

# NFFE LOCAL 2050 BULLETIN

OCTOBER 12, 1984

Al Alm and Howard Messner indicated in a Sept. 5 meeting with NFFE Local 2050 reps and Agency labor relations staffers that they welcomed a cooperative relationship with EPA professionals through their elected union.

In current contract talks, however, it looks like the Agency negotiators didn't hear the same message from Alm and Messner that we did.

Or the union representing you was fed a line-----

ITEM The Agency flatly refuses to bargain over the union's use of the mail to communicate with the bargaining unit---like the Recreation Association does with its members.

ITEM The union wants to get your grievance procedure and other "nuts-and-bolts" representational issues settled in a contract right away, in a 2-year contract if necessary, and to negotiate on other items you have told us you are interested in (office space, professional development, day care, etc.) later. The Agency wants only grievance/representational issues in the contract, which would close out any further negotiation except on issues the Agency chooses to raise, over a 3-year contract life.

ITEM The union wants full representational rights for all bargaining unit members, including lawyers. The Agency wants lawyers and other excepted service personnel to have restricted rights.

ITEM The union requested office space equivalent to AFGE's and access to some bulletin boards. The Agency says they won't give your representative organization office space until some future, unspecified time, and that they want to censor our bulletin boards.

ITEM The union wants the losing party in arbitration to pay full costs, while the Agency wants winner and loser to split costs evenly-- which erects an economic barrier to any agrieved employee seeking justice through arbitration.

ITEM The union has requested that official time be designated for union review of reorganizations and moves and for other legitimate representational activities. The Agency wants to provide official time only for contract negotiations and grievance hearings, making it virtually impossible for your union to poll those affected by moves, reorganizations, etc. This union's reason for being is representation, not rubber-stamping or obstructionism.

Local 2050 organizers pledged to you during the election campaign that your union would represent you, but do it in a way that maximizes cooperation between the professional staff and Agency management, and we made that pledge for a very good reason.

We are professionals---dedicated to the mission of this Agency and to our common enlightened self-interest, and the meeting we had with top Agency management on Sept. 5 left us with the impression that they were too.

Were we wrong in our impression?????????