

AFGE Newsletter 11/1/22

Where do I find the information in the AFGE/VA Master agreement?

How do I find the master agreement? SharePoint, Google, M11-244

- Manager wants to remove a breakroom and make it a patient care area, is this union negotiable? [Article 32 Section 2](#)
- Manager wants the employee to call both the supervisor and time keeper when they call out sick, is this appropriate? [Article 35 Section 4](#)
- Employee wants to stop smoking, what benefit does the agency offer?
[Article 29 Section 19](#)
- Employee has dropped below fully successful, what is the supervisor's responsibility? [Article 27 Section 10](#)
- Employee has received a parking ticket for a reason not related to illegal parking, should the employee have received a warning? [Article 26 Section 4](#)
- Employee found out there was a job opening and another coworker was given the promotion without allowing everyone to apply. Is this fair?
[Article 23 Section 8; Article 56 and article 61.](#)
- A preferred tour of duty has opened in the department and a brand-new employee has been offered the position without consideration of their coworkers. Is this equitable? [Article 21 section 3H](#)
- An employee has been in trouble and the supervisor has decided to punish them by changing their tour. Is this appropriate? [Article 13 Section 1D](#)

- Employee is being counseled for behavior, (written counseling) and they ask for union, however the supervisor denies union representation. Is the denial of representation for a counseling allowed? **Article 17 Section 16**
- The director of the hospital has decided they will no longer meet with the union to discuss union related topics. What can be done? **Article 4**
- Supervisor emails the employee the decision to discipline. Is this right?
Article 14 Section 9
- Employee comes into the office asking about a new fitness for duty that will test the employee for un job related requirements. Is this just? **Article 19 Section 1**
- An employee is offered a telework agreement, but only if they take a pay cut. Can they do that? **Article 20 Section 7**
- The unionist decides to record a meeting, but no one other than the steward knows about the recording. Is this allowed? **Article 17 Section 4**
- What are the 3 areas that should be discussed between union and agency when it comes to making major changes in the hospital. (look up the word Scope) “in a cooperative labor management relationship, the parties should discuss the following topics: **Article 3 Section 5**
- ADR or mediation is an informal process which seeks early resolution of _____, _____, and _____ disputes. **Article 6** (employees, labor and management)
- I was talking on my cell phone about a childcare issue and I was giving discipline. Can they do that? **Article 8 Section 4C**
- A detail was announced, and I wanted it. I have the most seniority and I was not given the detail, what can I do? **Article 12 Section 1D2**

- I was detailed into a position with a higher grade, and I have been doing the work now for 2 months, with no extra pay, what can I do about it?

Article 12 Section 2A

- I have an admonishment in my eopf file, and I got it 4 years ago, what do I do?

Article 14 Section 3

- I am going thru a divorce, and it is affecting my job, what can I do? Article 15

- I want to reward an employee for a job well done, what are my options?

Article 16 Section 3 ABCD

- I was searched when I entered the hospital, I was the only person searched, is this acceptable? Article 17 Section 9

- Does the hospital have to provide a list of BU employees? How often?

Article 1 Section 6

- What does bypassing the union mean? Article 1 Section 3

- Who is allowed to represent BUEs? Article 1 Section 1

- What is the difference between tour change and shift change?

Article 13 and Article 21

- I never received NEO, what can I do about that?

Article 27 Section 6; Article 37 Section 2B and Article 49 Section 9

- I received a proposed reprimand, what do I do, I received it via email and I have never met with a supervisor about this, what do I do? Article 14 Section 7

- How much bereavement leave do I get from the agency? Do I use my own leave? Article 35 Section 18 and 19

- I want to file an EEO, where is the info in the master agreement about EEO?

[Article 18](#)

- I am an RN I got an advancement to RN2 and payroll has not updated my paycheck. When will this happen? [Article 52 Section A](#)
- I am an RN and I am on call duty, I was called into work and my pay remained the same, shouldn't it be higher pay? [Article 21 Section 5](#)
- I am a dentist, and I do not believe my pay has been reviewed in 3 years. What can I do? [Article 55 Section 4](#)
- I am a title 38 hybrid and I asked for training that my coworker received and I was denied time for this training, what can I do? [Article 37](#)
- I am a title 38 hybrid and I meet the disability requirements to file for disability retirement, what are my options?

[Article 19 Section 2 and 5; Article 57 Section 5](#)