



The Four Winds

National Weather Service Employees Organization

Special Edition of NWSEO Contract Connect

“Straight from the Table”

NWS Proposes Not to Have a National Job-Sharing Program

(November 8, 2018) As part of our Article 14 CBA proposal, the Union proposed national job swap and job-sharing programs. Job sharing is a form of part-time employment in which one position is filled with two or more part-time employees. This proposal was developed based on feedback from the membership and the Shift Work Team recommendations. NWSEO and NWS management are very aware job-sharing is happening across multiple regions on an ad-hoc basis. The NWS Chief Negotiator stated - it's a couple of "rogue" employees and managers. NWSEO's position is these are caring managers who are concerned about the welfare of their employees. NWSEO wants to expand the consistency and availability of the program and give ALL employees the opportunity to participate in job sharing as work-life needs change throughout your career. The job-sharing program also serves as an important job retention tool.

In her message sent to all employees in July 2017 on why the agency reopened the CBA, the NWS Deputy Director wrote, "The agency and the union (will) negotiate a superior agreement that aligns with modern needs and operations of our agency and employees. Renegotiating the agreement with NWSEO is about enhancing the rights and opportunities that all of you deserve." These words are great on paper, but during negotiations, the Agency continues to make proposals that greatly reduce or flat out take away the hard-earned rights of NWS bargaining unit employees.

When pressed by NWSEO on why the agency is not endorsing a national job-sharing program knowing it is occurring *right now*, the NWS Chief Negotiator would only say that it is the Agency's current position, and that if any changes are made to what is currently being done within the agency, the agency would fulfill its obligation to bargain with NWSEO. So, when the NWS is talking about flexibility, they're talking about themselves, not you.

NWSEO is shocked by the NWS' position on this matter and will continue to advocate the need for work-life balance and, as the NWS Deputy Director wrote, "...enhancing the rights and opportunities that all of you deserve."

-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.