



# *The Four Winds*

*National Weather Service Employees Organization*

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## **NWS to Renegotiate its Contract with Employees NWSEO sends out a Recruitment “All Call” to Strengthen Membership**

(July 16, 2015) Today, the National Weather Service officially notified NWSEO of its plans to renegotiate the Collective Bargaining Agreement. The CBA specifically states the rights and obligations of the employer, employees, and union, including staffing structure and levels, leave policies, rules for discipline, and how and when grievances can be filed.

“Make no mistake, the Agency is not renegotiating the CBA to make your work life better,” said NWSEO President Dan Sobien.

The official letter of notification, received by NWSEO on July 16, states:

“This Notice constitutes the Agency's decision to terminate:

1. all Articles (Article 1 through and including Article 37) of the 2001 National Agreement;
2. all existing Memoranda of Understanding, Letters of Understanding and Letters of Intent that have either specifically been incorporated into the 2001 National Agreement (listed on page iii of the 2001 National Agreement), or which are otherwise currently in effect; and
3. all nonnegotiable past practices.”

Renegotiating the contract is a lengthy process, requiring in-depth commitment of time and manpower on behalf of both the agency and NWSEO.

“National Weather Service employees are well aware of the 10 percent deficit in operational staffing nationwide. Every day we hear of employees working volumes of overtime just to continue the Agency’s lifesaving mission,” said NWSEO President Dan Sobien. “Instead of filling critical vacancies, the agency is focusing its resources on this administrative task. This is a blatant example of management’s misplaced priorities”

Contract renegotiations is just one more example of the importance of union representation for NWS/NOAA employees. Last month NWSEO members successfully collaborated with emergency managers on a media campaign against a [Senate Bill](#) proposing to close all 122 WFOs and open six regional forecast centers. The union continues its work to [get vacancies filled](#) and [to save the ITO position](#) from being eliminated.

Now, more than ever, NWSEO needs your help and your recruitment efforts. The union's strength comes 100 percent from membership. Many NWSEO members have been promoted out of the Bargaining Unit and retirements are increasing. It is imperative for NWSEO to increase its membership strength for upcoming contract negotiations. [The NWSEO Recruitment page](#) includes a wealth of information and speaking points to help with recruitment efforts.

Once someone joins the NWSEO, they recognize the value and strength of NWS employees working together for a cause and often become a member for life. Because of this, NWSEO offers the following recruitment incentive to our members:

Any NWSEO member who recruits two or more new members to join NWSEO using the [1187 form for payroll deduction](#) (not by credit card) from August 1, 2014 to July 31, 2015, NWSEO will provide airfare, 3-nights lodging, and approved group meals for the 2015 convention at the [Hilton Alexandria Old Town](#) in Alexandria, Virginia. The name of the recruiter must be on the submitted 1187 in order for them to receive recruitment credit.

July 31 is the deadline for the 2014-15 Recruitment Credit. Please share the news of NWSEO's work and encourage your co-workers to join. You can learn more about the convention on the [Convention News Page](#).

NWSEO is the only organization with the ability to lobby Congress and the Administration to preserve NWS jobs, promote better working conditions and career promotions for NWS, and participate in collective bargaining.

\*In order for airfare to be reimbursed, you must provide documentation that it is the lowest available rate. Printed copies of airfares from Expedia or other travel sites will serve as documentation. AdTrav will not be accepted.

-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.**