



National Weather Service Employees Organization

NOAA ATTORNEYS GUILD

Our Union's top **ten** eleven benefits/accomplishments:

“These go to 11”

1. ***Your advocate to defend against management renegeing on their commitment to provide monetary awards*** – opposed and negotiated management’s proposed elimination of monetary awards that is contrary to both our collective bargaining agreement that includes a provision for a fair and equitable opportunity to receive performance awards and management’s long-standing past practice of allocating 1.5% of salary and benefits for payment of monetary awards.
2. ***Your advocate to prevent or minimize damaging, unnecessary furloughs*** – opposed furloughs in negotiations with NOAA and in communications to the House Chairman of the Appropriations Sub-Committee for Commerce; negotiated for flexibility in choosing furlough days, and sought telework accommodations to make up for lost pay, back pay if furloughs later lifted, and furlough notice protections.
3. ***Your negotiator for flexible schedules*** – before these were popular, bargained for implementation of flexible work schedules despite management resistance.
4. ***Your advocate for telecommuting*** – before telecommuting was widespread, bargained for and entered into telecommuting memorandum of understanding - granting and expanding use of teleworking despite management resistance.
5. ***Your defender against unhealthy working conditions*** – protected Silver Spring employees from “sick buildings” and ongoing defense of safety and health protections in our collective bargaining agreement.
6. ***Your negotiator for fair promotion procedures and elimination of briefcase vetoes*** – negotiated an end to unexplained, unnecessary and unfair delays for consideration of promotion recommendations and sought a fairer, more transparent promotion process that allows for direct feedback.
7. ***Your defender and advocate when there is trouble*** – helped protect enforcement attorneys’ jobs and assisted enforcement attorneys when they were unfairly targeted in a politically motivated vendetta and management did not support or defend them.
8. ***Your access to Congress**** – representing your interests to Congress; in addition to seeking to prevent unnecessary furloughs, one result was keeping attorney jobs when a Senate staffer wrote NOAA GC jobs out of the budget.
9. ***Your seat at the table*** – management is required to talk to us about our concerns when they want to implement new policies and practices that substantially affect our working conditions. We strive to work effectively with management and address both parties’ interests when negotiating.

10. ***Your voice in policy matters*** – NWSEO National Consultation Rights provide us with an opportunity to consult at both the DOC and NOAA levels on (including suggesting changes to) important workplace policies such as the Mobile Device Policy (able to seek protection of personal devices/privacy) and Department Telework Policy (sought to ensure fair application of work/leave requirements)

11. ***Your opportunity to fight against unfair, wrong, or poorly conceived of policies or practices that adversely affect you*** – a negotiated grievance process has allowed for grievances over the years to address individual problems such as unfair denials of part-time work, unfair denial of a monetary award, and incorrect garnishment of wages.

★ ***Special bonus round (there are way more than 11!)*** – fighting for and preserving the use of WestLegalEd, gaining management agreement that private offices are the norm for attorneys, negotiating a requirement management and attorneys to work to schedule at least 15 hours of training per year, avoiding the reduction in force of one of our attorneys, employee right to representation when questioned for purposes of potential discipline, delaying implementation of management's not-thought-out-at-all 5-Tier rating system and negotiating critical improvements to the program, being a watch dog for management's compliance with the collective bargaining agreement, and counterbalancing management arbitrary and capricious decision-making: **"not only the things the union has done for its membership, but as importantly, keeping management from doing things that would have been done absent the union"**

=====

Federal Service Labor-Management Relations Statute

5 USC 7102(1), to wit:

"Each employee shall have the right to form, join, or assist any labor organization...freely and without fear of penalty or reprisal, and each employee shall be protected in the exercise of such right...such right includes the right --

(1) to act for a labor organization in the capacity of a representative and the right, in that capacity, to present the views of the labor organization to...the Congress, or other appropriate authorities..."

-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.**