



*National Weather Service
Employees Organization*

**NWSEO is designing the future of your career in the NWS;
Your ideas and support will make a difference.**

Dear HMT,

The future of the National Weather Service, employees' rights, privileges, and your work environment are all being re-designed through contract negotiations between the National Weather Service Employees Organization and the NWS. This contract, the Collective Bargaining Agreement (CBA), specifically states the rights and obligations of the employer, employees, and union. It entails every aspect of your job, including staffing structure and levels, promotions, schedules, leave, training, employee rights and discipline. Simply put, the new CBA will shape the future of the National Weather Service.

NWSEO understands your working conditions and your needs for a family friendly work life environment. Also, NWSEO will be writing and seeking new improvements and tangible benefits to the CBA like telework for example which is currently lacking in the old CBA. We'd like to invite you to have a voice in CBA negotiations, an opportunity open only to members of the NWSEO.

HMTs play a critical role at every Weather Forecast Office. NWSEO is made up of people just like you – we are the employees who work side by side with you. Many of us hold the same position. We understand your job and what it takes to make it better. We know what it takes to make the National Weather Service more effective. We invite you to view the [NWSEO Top Twenty Accomplishments](#) and to also read the list below on just a few recent accomplishments of NWSEO that have benefited NWS HMTs. With your help, we can do more.

- Rejected the [January 2016](#) NWS proposal to limit the current practice of bidding HMT/Met Intern positions. **Negotiated** a [Memorandum of Understanding that HMT positions will simultaneously advertised with Met Interns](#). The MOU also streamlines the hiring process and creates an Internal Reassignment Process.
- **Worked for fair treatment** when a qualified HMT missed a job opportunity due to the mis-use of the Hardship Transfer Agreement. ([June 2014](#))
- Negotiated an agreement entitling **HMTs and Met Techs to training**, at agency expense, to become a Meteorologist.
- In the 1990's the National Weather Service proposed eliminating the HMT position. NWSEO defeated that proposal and **negotiated for the creation of new promotional GS 12 Observing Program Leader, as well as true time and one-half overtime for HMTs.**

- **NWSEO worked with members of Congress** and national media in [June 2015](#) to oppose Bill S. 1573 - a plan to consolidate the 122 WFOs to 6 Regional Offices. This effort resulted in revised legislation focusing on [severe weather alerts](#).
- **Continues to hold the NWS accountable for NWS understaffing.** NWSEO is keeping Congress informed of grossly understaffed WFOs. NWSEO has also initiated news stories in large national media markets highlighting the need to fill vacancies. (2013-2016) The Government Accountability Office is now conducting a study on NWS vacancies at the request of three members of Congress. ([Dec. 2015,](#) and [June 2015](#))
- Negotiated **Alternative Work Schedules** in place at one-third of all NWS Forecast Offices. The benefits of AWS include enhanced staff morale, reduced tardiness and absenteeism, increased employee ability to better manage personal work life needs.
- Won an arbitration case which requires the agency to maintain at **least two employees on duty on every forecast shift.**
- NWSEO secured more than [\\$6.85 million in Awards for NWSEO represented employees](#) (1.5% of payroll) during 2013-2015 when Awards at other government agencies were canceled for two years.
- NWSEO negotiated a **\$300 Health Club memberships dues rebate** – *this rebate covers more than half of NWSEO annual dues.*

This work is only possible because of NWSEO membership and the dues provided by your co-workers. We have noticed that you are not a member of NWSEO and would like to invite you to join our professional organization. If you would like to join us, please complete the attached Standard Form 1187. The completed 1187 form can be faxed to Christy Fox, Director of Membership Services at 202-600-2145 or scanned and emailed Christy at Membership@nwseo.org. Please visit <http://nwseo.org/joinnwseo.php> to learn more.

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.

Sincerely,



**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.**

