

March 29, 2006

To: National Council of Field Labor Locals
Local Presidents and Regional Collective
Bargaining Committee members

From: Ron Yarman
President, National Council of Field Labor Locals

Subject: OMB Circular No. A-76 Standard Competitions



National Council of Field Labor Locals, AFGE/AFL-CIO

National Council of Field Labor Locals
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As you are now aware the Department has issued some 450 announcement letters of notification concerning multi-agency administrative support and program support services standard competitions. The Department representing the Administration has made it their policy to only give 24 hour notification to the Union that they will be conducting formal meetings with affected bargaining unit employees. This action by Management has caused confusion and fear among the employees we represent.

Most of the affected employees had a meeting with their Supervisors and Managers at which time they were given general notification letters. Management also called staff meetings to discuss with the bargaining unit employees what was occurring with the affected employees. The NCFL believes that the 24 hour notice given by Management may not have allowed the Union to have a Representative present for all of these formal meetings or sufficient time was not available to have a Representative present at these meetings. In that case each President or RCBC Chair should consider filing a ULP for each instance where this has occurred.

The NCFL will be working to protect these jobs from being contracted out. The NCFL expects that this process may take a year or more to reach conclusion. We should be informing our members that they shouldn't make any rash decisions concerning their future with the Department. Should the Department not be successful in competing for these jobs the NCFL will negotiate to the fullest extent of the law to protect any employee who may lose their job. In most cases we have been successful in beating back the Administrations efforts to contract out employees jobs and were able to win a majority of the competitions we have been involved in.

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