



The Four Winds

National Weather Service Employees Organization

Contract Connect

Highlights

- **MANAGEMENT WALKS AWAY FROM THE NEGOTIATION TABLE AND DECLARES IMPASSE REFUSING TO NEGOTIATE FURTHER**
- **MANAGEMENT TELLS THE UNION - TAKE IT OR LEAVE IT**
- **NWS TELLS NWSEO THEY WILL FILE IMPASSE WITH THE FEDERAL SERVICE IMPASSES PANEL (FSIP)**
- **NWSEO VEHEMENTLY DISAPPOINTED AND FRUSTRATED WITH NWS**

(July 31, 2019) Negotiations for the new NWS-NWSEO Collective Bargaining Agreement (CBA) continued during a shortened two-week remote session July 23rd through July 30th, 2019.

During week 1 of negotiations, NWSEO sent Management many substantive counter proposals with regards to Article 37 – Drug Testing Plan; Article 31 – Employee Awards and Article 22 – Facilities. During this week, NWSEO accepted some of Management's sections and subsections and offered other counter proposals to try and move the parties closer on each article. Late in week one (1), the NWS told NWSEO that they had sent to NWSEO their **"last, best and final" offer on all NWS Articles proposed for the new CBA.** The NWS has used these words many, many times before, even as far back as November 2018.

During negotiations on Tuesday, July 30th, Management made it perfectly clear that if the NWSEO did not accept ***each and every Management written Article, word for word***, the Management team was through negotiating with the Union. Tuesday morning, July 30, the NWSEO Chief negotiator asked the NWS Chief negotiator if he would make a good faith consideration of the Union's meaningful counter proposals with regards to Article 35 – Employee Assistance Program and Employee Assistance and Article 24 – Safety and Health. The NWS Chief negotiator said, management is willing to see what the counter proposals are but was hoping the Union accepted all of management's language. After NWSEO submitted the counter proposals, the NWS Chief negotiator said since there were differences between our articles, NWSEO did not accept management's last, best and final offer, and therefore, management rejected the Union's counters without letting NWSEO explain them or even reading them! Shortly thereafter, the NWS Chief negotiator declared impasse on the entire CBA and said negotiations are done. At this point, the NWSEO told Management, the Union is here to get things done for the employees of the NWS, but obviously you (Management) are not.

NWSEO worked very hard on its counter to Article 35 in a last-ditch attempt to agree to a complete Article, but to no avail. NWSEO even pointed out that the Union used 3 different negotiators to find the “right chemistry” to work with the one and only NWS Chief negotiator, but even that failed as the NWS Chief negotiator was simply intransigent.

The next phase of this process is in the hands of our General Counsel. NWSEO remains committed to fighting for the rights of our employees and in getting a fair contract for our members. We stand ready to meet with Management at any reasonable time to discuss ways to bring our parties closer together.

Contract Connect will be updated as needed in the future when information becomes available to the NWS Bargaining Unit Employees represented by NWSEO.

The NWSEO Negotiation Team for this session included:

1. JoAnn Becker, NWSEO NCEP Region Chair, Senior Aviation Meteorologist, Aviation Weather Center, Kansas City, MO. (NWSEO Chief negotiator July 23rd, 24th, 25th).
2. Suzanne Sims NWSEO Western Region Chair, Senior Meteorologist, WFO Monterey, CA (July 24 only).
3. David Solano, NWSEO Secretary/Treasurer and Eastern Region Chair, Senior Hydro-Meteorologist, Middle Atlantic River Forecast Center, State College, PA (July 30 only).
4. John Werner, NWSEO Southern Region Chair, Senior Meteorologist, WFO Mobile, AL (July 30 only; NWSEO Chief Negotiator July 30).
5. Mike Dion, NWSEO Headquarters Region Chair, Digital and Graphical Information Support Branch, NWS Headquarters, Silver Spring, MD.
6. Lauren Nash, Lead Meteorologist, WFO Tallahassee, FL (July 23 and 25).
7. Karleisa Rogacheski, Journey Meteorologist, WFO Sacramento, CA (July 25 only).
8. Dr. Nathan Becker, NWSEO Pacific Region Chair, Oceanographer, Pacific Tsunami Warning Center, Honolulu, HI (July 23-25).
9. Bill Hopkins, NWSEO Executive Vice President, Senior Forecaster, WFO Lubbock, TX.

The Agency/NWS Negotiation Team for this session included:

1. Kenneth Brown, J.D., NOAA Attorney, National Weather Service Chief Negotiator.
2. Mike Vescio, Meteorologist in Charge, WFO Pendleton, OR.
3. David Murray, NWS Labor-Management Relations (LMR) Liaison, Silver Spring, MD. (June 23-25).
4. Ken Harding, Deputy Director, NWS Central Region Headquarters, Kansas City, MO.
5. Sam Albanese, Meteorologist in Charge, WFO Anchorage, AK.

Contract Connect, the negotiation newsletter for bargaining unit employees from bargaining unit employees, brings the latest news from the negotiations table to you. It is distributed as quickly as possible when news breaks.

-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.