.

As an advocate for women, Gail lobby's for Women's rights, knocks on doors, volunteers in phone banking and serve as mentored for high school girls and women in varies transitions in their lives. Gail has helped numerous employees file EEO cases, participated in arbitrations, mediations and serves as member on several committees at the Tibor Rubin VA Medical Center.

Currently, at the Tibor Rubin VA Medical Center, Long Beach Gail is a part of an Initiative to develop a database which will be an interactive platform between executive leadership and employees. This database will serve as a way for employees to voice their concerns and share solutions for making the LBVA a best place to work.

As District 12 National Women's Advisory Coordinator (NWAC)

Gail's goals are to start with an evaluation of what is currently being done throughout the distract, then to

developed and implement programs that will mobilize AF-GE members around civil, human, women's and workers' rights.

Gail plans to work closely with her counterparts, the NFPAAC, the District Y.O.U.N.G. reps, and the NVP . Holds events to mobilize, organize and educate members and non-members around civil, human, women's and workers' rights issues.

Keeps membership informed of the work of the Women's and Fair Practices. Be a support the local NWAC.

District 12's New Women and Fair Practices Coordinator



As a skilled negotiator I, Roslyn Austin Stewart, will help District 12 Fair Practice Coordinators work with legal leadership to improve working conditions, local policies, and remove the restraints existing today.

I will bring new and different priorities and experiences, including perspectives that have been largely absent in our ability to use our local union equally and effectively. As an Air Force Veteran and our local AFGE Fair Practice Department Head, I collaborated with Leadership, Human Resources (HR) representatives, Legal, and EO Mediators to successfully handle disputes specifically dealing with discrimination (e.g. race, color, religion, sex, national origin, disability, age, and reprisal).

My commitment to the District 12 members will be to create an atmosphere of working one on one with appointed FPC to provide needed information and tools in processing EEO Cases. Together we can develop cases that are strong and winnable. Together we can take a closer look at the EEO process and what the Union can do for their members to satisfy their claims. I will strive to make the EEO process more transparent, inclusive, and accessible to all! I plan to implement improved mentorship relationships between FPC, members and unit legal leadership moving forward with mutually identified goals and a clear vision for success in resolving EEO cases.

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I will work to revive all District 12 FPC goals and solidarity, increase positive outcomes when dealing with EEO complaints filed by your membership, and spread the word that unions do still protect and fight for the rights of its members to speak and keep their job. Let me help you have a strong voice on the front lines to represent your members and bring about change.

United We Will Have A Stronger Voice at The Table! EEO Strong!

Thank you
George, Bennie, and Howard

Being and elected union official is not an easy job. AFGE District 12 would like to extend our sincere thanks to those whom have served in the past, present and those that will serve again in the future.

Thank you, your leadership makes AFGE work.



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SIGNIFICANT LEGAL VICTORIES FOR DISTRICT 12 IN 2020

District 12 Legal Rights Attorney Mike Pazder was recently successful in having the FLRA overturn an arbitration decision for Local 3854 from 2019. In that decision, the Arbitrator found that March Air Reserve Base had committed an unjustified personnel action by failing to pay environmental differential pay to Fuel Systems Aircraft Mechanics for many years for their time working inside fuel storage tanks, but concluded they were not entitled to back pay. The Agency had finally begun paying those employees that pay to which they were legally entitled in 2018 after those employees and Local 3854 advocated for that differential pay, but refused to pay those employees any back pay. The Local filed a grievance and at arbitration the Arbitrator concluded that while the Agency wrongfully denied the employees that pay to which they were legally entitled, the FLRA's recent case law on the meaning of the Back Pay Act prohibited him from awarding back pay. After exceptions were filed, the FLRA clarified its position on the meaning of the Back Pay Act and that these employees were entitled to back pay for that unjustified personnel action in denying them that pay to which they were entitled. The parties are currently working on the appropriate back pay remedy following that decision.

Legal Rights Attorney Mike Pazder was also successful in defending against Agency exceptions to favorable Arbitration Awards challenging those Awards from 2019. The FLRA upheld an Arbitration Award for Local 3854 that overturned a 5-day suspension of a Firefighter and Union Steward in its entirety, and the Agency subsequently agreed to pay \$17,250 in attorney fees. The FLRA also upheld an Award for Local 1061 that overturned a 1-day suspension of a VA Registered Nurse, and as the Arbitrator had already concluded that the Union was entitled to attorney fees for time spent defending that baseless disciplinary action, the Agency agreed to pay \$19,000 in attorney fees.

District 12 National Representative/Attorney Nicole Ferree successfully represented a member of Local 1613 in a EEO case where they were able to recover \$60,000 in damages for this employee after the Agency wrongfully refused to provide that employee with reasonable accommodation. The Agency was also ordered to provide reasonable accommodation training to the entire San Diego Sector of the U.S. Border Patrol, and had to pay approximately \$24,000 in attorney fees.

Local 1547 and Legal Rights Attorney Mike Pazder were successful in having an arbitrator overturn the removal of a Child Development Center employee from Luke Air Force Base with back pay. Luke Air Force base then entered into a settlement agreement to pay \$12,500 in attorney fees.

Local 3172 and Legal Rights Attorney Mike Pazder were successful in having an arbitrator overturn the 14-day suspension of a Social Security Administration employee from Local 3172 in its entirety with back pay. SSA then entered into a settlement agreement to pay \$10,500 in attorney fees.

Legal Rights Attorney Mike Pazder has also assisted several District 12 Locals in securing successful settlement agreements without the need for the Local to spend money on taking those cases to arbitration. While some of those settlement agreements included confidentiality provisions, we can report on the following settlement agreements:

Local 1061 reached a settlement agreement with the Greater Los Angeles VA for the payment of approximately 6 months of back pay to LVNs who were entitled to a special rate pay increase in June 2019 but did not receive the pay increase until January 2020.

Council 147 reached a settlement agreement with SSA regarding a case involving a 14-day suspension, where the Agency agreed to pay \$3,000 to the employee who had since retired.

Local 2924 entered into a settlement agreement

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with Davis-Monthan Air Force Base to settle a grievance regarding denials of official time which violated the CBA following the issuance of Executive Order 13837. The Agency agreed to restore 90 hours of annual leave to the Local President for those wrongful denials of official time, and pay \$1,500 in attorney fees.

Organizing

We would like to recognize our locals who participate in our organizing drive from November 2019 to March 2020: Local 1061, Local 1260, Local 3723, Local 2595, Local 1235, Local 1209, Local 1213, Local 1223, Local 1240, Local 1230, Local 2879, Local 2595, Local 495, Local 1199, Local 63, Local 1224, Local 1616, Local 1808, Local 1206, Local 3172, Local 2433, Local 505, Local 1216, Local 2110, Local 1808, Local 2452, Local 1230, Local 2391, Local 1764, Local 2429, Local 1406, Local 1881, Local 4038, Local 2152,

AFGE District 12th organizing efforts from January 2019 to November 2020 saw an increase of members to a record high of 40,614. However the covid-19 Pandemic impacted AFGE District 12 and we lost 2,015 memberships since the outbreak leaving our current membership count at: 38,599. Our organizing Department is working on a strategic plan to help us grow our membership in 2021 to make up for lost membership during the COVID-19 outbreak and reach new records. We are counting all the of AFGE District 12th locals to participate in Organizing Drives during 2021.

Presidents Meeting and Buy-In Meetings:

- January 12, 2021 Yuma
- January 25, 2021 USMC 29 Palms
- February 10, 2021 Tucson
- February 11, 2021 Phoenix
- February 23, 2021 Reno Nevada

- March 1, 2021 Fresno
- March 15, 2021 Hawaii
- April 20, 2021 San Diego
- May 4, 2021 Las Vegas
- May 19, 2021 Los Angeles
- May 20, 2021 Edward Airforce Base
- June 7, 2021 Inland Empire
- June 28, 2021 Northern California
- June 29, 2021 Sacramento
- June 30, 2021 Monterey

Please contact our District organizers for scheduling orientation and organizing events. You can reach AFGE District 12 Organizers at: Vivian Rudolph email: rudolv@afge.org phone# 619.568.6051 Jessica Dobles email jessica.dobles@afge.org Phone # 910.320.3054

JOIN AFGE IN 4 EASY STEPS

STEP 1:
Go to www.joinafge.org

STEP 2:
Select your Agency and Local Number

STEP 3:
Fill out the one-page membership form and click "Join"

STEP 4:
If you're a new member, select a rebate campaign and fill out the brief form (local participation may vary)

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

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Annual Reporting Requirements

Each year, AFGE Locals must file reports with the Department of Labor (DOL) and the Internal Revenue Services (IRS). California Locals or Locals conducting business in California must file reports with the California Franchise Tax Board (CFTB).

Over the past years, we were able to assist several AFGE District 12 Locals that lost their federal tax-exemption status for failure to file the required IRS Form 990-series (990N, 990EZ, or 990) return or notice for three consecutive years the application is approved, the exempt status's reinstatement will generally be effective when the application was filed. However, the reinstatement may be retroactive to the date of revocation if you can demonstrate reasonable cause for not filing for three consecutive years.

If the locals fail to file the required IRS Form 990's to get the tax-exempt status reinstated, the locals will be forced to apply or reapply and pay the appropriate user fee to the IRS of \$850.00. (This fee may be \$400.00 depending on the average of the past four year's gross receipts). In some cases, this process could take up to one year to be reinstated. According to the IRS, any organizations on the auto-revocation list that do not receive reinstatement are no longer tax-exempt. Locals that are not tax-exempt would be taxed from the federal and state governments by filing IRS Form 1041 and its related state income tax return.

If an organization fails to file the required return by the due date (including any extensions of time), it must pay a penalty of \$20 per day for each day the return is late. The same penalty applies if the organization does not give all the information required on the return or does not give the correct information.

In general, the maximum penalty for any return is the lesser of \$10,000 or 5 percent of the organization's gross receipts for the year. For an organization with gross receipts of over \$1 million for the year, the penalty is \$100 per day up to a maximum of

\$50,000.

If the organization is subject to this penalty, the IRS may specify a date by which the return or correct information must be filed. If the return is not filed by that date, an individual within the organization who fails to comply may be charged a penalty of \$10 per day. The maximum penalty on all individuals for failures with respect to a return shall not exceed \$5,000.

It is important that every AFGE local file their required Form 990N, 990EZ, or 990 annually with the IRS. Failure to file the 990s for three consecutive years could result in the automatic revocation of the local's tax-exempt status.

Political Report

For the past four years AFGE locals have struggled under the weight of Executive Orders, a broken FLRA, and an administration intent on thwarting collective bargaining agreements between AFGE and their agencies. As a result AFGE has had to lobby congress, and engage the public in order to fight for the rights of our members and the civil service system that has been the envy of the world. In 2020 we ran an aggressive grassroots campaign with our partners in the AFL-CIO to find candidates that would support worker rights to a safe workplace, fair wages, good pensions, and collectively bargaining. AFGE endorsed multiple candidates running for office in 2020 across the four states in District 12. Our goal was to work with our union brothers and sisters at the AFL-CIO in order to support candidates that support working families.

The outcome of AFGE District 12's priority races:

Presidential and Vice President: Joe Biden and Kamala Harris won in all four AFGE District 12 States.

AZ Senate: Captain Mark Kelly won becoming AZ's next senator

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AZ CD-01: Mike O'Halleran won

AZ CD-06: Dr Hiral Tiperneni Loss

AZ CD-09: Greg Stanton Won

CA CD-21 TJ Cox as of 11/20/2020 the race is to close to be determined.

CA CD-39 Gil Cisneros Loss

CA CD-45 Katie Porter Won

CA CD-48 Harley Rouda Loss

CA CD-49 Mike Levin Won

CA CD-53 Georgette Gomez Loss

HI CD-02 Kai Kahele Won

NV CD-01: Dina Titus Won

NV CD-03: Susie Lee Won

NV CD-04: Steven Horsford Won

Thank you for all the work from our volunteers during his campaign. We truly appreciate your support.

To obtain more information on AFGE's 2020 endorsements and election activities please visit: <https://www.afge.org/common-pages/election-center-2020/> or contact Ryan Mims at either mimsr@afge.org or via cell at 202-341-0470.



AFGE Locals Step Up to Help



AFGE Locals, Labor Communities Services, and local AFL-CIO bodies have been providing assistance with the food distribution for families throughout AFGE District 12 since the early stages of the COVID-19 Pandemic.

On Veteran's Day November 11, 2020 AFGE Local 2429 and District 12 once again turned out with our fellow union members to assist with much needed food services for working class families struggling to make ends meet since the start of the pandemic.

We met in the shadows of Veterans Memorial Stadium to spend our day in service to the community. We distributed food to roughly 1000 families. Since the pandemic began AFGE has been working with the LA Federation of Labor, AFL-CIO to help volunteers to distribute food assistance to almost 100,000 families in LA County. Veteran of the Year, Local President 2429, and Women's and Fair Practices Coordinator for District 12 helped turnout 7 members from her local today including fellow veteran and LPC Tamry McCauley.

If you are interested in finding out where food distributions are occurring in you area please contact Ryan Mims at mimsr@afge.org or via cell phone at 202-341-0470.



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