



NOV. 4, 2008

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your choice, but
VOTE!!!!!!**

IT MATTERS!!!!!!

Philadelphia Trip: Setting Production Standards

On Tuesday, August 26, at the records center in Philadelphia, a committee comprising union members and managers met to decide production standards that would be in effect for the next 6 months. Union representative and archives technician Mitch Buffone served as main spokesperson for the workers, while Supervisory Archives Specialist Daniel Bedesem filled that role for management. Also, in attendance were Council 260

President Greg LaMotta, Principal Representative Darryl Munsey, and WNRC Representative Carlos Bell, who were invited by Buffone to observe a process, which apparently is unique to the Philadelphia Records Center. While management has the final say in deciding the standards, the workers there have an opportunity to express their opinions on the standards.

For all the standards discussed, the committee decided on a standard that was lower than the number derived from simply averaging the work that had been done in the previous year. For example, the standard for Task Code A1T3 [breaking down general records boxes from pallets to streamliners] was 105 boxes an hour, but the average production over the last year was 137. The committee settled on 113 as a fair number for the standard. Likewise, for Task Code N1G1 [GR interfiling], the standard was 20 interfiles an hour but the actual was 19, and the committee chose 16 as the new standard. As with these two examples, the pattern of setting the standard a little below the average prevailed with all the other tasks. The workers on the committee convinced the managers that the attainability of a production award provided an important incentive to work harder. If the standard were set at the average, too many workers would slow down because the awards would be too hard to achieve.

Both management and the union were satisfied with the meeting. Perhaps other records centers will adopt this worthwhile process.

DC Area Picnic

On September 20, AFGE Local 2578 held its annual End of Summer Picnic at Watkins Regional Park, in Upper Marlboro, MD. About 50 attended the picnic. Members Connie Beach and Veronica Hewlett once again did an outstanding job organizing the food and activities for the kids. Two bushels of crabs were consumed as well as generous helpings of ribs,

barbeque chicken, and hamburgers and hot dogs. The beautiful day allowed for a festive time for all. We sorely missed President Vernon Early, who was at home recuperating from heart surgery. Picnic attendees signed get well soon cards to Vernon and he remains in our thoughts and prayers.

National Safety Day/Week

The joint labor/management National Safety and Health Committee has scheduled NARA's first nationwide Safety Week for Feb. 4-8, 2009. The major theme is emergency preparedness. Each NARA facility is being asked to develop its own program with support from the national committee. If you are interested in helping contact you local committee or Katherine Coram, NSHC chair.

Women's and Fair Practices Departments' Disability Rights Campaign

Federal and District of Columbia employees with disabilities challenge the commitment of agencies to treat them fairly, adhere to laws and regulations, and remove barriers to equal employment opportunities. The number of federal employees with targeted disabilities remains less than two percent of the total federal workforce. During 1997-2006 the number of employees with targeted disabilities decreased by about 14.75 percent, while the federal government grew by 5.48 percent in employment. In FY 2006, the participation rate of people with targeted disabilities fell to 0.94% of the federal government's total work force, the lowest participation rate in over 20 years. This decline is occurring when the number of workers with disabilities and chronic conditions is expected to grow as the workforce ages and our veterans return home.

AFGE members told the Women's and Fair Practices (WFP) Departments that there is something extremely wrong with the treatment of individuals with disabilities in government workplaces. The WFP Departments embrace their concerns and intend to

campaign around the hiring, advancement, and treatment of individuals with disabilities, including our U.S. veterans.

Three Primary Goals:

- **Education** of the AFGE members and potential members, congressional and political leaders, agencies, and the American people on the rights, treatment, and employment of individual with disabilities, including our disabled veterans;
- **Enforcement** of the laws, rules, regulations, executive orders, and collective bargaining agreements relating to individuals with disabilities and the government's role as a model employer; and
- **Equality** in the hiring, advancement, access to facilities, and treatment of disabled veterans and individuals with disabilities, including removal of barriers to equal employment opportunities, and the enactment of laws to eliminate loopholes in existing laws and rules to ensure fair treatment with regard to conditions of employment for employees with disabilities.

FREE GREG

Early this month, AFGE Council 260 president Greg LaMotta received letters revoking his security clearance and placing him on administrative leave. The agency took this action because of an FBI investigation into his trips to Cuba. He has not been provided access to the report the FBI compiled on his trips and does not know details of the charges being made against him. Greg is in the process of appealing these charges.

AFGE Council 260, AFGE Local 2578

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Newsletter Editor: Katherine Coram

Please feel free to share **Your Union News** with other Bargaining Unit employees ... encourage them to join AFGE!
See <http://www.afgecouncil260.org/join.html>