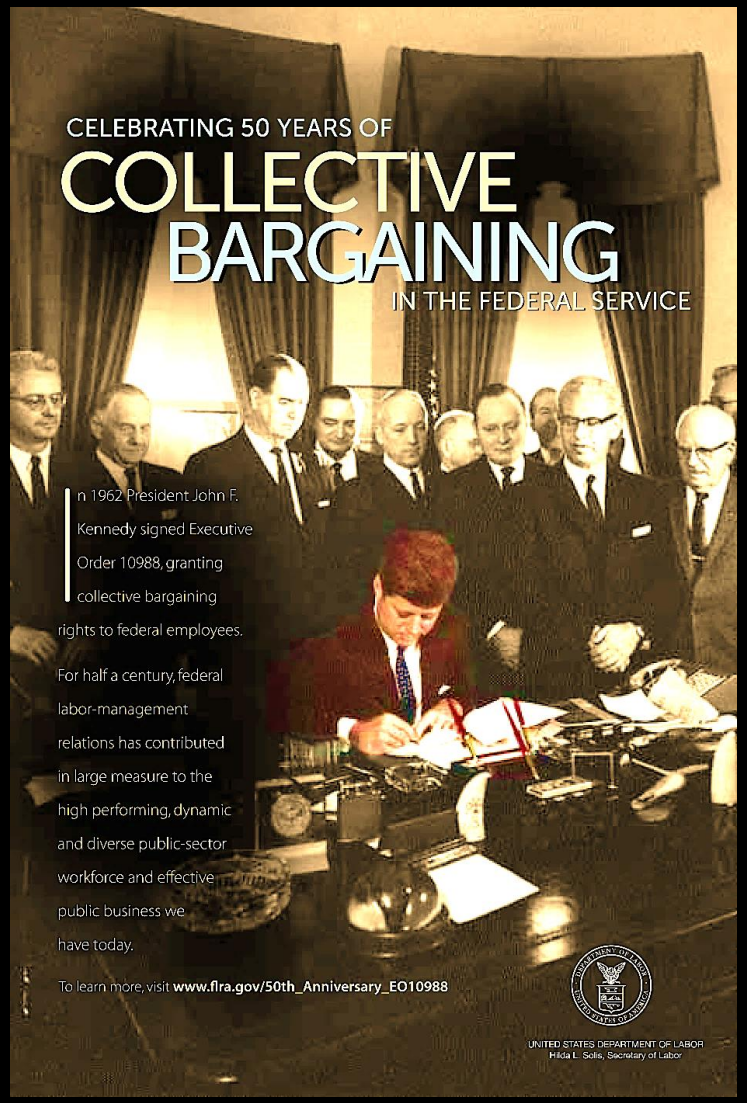
Lewis Engineers and Scientist Association Welcomes You

As you start your civil servant career

LESA is here for you

We *are* you

~~This Is About You~~



As a NASA civil servant employee, you are **automatically** a member of a bargaining unit (i.e. Union).

- The right to bargain was authorized when President John F. Kennedy signed executive order 10988 in 1962. That right became law when Congress passed the Civil Service Reform Act of 1978.
- Collectively these laws are known as Title V.
- The local Union that represents you is IFPTE Local 28.
- Your Union is not a club or an informal group.
- The Union's relationship with the Center and the Agency **is defined by law**.

This Is About You

At the Glenn Research Center, the rights and obligations of both the employees and management are defined in our CBA (Collective Bargaining Agreement).

This is a useful and important document to familiarize yourself with. It can be accessed at:
https://www.grc.nasa.gov/WWW/Associations/LESA/LESAagreementwithMOU041813

About Unions

1. **Unions have the legal right** to discuss and bargain over the procedures management uses to exercise its rights and/or to mitigate the **impact on employees** who are adversely affected by the exercise of **management's rights**.

2. Your **Labor Relations Officer (LRO) Jasmine Norton** is the Union's official point of contact to Office of Human Capitol Management (OHCM) at our Center.

Statutory Authorities for our Union

- 5 U.S.C. § 7101, Federal Service Labor-Management Relations Act
  - These statutes (5 U.S.C. § 7101) are known as **Title V**.
  - Recognizes the federal employees as a Collective Bargaining Unit
  - Signed into law by Congress in 1978.
  - Statutorily recognizes Federal sector unions as the sole representative of Federal employees
- NPR 3711.1A: Federal Employee Labor Management Relations Program
  - Defines NASA-specific provisions under **Title V**.
- Our GRC Labor/Management Contract and subsequent MOUs.
  - Defines Center specific aspects of our Labor Agreement

Organized Labor

Our bargaining unit: IFPTE Local 28, Lewis Engineers and Scientists Association (LESA)

- **Do not use federal employees to balance the budget**
- **Advocate for fair salaries and benefits**
- **Preservation of workforce protections**
- **Advocate for union version of the NASA budget**
- **Represent employees in the workplace**

12 million active and retired workers

AFL / CIO

IFPTE[1]

80,000 active members

GESTA Goddard | NHPA HQ | LESA Glenn | AFUE Ames | MESA Marshall

We are your only voice in Washington! Your management and Agency cannot and will not do this for you.

1. International Federation of Professional & Technical Engineers

LESA Organization

President
Michael Kulis

1st Exec VP
John Betterson

2nd Exec VP
John Wang

Admin VP
Sandra Zolo

LESA Office
LaVerne Yoe

Legal Counsel
Deborah Drossis

Treasurer
Bilal Bomani

Chief Steward
Paul Greenberg

Safety Rep
Mark Smith

Trustees
Al Juhasz
Glenn Lindamood
Bushara Dosa
Andrew Trunek

Pact Area VP
Barry Wilson
Vincent Henry
Mark Smith

S & E
Al Juhasz
Glenn Lindamood
Bilal Bomani

LESA Is Your Union!

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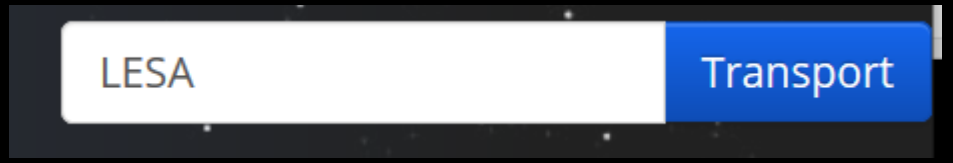
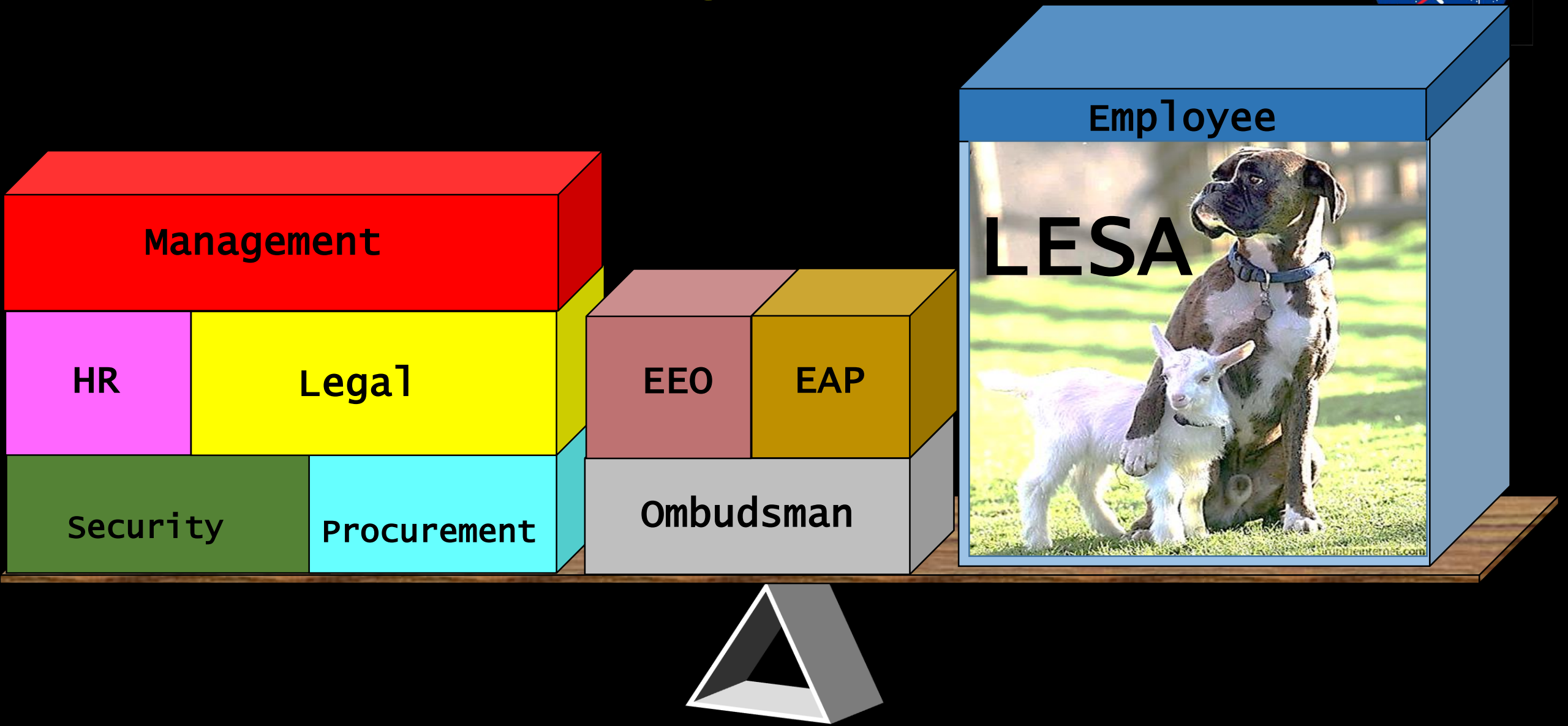


A Balancing Act



Your Rights

WEINGARTEN RIGHTS

Weingarten rights are **mandated by law** and came to be through an actual case decided by the **U.S. Supreme Court** in 1975.

The **Supreme Court** determined that if the meeting included both management and a bargaining unit employee, was investigative in nature, and the unit member feared discipline as a result of the discussion, upon request, the employee was **entitled to union representation** at the meeting. Agencies are required to post "**Annual Notice of Right to Request Union Representation**" .

Garrity Rights

Garrity Rights protect **public employees** from being **compelled to incriminate themselves** during investigatory interviews conducted by their employers.

Union Member Rights

- Equal rights to participate in union activities
- Freedom of speech and assembly
- Votes in setting rates of dues, fees, and assessments
- Protection of the right to sue
- Safeguards against improper discipline

What issues has the Union been involved with?

- Insure retroactive pay following Government shutdowns
- Representing employees on adverse and disciplinary actions
- Preservation of benefits
- Membership on Award Panels
- Telework Program
- Office Space Policy
- Expanded Alternate Work Schedules
- New Employee Orientation Briefings
- MOU on search and seizure
- Catalyst for FedTraveler improvements
- One-stop shopping for workplace dispute options
- Conflict Management Program
- Legally lobbies for programs/projects to come to GRC
- Fights for our employees' jobs and benefits

Process for dues paying membership

For additional information

1. Stop by the LESA office Bldg 15, Room 110, hours 11-5 T, W, Th
2. https://www.grc.nasa.gov/WWW/Associations/LESA/WebPage.html
3. https://www.lesa-grc.org/
4. https://twitter.com/grclesa
5. https://www.facebook.com/grclesa28/

Dues paying members

1. Support the efforts and goals of organized labor.
2. That all employees are treated fairly and with respect.
3. That the employee has a voice.
4. Maintain vigilance for unsafe and unfair labor practices.
5. Inform Members of Job opportunities.