



The Four Winds

National Weather Service Employees Organization

NWSEO Files Two Scheduling Grievances

(April 14, 2020) On April 10, 2020 NWSEO filed two grievances over matters in the Alaska Region. The first grievance filed was for the unilateral implementation of a work schedule at the Alaska Region Operations Center.

At the Alaska Region Operations Center, four Emergency Response Specialists were adversely affected when management implemented a rotational schedule before completing bargaining. Even if there was an overriding exigency that required the immediate implementation of a new rotational schedule before bargaining had been completed, management was required under FLRA precedent and Article 8 section 6 to implement only its last proposal. The rotation which was implemented was not even one of management's proposals and the union was denied an opportunity to bargain over it. The implementation of this rotation violated Article 20, section 3(a)(1) because it was not considered by the LOT.

Management's implementation of this schedule is a violation of the Federal Service Labor Management Relations Statute, 5 U.S.C. section 7116(a)(1) and (5) as well as article 8, sections 3(a) and 6 and Article 20, section 3(a)(1) and (2) of the CBA. (In part, the LOT was not able to consider mandatory 1-day weekends in their new rotation.)

As remedy, the union demanded the nullification of the current, non-negotiated, management-implemented Alaska ROC schedule and a temporary schedule put in place until bargaining on a new schedule is completed.

The second grievance was filed for the improper cancellation of official time scheduled for the Alaska Region NWSEO Chairperson. When this scheduled official time was cancelled, it hindered the NWSEO Chairperson's ability to provide representational support to the bargaining unit members of Alaska.

Union Representatives of Alaska Region have tried for years to build a collaborative relationship between the Bargaining Unit and Management. However, both these grievances show a pattern of attack on schedules and work-life balance within the NWS, and specifically, Alaska Region. NWSEO stands firm on protecting the rights of employees and their schedules.

**No one cares more for National Oceanic and Atmospheric Administration
(NOAA) employees than NOAA employees.**

No one works harder for NOAA employees than NOAA employees.

We are NOAA employees. We are NWSEO.