



*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 Meteorologist,

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.

Meteorologists are at the heart of the NWS. 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 Meteorologists. With your help, we can do more.

- 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](#))
- **Temporary Promotions** –An arbitration case won by NWSEO now requires the agency to make temporary promotions when forecasters cover vacant positions for 20 days or more.

- **Negotiated alternative work schedules (AWS)** in more than one-third of NWS 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 Grievance [Wins Big Payout for 247 Met Interns](#) shared \$140,418 in back pay and damages. As a result of the grievance, the NWS converted all interns to non-exempt status earlier this year, so that they will receive true time and one-half for all overtime worked in the future.
- NWSEO held NWS accountable when they terminated training, travel, and conference attendance, delayed maintenance, and withheld access to professional journals when funds were available. (January 2014)
- Twenty-nine WFO and RFC employees received temporary promotions and pay for working higher grade positions after the position was vacant for more than 20 days. This is due to a NWSEO arbitration settlement. ([September 2012](#))
- Negotiated adequate rest periods for IMETS returning from fires.
- Negotiated an agreement for NWS to pay for IMET Safety Boots.
- 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.