



Unfair Labor Practice Issued Against Management

Recently, you may have seen postings on bulletin boards with the bold words, "Notice to Employees" across the top. This was the result of an Unfair Labor Practice that was issued against NE-ID's management by the U.S. Federal Labor Relations Authority.

The notice reads, "On September 29, 2003, management of the Department of Energy, Idaho Operations Office, Idaho Falls, Idaho, placed certain restrictions on a bargaining unit employee." The notice goes on to state that management will not change working conditions of a bargaining unit employee without giving I.F.P.T.E. the opportunity to bargain.

The Notice was signed by Elizabeth Sellars on January

6, 2004 and will remain posted for a period of 60-days from the date of posting.

In this case, changes in working conditions were made to a bargaining unit member without proper representation. Management ignored the requirements of the Federal Service Labor-Management Relations Statute and offered no opportunity to bargain.

If you are a Bargaining Unit Employee, you cannot be forced or coerced into actions that affect your working condition without the Union having the opportunity to bargain over them. These may include: a change in work schedule, a change in work location (including being moved),

signing in/out restrictions.

If you think that Management has enforced a change in working conditions upon you that you believe is unfair, please contact a Union member.

Martin Luther King, Jr. said it best: "Injustice anywhere is a threat to justice everywhere." If one bargaining unit member's right to representation and bargaining is threatened, then it could be your right that is threatened in the future.

New Union Office:
WCB 3rd Floor, Rm 325
MS 1216
Voice: 6-0973
Fax: 6-0647

Union Open House

The Union is holding an Open House on January 20th. The date corresponds with the mandatory contract training class. All Bargaining Unit members are invited to partake in bagels, donuts and hot beverages.

The Open House will be held in the Union's new office location on the 3rd Floor in WCB-Room 325. Come out and meet your Union officers and have some refreshments!



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Union Officers:

- Bob Seal, President, 6-7856
- Jay Greenberg, Vice-President, 6-7033
- Stacey Madson, Secretary, 6-1532
- Sue Whited-Holverson, Treasurer 6-5546

Editorial —Resolutions

(Guest columnists are welcome.)

The New Year is here and with it comes many resolutions. Lose weight, exercise more, save more money, eat better, spend more time with the kids. All of these are common goals set at the beginning of the year to make our health and home life better.

In making our resolutions, let's not forget to pay attention to an area that impacts nearly a quarter of our lives—work. Situations and attitudes at work often don't just stay there, they affect relationships with friends and loved-ones after our 9 to 5 life is over.

Similarly, issues that are occurring in our personal lives are often brought to work and can impact the way that we perform. We are not machines who can completely turn off one area of our life while we fo-

cus on another area. We are not just co-workers who come to work every day. We are also people. People with spouses, parents, kids, pets, problems, sickness, and emotions.

It's easy to maintain a cynical attitude, a non-caring concern for the person sitting just 10 feet away. It's easy to just come to work, lay low, and go home each day with minimal interaction with others.

Perhaps it's time to make some New Year's resolutions for the workplace. How about:

- I resolve to say a kind word or send a note to a co-worker who is struggling, sick, or sad.
- I resolve to talk to a person sitting near me and who I know absolutely nothing about.

- I resolve to be thankful for the job I have, particularly the benefits, when so many are out of work right now.
- I resolve to get more involved in correcting the things I don't like, whether through more active Union participation or another avenue.
- I resolve to be more decent to those around me and recognize they are not just co-workers, they are people.

We are a rapidly shrinking work-force here at NE-ID. My sincere hope is that those of us that are left can begin to more actively care about each other as people, not just co-workers, so we can enjoy a more pleasant work environment in the future.

Nancy Elizondo

New Memorandum of Understanding (MOU)

On October 21, 2003 NE-ID and Local 94 signed an MOU for NE-ID employees who are required to perform work or travel during non-duty hours. This agreement explains the conditions that allow employees to be eligible for compensatory time and/or over-time.

The MOU and accompanying questions and answers give information on requesting comp-time, when does comp-time

apply to travel, and other issues. A Comp Time/Overtime Request form (ID F-341.02) was also developed. The forms are available on-line or outside Lisa Pardonnet's office.

For more information on this new MOU and for a complete listing of all the MOU's between Local 94 and NE-ID Management, please visit the on-line library on the Local 94 web-page. You

can access the web-page from the NE-ID home page under "Quick Links".

Other MOUs include:

- Office Space
- Team Leaders
- Bus Passes
- POV Reimbursement

Ask the President

(Send questions to Bob Seal.)

Q: It looks like a lot of people from Procurement Services Division are moving again. What's up with that?

A: A section of the 3rd floor WCB was, until recently, occupied by BBWI employees. When those employees were moved off of the 3rd floor a large area was opened up for use by NE-ID.

PSD was originally moved into the smallest area in the building. The employees had very little cubicles and poor lighting. Most PSD employees require a larger area for files that they use on a daily basis.

When the additional space opened up, PSD employees were given the



Moving time!

opportunity to move to that area or stay in the existing area with reconfigured cubicles. The process was done in accordance with the MOU Office Space procedures.

As changes continue to take place, more space will open up. The Union will strive to ensure all moves are conducted in accordance with the MOU.

Fitness Facility

The NE-ID Wellness Subsidy Reimbursement Program for employee's membership at local fitness centers began last November. Employees were eligible to enroll in the program through December 31, 2003. Future enrollment periods will be on a quarterly basis.

Employees pay for the monthly fees and then complete a form for reimbursement. Provided that enrollees go at least 10 times per month, the Wellness Program will reimburse up to \$20.00 a month for membership fees. So far over 60 people have taken advantage of the program.

Detailed information and forms are available under the 10 O'Clock News #244. Rate information for local Idaho Falls fitness clubs is posted on the Bulletin Board in the HRD area near David De-

sautel's Office.

The subsidy reimbursement program was the result of the move out of the ID-North building and a fitness survey sent to employees in the Fall. The Union recognizes that no program will completely satisfy all of the employees, whether it is an on-site facility or an off-site reimbursement program. However, it was only through difficult negotiations that the Subsidy Reimbursement program was put in place at all.

Back when the fate of the Fitness Center was being actively discussed in the office, one Union member asked an Assistant Manager, "Why don't they just subsidize for our membership somewhere else like they did in the past?" The response from the AM was, "That's not

going to happen at all."

Well, it did happen, thanks to the dedication and perseverance of our Union Officers!



Buyout Update

It's looking very promising that a buyout will be available to NE-ID employees this fiscal year. Specific details are expected from HRD in March.

NE-ID submitted a request to HQ for 60 buyouts and early out authority. These requests were approved by Bill Magwood and sent to HQ-Human Resources Divi-

Eligible employees could receive up to \$25,000.

sion. HQ-HRD requested additional information from NE-ID regarding things like what would our organization look like with 60 people gone, potential impacts, etc. NE-ID is in the process of preparing this information. Once that information is finalized, HQ-HRD will send the final request in to OPM.

All of this is expected to be completed around March. Because of the costs involved in paying for a buyout and unused annual leave, it is anticipated that there will be a short window of opportunity to take advantage of the buyout.

If you are thinking of taking advantage of the buyout, you may want to contact LeRene Thompson. She can run the calculations for you.

Meet Your Stewards

Union Stewards are available to all bargaining unit members for questions or concerns regarding the workplace. They can also begin grievance paperwork if necessary. Union Stewards are at various locations for easy access by all NE-ID employees.

Take a minute and say hello to the Union Steward located nearest to you!

Chief Steward - currently vacant)	
Jay Greenberg	WCB
Sue Whited-Holverson	WCB
Glenn Nelson	WCB
Stacey Madson	ID-S
Alan Dudziak	ID-S
Julie Finup	RWMC
Jim Wolski	TAN
Bob Seal	SMC



Some of our stewards have retired—maybe you could volunteer to be a union steward.



NEWSLETTER

IFPTE Local 94

Phone: 208-526-0973
MS 1216

Union Objective: . . .to unite, without discrimination, all eligible Idaho Operations Office employees to secure improved pay, work schedule, working conditions, and other economic advantage through collective bargaining.

Organization History: IFPTE Local 94 was organized and subsequently certified on November 21, 1995. Our Agreement was effective on June 5, 1996. Currently, there are approximately 250 federal employees in the Bargaining Unit at NE-ID.



"There is nothing more dangerous than to build a society, with a large segment of people in that society, who feel that they have no stake in it; who feel that they have nothing to lose. People who have a stake in their society, protect that society, but when they don't have it, they unconsciously want to destroy it."
-Martin Luther King, Jr.

Upcoming Elections

Union elections are just around the corner. We need willing people to fill open slots. There is going to be a lot of changes this coming year with our staff shrinking and reorganizing. Many hard-working Union members and officers will be retiring this year.

If you have never been involved, if it has been awhile since you were involved, or if you are currently involved and want to take a more active role—please consider being an officer in the Union. We need more people to step up to the plate and get involved.

Randy Kay is in charge of the upcoming elections. Nominations will be taken at the annual IFPTE 94 meeting that will be held on May 13th. More information to follow in later issues.



Get involved!