



# The Four Winds

National Weather Service Employees Organization

## NWSEO Contract Connect

*Special Edition of NWSEO Contract Connect*

*"Straight from the Table"*

### **NWS Proposes - We Can Fire You with No Recourse**

While negotiating the proposed new Article 10 (Grievance Procedure), NWS management sent NWSEO an egregious counter proposal at the negotiating table Wednesday afternoon, August 2nd. Here is the actual NWS proposal:

If any employee who has filed a grievance **departs the bargaining unit** before a decision is reached on a grievance which is being processed, the grievance is null and void unless the employee can be granted tangible relief in which case a decision on the grievance shall be final, binding and **not capable of being processed further.**

NWSEO strongly articulated that this proposal unilaterally takes away your right to appeal, or take to arbitration, a termination. While in some cases this might be innocuous (someone retires or gets promoted out of the bargaining unit), it could also be used to fire an employee before the end of the grievance process, and management's decision is final and binding. Or as another example, an employee is subject to a RIF (reduction in force) in violation of OPM regulations. Neither an employee nor the NWSEO would have any recourse to contest management's decision.

When NWSEO pointed this out to management, management said this was not their intent; however, after briefly leaving the room to discuss, decided to not change or withdraw their counterproposal, and requested to move on to other sections within Article 10.

The NWSEO negotiating team has been running into these sorts of headwinds since the start of negotiations, and will continue to negotiate for your rights.

-NWSEO-

**No one cares more for National Weather Service employees than  
National Weather Service employees.**

**No one works harder for National Weather Service employees than  
National Weather Service employees.**

**We are NWSEO.**