

AUGUST 2024



AFGE NEWSLETTER



Coverage

My supervisor has asked me to find my own coverage if I call out sick, or I am requesting to have a day off work.

Is this allowed?

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AFGE Local 910 has been working hard for our members:

- currently in arbitration for a member with a performance review and compensation dispute.
- Won back pay case, also currently at the grievance level for missing award with interest
- Removed wrongful sick leave certification
- Obtained reasonable accommodation after it was denied by agency
- Agency has formulated scrub committee after several grievances related to uniforms. This to ensure uniform policy is followed



Local 910

I need guidance on FMLA, OWCP, RA. or I have a question about an HR issue, but HR will not answer me. You can reach out to 910afge@910afge.org with your question and a union steward will email you the answer to the best of their ability. Also, if the union cannot help, there is a process to enter an HR ticket. These tickets are reviewed by the Executive Leaders.

Bereavement Leave:

- How much leave can I request?
- Does the Agency give paid time off for bereavement?

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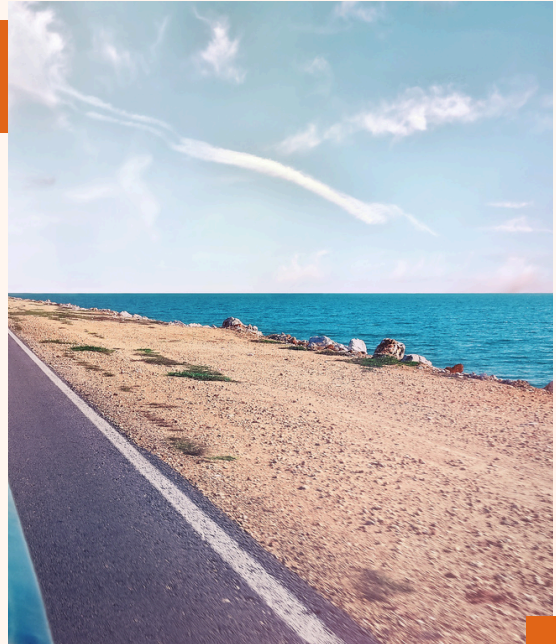
On Line Store



AFGE Local 910 ON LINE purchasing of all TICKETS as of 7/1/24

What does this mean to you as a member of Local 910?

1. You may not be able to purchase and have a ticket in your hand in the same 24 hour period.
2. If there is time, the steward will be able to process the transaction and message you that your tickets can be picked up in the office.
3. If you wish for the tickets to be mailed, this is possible.
4. The 2 dollar transaction fee is for the CC charges and the on line store expenses.
5. WHY? Why has local 910 gone on line for tickets?...so that your stewards can provide you with uninterrupted representation and the best services with full attention to your disciplinary, HR, or negotiation, bargaining problems.
6. Bottom line, don't wait until the last minute to purchase your tickets.



AFGE SPIRIT WEEK

Spirit week is fast approaching

- 9/30/24 YOUNG--Ice cream social
- 10/1/24. B.L.A.C.K. TBD
- 10/2/24. Safety. TBD
- 10/3/24. PRIDE. TBD
- 10/4. Womens fair practice- Funnel cake truck



For any questions, comments or concerns
Please do not hesitate to reach out to
the AFGE email group
VHAKANAFGE910OFFICERS@VA.GOV
816-922-2040 office
816-924-4440 cell

Are you asked to “find your own coverage” before taking leave?

Managers cannot tell employees they have to find their own coverage.

As non-managers, we do not have the authority to assign work, or the responsibility to ensure clinic staffing or the appropriate skill mix; those things are inherit management rights/responsibilities.

Therefore, employees do not have the capability to do what they are instructing their employees to do. Furthermore, the employees lack the information needed to do so (e.g., employees are unaware of their colleagues’ schedules/tours, their leave requests, etc.)

This issues has been discussed previously with HR/ER/ LR, and he/she was in agreement that this practice was inappropriate and needs to be resolved. You have probably heard us frequently reference “management’s rights”, particularly their right to “assign work.”

Below is the citation of management’s rights.

5 U.S. Code § 7106 - Management rights

Leave for Bereavement:

Up to 5 day of annual leave, sick leave, and/or LWOP for employees to mourn the death of a spouse; child, parent, sibling, or any individual related by affinity, (i.e., whose association with the employee is the equivalent of the family relationships identified above.)

* Per the master agreement, Article 35, Section 18, Upon request, subject to any documentation requirements, leave-approving official shall approval up to 5 days of annual leave, sick leave, and /or LWOP for employees to mourn the death of the following family members:

Spouse; children, including adopted and step-children; parents, including step-parents; siblings, including step-brother/sister; or any individual related by affinity, (i.e., whose association with the employee is the equivalent of the family relationships identified above.)

One day of annual leave, sick leave, and/or LWOP for employees to mourn the death of a grandparent or parent of their spouse

* Per the master agreement, Article 35, Section 18B Upon request, subject to any documentation requirements, leave approving officials shall approve one day of annual leave, sick leave, and/or LWOP for employees to mourn the death of a grandparent or parent of their spouse.

AND

Leave to Attend Funeral

Funeral leave to attend a funeral or memorial service; necessary travel, pre-funeral and after-funeral/burial gatherings or ceremonies, memorial services; and reading of the will.

(Note: this may be more than 1 day)

*Per the master agreement, Article 35, Section 4 D 4; Title 5 and hybrid employees are entitled to sick leave to attend a funeral or memorial service; necessary travel, pre-funeral and after-funeral/burial gatherings or ceremonies, memorial services; and reading of the will.

Agency does not provide paid leave, except for the loss of a child.

Paid Parental Bereavement Leave Benefit 2022.