



# National Federation of Federal Employees Local 476 (NFFE476) New Employee Briefing

29 March 2021



# Federal Civil Servants are Special



- Oath to support and defend the US Constitution
- Jobs are driven by legal and moral values
  - Systematically determined by the US as a whole.
  - Not driven by profit.
  - Businesses try to maximize profit within legal bounds
  - Federal workers try to maximize the law enforcement within available funds.
- Congress established a system of protections
  - Practical alternatives to the spoils system
  - Unions specifically endorsed by law
  - Federal Labor Relations Authority (FLRA) – Establish Unions/Col Bargaining
  - Merit System Protections Board – Protection against favoritism/abuse
  - Equal Employment Opportunity (EEO) – Prevention against discrimination
  - Legally prevented from striking

# Management's Role



According to 5USC§7106, it is Management's job to determine the agency's

- mission
- budget
- organization
- number of employees
- internal security practices



and, with regarding to employees, to

- hire
- assign
- direct
- layoff
- discipline (suspend, remove, reduce in grade or pay, for example)
- assign work
- contract out

# Union's Role



- Peaceably assemble, and to petition the Government
  - Address grievances.” [US Constitution, 1<sup>st</sup> Amendment]

*Congress believes that “labor organizations and collective bargaining in the civil service are in the public interest.” [5USC7101]*

- Unions bargain with Management over
  - Procedures which management will observe
  - Appropriate arrangements for employees adversely affected by Management
  - Agency Discussions
    - the numbers, types, and grades of employees or positions assigned to any organizational subdivision, work project, or tour of duty
    - the technology, methods, and means of performing work



# Your Rights

## Weingarten Rights - Garrity and Kalkines Warnings



"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 this meeting. Until my representative arrives, I choose not to participate in this discussion."

NOTE: Management is NOT required to advise an employee of the right to Union representation

- **Garrity Warning:** You are being asked to provide information as part of an internal and/or administrative investigation.
  - This is a voluntary interview and you do not have to answer questions if your answers would tend to implicate you in a crime.
  - No disciplinary action will be taken against you solely for refusing to answer questions.
    - However, the evidentiary value of your silence may be considered in administrative proceedings as part of the facts surrounding your case.
  - Any statement you do choose to provide may be used as evidence in criminal and/or administrative proceedings.
- **Kalkines Warning:** You are being questioned as part of an internal and/or administrative investigation.
  - You will be asked a number of specific questions concerning your official duties, and you must answer these questions to the best of your ability. Failure to answer completely and truthfully may result in disciplinary action, including dismissal.
  - Your answers and any information derived from them may be used against you in administrative proceedings.
    - However, neither your answers nor any information derived from them may be used against you in criminal proceedings, except if you knowingly and willfully make false statements.



# What is NFFE476?



- Your **local** labor union organization for professional employees
- Affiliated with the AFL-CIO
- We are CERDEC or CECOM employees, just like you
- We are your exclusive representative to Management
- We spend our own time and some duty time
  - Reviewing policies and procedures before they are implemented
  - Proposing improvements and negotiating compromises
  - Meeting with Management and advocating for employee concerns
  - Handling individual and collective employee grievances
  - Sharing workplace stories
- Our organization allows the work of a few people to benefit everyone. This is known as “Collective Bargaining”.



# Union Organization

<https://nffe.org>



National Federation of Federal Employees: is an American labor union which represents about 100,000 public employees in the federal government. NFFE has about 200 local unions, most of them agency-wide bargaining units.

Members: 100,000

Office Location: Washington DC

Founded: 17 September 1917

[Affiliations: International Association of Machinists and Aerospace Workers, AFL–CIO](#)



# Who Does NFFE-476 Represent



## Professional Disciplines:

- Technical Pay Pool: 0801, 0803, 0830, 0850, 0854, 0855, 0893, 0896, 1306, 1310, 1550
- Business Pay Pool: 0170, 0510, 0511, 0905, 1101, 1222, 1515
- Trainee Pay Pool: 0599, 0899, 1599





# IAM/NFFE Benefits

<https://UnionPlus.org>



- Free College
- Machinist (W3) Training Facility
- Scholarships
- Mortgage Refinancing
- Financial Counseling
- Auto Discounts
- Travel and Vacation Discounts
- Entertainment Discounts
- Geico Discounts
- Workers Compensation Legal Representation
- Supplemental Insurance Plans
- Disability Retirement



# What we are doing now

<https://nffe476.org>



- Collective Bargaining Agreement (CBA) Renegotiations?
  - Rights and Obligations of the Union and Management
  - Fair and Unfair Labor Practices
  - Dispute Resolution
  - Procedures for Furloughs, Reduction in Work Force,
  - Telework
  - Performance Ratings
  - Safety and Health
  - Alternate Work Schedule
- Return to work plan
- Telework
- Pay Demo for CECOM & C5ISR Center MOA



# How to contact us



- Visit our office in building 4313 (by appointment)
- Email
  - USARMY APG CECOM Mailbox NFFE LOCAL 476 <usarmy.apg.cecom.mbx.nffe-local-476@mail.mil>
  - president@nffe476.org
- Phone
  - 410-278-2456
- Officers
  - President: Michael Semenoro, E-mail: michael.Semenoro.civ@mail.mil
  - Vice President: Thomas C. Angioletti
  - Recording Secretary: TBA
  - Secretary-Treasurer: Loring Hosley
  - Conductor-Sentinel: Melrone McCray
- Trustees
  - Ken Buergin, Lyra Clark, Tracey Young
- Auditing Committee
  - Michael Devins, Roland Kopp, TBA



# How to get involved



- **NFFE Local 476 meets the third Wednesday every month, 1700-1800**
- **Bldg 4313, Integrity Ct (Boothby Hill Rd, across from C4ISR Campus)**
  - Virtually via Uber Conference or other conference vehicle
- **Discuss new or on-going issues**
  - Improve working conditions
- **Form committees**
  - Support employee's welfare and ensure fair treatment
  - Educate the work force regarding their rights and benefits
  - Plan events and network with other co-workers
  - Support the warfighter and community
- **Free snacks and soft drinks**

