

**AFGE**



# **WELCOME**

TO THE AMERICAN FEDERATION OF  
GOVERNMENT EMPLOYEES

# **YOUR LOCAL 1206**

**AFGE 1206**  
9719 Lincoln Village Drive #502  
Sacramento, CA 95827

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(916) 701-5000  
[myunion@afge1206.org](mailto:myunion@afge1206.org)

**AFGE**



## Welcome from the AFGEL1206 President

Dear New Family Member,

Welcome to the Department of Veteran's Affairs, Office of Community Care (VA OCC) and the American Federation of Government Employees (AFGE) Local 1206. We represent over 3000 employees at the agencies located in Sacramento, McClellan, Mare Island, Fairfield, Redding, Chico, Yuba City, Martinez and Auburn to name a few. At the national level, AFGE negotiates agreements with the agency that directly affects our professional lives and working environment such as in flextime, credit hours, telework, career development and more. At the local level, we have negotiated childcare, transportation subsidies for employees, fair procedures for your evaluations and promotions.

We have achieved these successes through the efforts of men and women like you who make up our local. As an employee of the Department of Veteran's Affairs you are eligible for Union membership which includes access to a host of free and discounted consumer benefits such as home mortgages, low interest credit cards, computer discounts, scholarships, online learning as well as best buys in travel and entertainment.

Over the next few weeks, you may have questions about the benefits, pay, or working conditions at the VA OCC. Please feel free to contact the local with these questions at any time by emailing us at [myunion@afge1206.org](mailto:myunion@afge1206.org) and one of our team members will respond to you asap (usually 24-48 hours) to answer your questions or schedule a meeting.

Our local meets regularly on every third Saturday of the month to discuss matters of interest to agency and employees. Please join us and bring your concerns and ideas.

Again, welcome to the Department of Veterans Affairs, VA Office of Community Care. We care deeply about the agency and its mission. We believe that respect in the workplace results in productive and creative employees. We hope you do, too.

In Unity,

Local Union President

Luz Fuller

**AFGE**



## **AFGE History**

American Federation of Government Employees was formed on October 17, 1932, during one of the most uncertain periods of American history – the Great Depression, with a simple belief—that together, government employees from all across America can build a better workplace and country.

Despite decades of hard work, only in 1962, AFGE gained true bargaining rights, when President Kennedy issued the Executive Order 10988, proclaiming “the right of Federal employees to deal collectively with the Federal departments and agencies in which they are employed should be protected” giving federal employees a voice in the workplace.

Today, AFGE represents over 670,000 employees of the federal government, about 5,000 employees of the District of Columbia, and a few hundred private sector employees, mostly in and around federal facilities, who enjoy basic rights like health insurance, overtime pay, and weekends without work, and stands as one of the largest and most influential forces for worker, civil, and human rights in the world.

AFGE’s story is America’s story, and the next chapter will be written by all of us.

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## **AFGE 1206 Mission & Vision**

Our mission is to protect and enhance the professional and economic wellbeing of our local 1206 Bargaining Unit Employees (BUE's) and their families located in Sacramento, McClellan, Mare Island, Fairfield, Redding, Chico, Yuba City, Martinez and Auburn, by negotiating fair and equitable agreements at the local level and providing guidance to our BUE's regarding their labor rights. We utilize modern technology allowing all members to have a voice in decision making and expressing concerns, as well as reducing our carbon footprint to the environment, while also leveraging taxpayer money and member dues more efficiently. We believe in stewardship, commitment, compassion, honesty, and integrity [this is just a list of big words, needs to be expanded], and we promote the physical, psychological, spiritual, cultural, and economic well-being to our greatest strength - our dedicated team.

Our vision is an organization positioned for continuous growth attained through empowering the employees in their desire to improve their personal and professional lives, supporting a continuous learning environment, and fostering strong partnerships with BUE leadership, while staying transparent, accountable, and adaptable to challenges and changes in administration.

**AFGE**



## Master Agreement

The Master Agreement is a contract between the Department of Veterans Affairs and the American Federation of Government Employees. This contract spells out your rights from A-Z in this Agency, including when you take vacation, your work schedule, promotions, teleworking, etc. To reduce our carbon footprint on the environment, we encourage you to download a digital copy of the Master Agreement on our website by clicking [this link](#). Please let one of our team members know if you prefer a paper copy.

We know you have received a mountain of information already and you have a million things whirling around in your head. Save your contract on your computer or phone, so that when things settle down you can look through it. There is a lot of important information in this little book that you'll want to refer to. And don't forget, our team is here to answer your questions. Please feel free to reach out.

When you join AFGE, your benefits go beyond the workplace, with programs and discounts that help you and your family save money on everything from health and education, to homeownership and travel.

Start saving, talk to your AFGE representative about joining today!



American Federation of Government Employees, AFL-CIO  
80 F Street, NW  
Washington, DC 20001

## AFGE Member Benefits Information

Please see your local AFGE representative, visit [www.afge.org](http://www.afge.org) or call the Benefits Line at **888-844-AFGE** (1-888-844-2343) for more information.

### Save My Home Hotline

AFGE members have a resource if they are facing mortgage problems.

### SimpliSafe Home Security

SimpliSafe provide a 15% discount to members on award-winning home security.

## INSURANCE

### Free Accident Insurance

Enroll for \$20,000—no-cost to you—accidental death insurance.

### Medicare Supplement Insurance

Affordable Medicare supplemental insurance coverage.

### PetPlan® Pet Insurance

AFGE members receive a 10% discount on pet insurance coverage.

### Professional Liability Insurance

AFGE members need protection for their personal assets and their family's assets in case of a costly civil action or administrative hearing against them.

### Senior Term Life Insurance

Economical senior term life insurance for older, active and retired AFGE members and their spouses.

### Term Life Insurance

Benefit amounts of \$20,000 to \$250,000 available. Living benefit up to 75% of the life insurance benefit for covered members diagnosed with a terminal illness.

## LEGAL BENEFITS

### Free and Discounted Legal Services

Access to 2,000 law offices nation-wide, free consultation and 30% discount on legal fees.

## MOVING BENEFITS

### Discount Budget Truck Rental

Save 20% on your do-it-yourself move with Budget Truck.

### Discount Moving Boxes and Supplies

AFGE members save 25-50% on moving boxes and supplies, plus free shipping within the U.S.

### Discount Moving and Storage PODS

Savings of 10% on local moves and storage, and 5% on long distance moves and storage for AFGE families.

### Discount Moving Vans

Exclusive AFGE member discounts on interstate moving, packing and in-transit storage.

## TECHNOLOGY DISCOUNTS

### ADT Personal Emergency Response

AFGE members enjoy peace of mind and receive special low member pricing with price guarantee, free hardware, free system activation and free next day equipment delivery.

### Apple Computer Discount

Offers the highest level of discounts to AFGE members.

### Norton Security Discount

Receive a members-only 40% discount.

### Purchasing Power—Home Electronics, Appliances and More

AFGE members can get a computer, TVs, cameras, furniture and more with no credit check and by payroll deduction.

## TRAVEL BENEFITS

### Car Rental Discounts

Enjoy from 5% up to 25% discount savings on rental cars from Avis, Budget, Dollar, Hertz, Payless, and Thrifty.

### Endless Vacations

AFGE members get \$399 weekly getaways or 25% off preferred stays.

### Hawaiian Airlines Discount

Members receive a 5% discount from North America to Hawaii on the lowest available Hawaiianair.com web fares.

### Hotel Discounts

AFGE members get exclusive access to hotel room rates that are up to 70% less than other direct travel websites. Lowest rate guarantee on all reservations.

No union dues are used to provide these benefits.



For more information, visit [www.afge.org](http://www.afge.org)



# Membership Pays!



## Your Guide to Money-Saving AFGE Member-Only Benefits

# Join Today!

By using these money-saving programs, AFGE members can save more than the annual cost of their dues.



## AUTO BENEFITS

### Auto Buying Program

Auto Buying Service including RV's, boats, motorcycles, commercial, agricultural, more.

### Firestone Tire and Auto Care Discounts

Save 15% on all maintenance, repairs and tire purchases from leading tire brands.

### Union Plus Motor Club

Union Plus Motor Club is less expensive than AAA.

## CONSUMER BENEFITS

### AT&T Discounts

Save with union member discounts from AT&T, the only nationwide unionized wireless carrier.

### Fine Jewelry Discount

AFGE members save 20%. All products made in the U.S.A.

### Flower & Gift Basket Discount

AFGE members save 20% with satisfaction guaranteed.

## EDUCATION BENEFITS

### AFGE Union Plus Scholarship Program

Members, their spouses and dependents can apply for scholarships from \$500 to \$4,000.

### College Test Preparation Course Discount

AFGE members and their children save 15% to 60% on The Princeton Review's college test preparation courses.

### Discount Textbooks for AFGE Families

Save 5% on orders over \$25, or \$10 off orders over \$150. Free shipping on orders over \$59.

### Free College Benefit

Get an Associate Degree with NO out-of-pocket costs.

### Grantham University—Online Degree Programs

Pursue a college degree in Business Administration, Criminal Justice, Computer Science, Engineering and more. Full tuition scholarships are also available.

### Grantham University Scholarship

Each year, an AFGE member is awarded a full scholarship to Grantham University.

### Kaiser Well-being Scholarship

Five AFGE members will be awarded a \$1,000 scholarship for 1 year from Kaiser Permanente.

### Powell's: A Union Book Store

Great prices at AFGE's online unionized bookstore.

## ENTERTAINMENT BENEFITS

### Hershey Park Tickets

Exclusive AFGE member discounts on park admission.

### Six Flags Discount

Members are eligible for discounts of 30–35% off main gate prices for Six Flags.

### Tickets at Work

Discounts on movie tickets, theme park admission, shows and performances, ski lift tickets, and more.

### Union Sportsmen's Alliance

An exclusive hunting and fishing club by and for union members, retirees and their families!

### Williamsburg, VA

AFGE members receive up to 20% discount off admission.

## FINANCIAL BENEFITS

### AFGE Credit Cards

Several card choices<sup>1</sup>, all with competitive rates, U.S.-based customer service and more.

### Credit Counseling Program

Provides AFGE members with high quality confidential financial guidance, free consumer credit counseling services and debt management assistance.

### ID Sanctuary

Save on credit and non-credit monitoring; get the most comprehensive resolution service.

### Personal Financial Management Course

Your AFGE membership entitles you to take a no-cost college level course from Grantham University, on personal financial management.

### Union Plus<sup>®</sup> Money Transfer Program

Send money abroad conveniently and safely with Vianex<sup>2</sup> and get 10% off the fee for every online money transfer.

### Union Plus Personal Loan

Consolidate higher-interest credit card and revolving debts; loan amounts up to \$30,000; no annual fees, pre-payment or origination fees.

## HEALTH BENEFITS

### Dental Discounts Program

Members can save on routine exams, cleanings, fillings, X-rays, root canals, crowns, bridges, and orthodontics.

### Free Prescription Discount Card

This free prescription card helps AFGE families save up to 65% off the retail price on brand name and generic drugs.

### Health Club Discounts

Save at over 9,000 gyms nationwide with top brands including 24 Hour Fitness, LA Fitness, Curves, and more.

### Hearing Care Discounts

Members get hearing aids with a low price guarantee. Plus save 40% on hearing testing and diagnostics and a free two year supply of batteries.

### Medical Bill Negotiating Service

For members with at least one out-of-pocket medical bill of at least \$400 from a single medical provider, free assistance helping negotiate bill reductions directly with medical providers.

### Vision Care Program

Get \$50 eye exams, 35% off frames and more instant savings. Vision care insurance plans also available.

## HOME BENEFITS

### AFGE Union Plus Mortgage Program

Buy or refinance a home and get special union benefits, hardship assistance available.

### Home Heating Oil Discounts

Save money on home heating oil, and claim a \$100 rebate on efficient home heating equipment.

### Home Warranty Program

Helps protect members from the high cost from home repair and replacement of major appliances and mechanical systems. Member-only pricing.

### MetLife Auto & Home<sup>®</sup> Insurance Policies

AFGE's group program from MetLife Auto & Home<sup>®</sup> provides AFGE members with access to insurance coverage for personal insurance needs at a discount.

### Propane Discount

Sign up and get a \$50 voucher for propane and \$100 towards purchase of a new tank. No delivery or low-usage fees.

### Quicken Mortgage Savings

AFGE members receive exclusive mortgage savings of up to \$1,250 from Quicken Loans.

### Real Estate Member Benefit

Get excellent service buying or selling your home and cash-back!

Programs are subject to change and certain restrictions may apply. Please refer to [www.afge.org](http://www.afge.org) for more information.

<sup>1</sup>Credit approval required. Terms and conditions apply. See [www.afgecard.com](http://www.afgecard.com) for details. Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license from MasterCard International Incorporated. Capital One, N.A. is not responsible for the contents of this message and/or any of the other third party products/services mentioned.

<sup>2</sup>The money transfer service is powered exclusively by Vianex. Service may not be available in all areas. Terms and conditions apply. Massachusetts License # FT121031.

**AFGE**



## Ways to Get Involved

- Join your Local 1206
- Stay informed on union activities by reading local union publications and visiting us on our website at [www.afge1206.org](http://www.afge1206.org)
- Participate in union activities and meetings (every 3rd Saturday of each month) where members set policy for officers to carry out
- Vote in union elections
- Share your ideas and help us make them reality
- Become familiar with your union contract aka the Master Agreement
- Do not be afraid to ask questions



AFGE



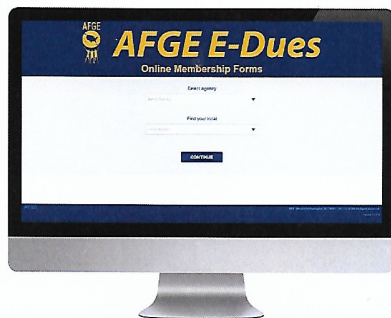
# Signing Up for E-Dues



## JOIN AFGE IN 4 EASY STEPS

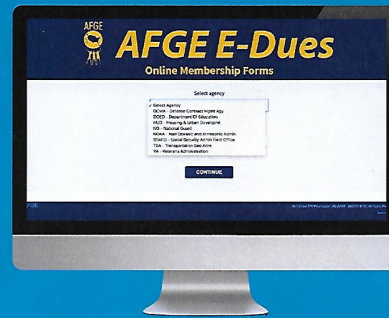
### STEP 1:

Go to [www.joinafge.org](http://www.joinafge.org)



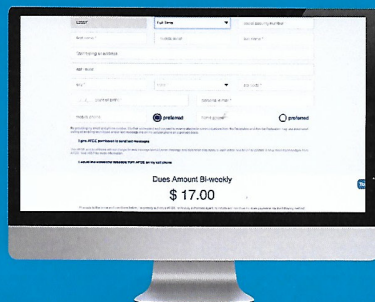
### STEP 2:

Select your Agency and Local Number



### STEP 3:

Fill out the one-page membership form and click "Join"



### STEP 4:

If you're a new member, select a rebate campaign and fill out the brief form (local participation may vary)



AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO



*afge 1206, June 2017*

AFGE 1206

9719 Lincoln Village Drive #502  
Sacramento, CA 95827

[www.afge1206.org](http://www.afge1206.org)  
(916) 701-5000  
[myunion@afge1206.org](mailto:myunion@afge1206.org)



## Weingarten Rights

Weingarten rights **guarantee** an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court, in 1975 in the case of J. Weingarten Inc. must be claimed by the employee. The supervisor **has no** obligation to inform an employee that s/he is entitled to Union representation.

### What is an Investigatory Interview?

An investigatory interview is one in which a Supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct. If an employee has a reasonable belief that discipline or discharge may result from what s/he says, the employee has the right to request Union representation.

It is **an obligation of the Union** to educate bargaining unit employees about their Weingarten rights **BEFORE** an occasion to use them arises. An employee must state to the employer that he/she wants a Union representative present; **the employer has no obligation** to ask: the employee if she/he wants a representative.



# Weingarten Rights

## Weingarten Rules

When an investigatory interview occurs, the following rules apply:

Rule 1 - The employee must make a clear request for Union representation before or during the interview. The employee can't be punished for making this request.

Rule 2 - After the employee makes the request, the supervisor has 3 options. S/he may either:

- a. Grant the request and delay the interview until the Union representative arrives and has a chance to consult privately with the employee; or
- b. Deny the request and end the interview immediately; or
- c. Give the employee a Choice of: 1) having the interview without representation or 2) ending the interview

Rule 3 - If the supervisor denies the request and continues to ask questions, this is an unfair labor practice, and the employee has a right to refuse to answer. The employee cannot be disciplined for such refusal but is required to sit there until the supervisor terminates the interview. Leaving before this happens may constitute punishable insubordination.



## Weingarten Rights

### Union Representative's Rights Under Weingarten

You are not required to merely be 'silent witness'. You have the right to:

1. be informed by the supervisor of the subject matter of the interview
2. take the employee aside for a private conference before questioning begins
3. speak during the interview
4. request that the supervisor clarify a question so that what is being asked is understood
5. give employee advice on how to answer a question
6. provide additional information to the supervisor at the end of the questioning.

You do not have the right to tell the employee not to answer nor, obviously, to give false answers. An employee can be disciplined for refusing to answer questions.

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## **Weingarten Rights**

A standard statement to request union representation is:

“If this discussion could in any way lead to my being disciplined or discharged, request that my Union representative be present at the meeting. Without representation, I choose not to answer any questions.”

The employer will be ordered to cease and desist and to post a notice. Discipline that is imposed for insisting on Weingarten rights will be overturned. Discipline will not be overturned if the discipline was for reasons other than insistence on Weingarten rights. Although information gained by the Employer from the employee in a meeting during which a breach of Weingarten rights occurred, may be excluded from a hearing on the matter.



## Weingarten Rights

**An employee has NO right to the presence of a Union representative where:**

1. The meeting is merely for the purpose of conveying work instructions, training, or communicating needed corrections in the employee's work techniques.
2. The employee is assured by the employer prior to the interview that no discipline or employment consequences can result from the interview.
3. The employer has reached a final decision to impose certain discipline on the employee prior to the interview, and the purpose of the interview is to inform the employee of the discipline or to impose it.
4. Any conversation or discussion about the previously determined discipline which is initiated by the employee and without employer encouragement or instigation after the employee is informed of the action.

Even in the above four (4) circumstances, the employee can still ask for representation. Most employers will permit a representative to attend even when not required to.

AFGE



## Weingarten Rights

### SAVE FOR EASY ACCESS

To request union representation, state the following to your supervisor:

**“If this discussion could in any way lead to me being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any more questions.”**

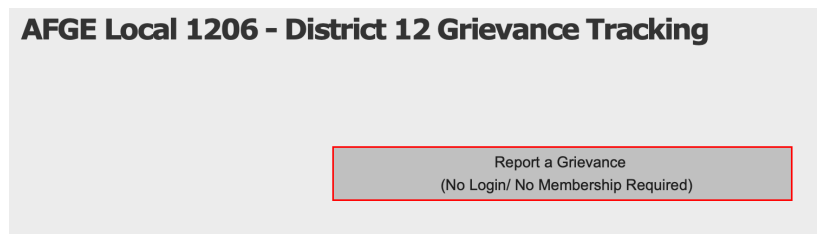


## How To Request Union Assistance

If you think your labor rights have been violated, we can help you figure out what your next steps should be.

To request union assistance, please click [this link](#) and follow the 5 simple steps below:

1. Read the Duty of Fair Representation notice
2. Click Report a Grievance (No Login/No Membership Required)



3. You will see the following screen. Please make sure to follow the Important instruction at the top of the page regarding the DOR form. We cannot represent you until the form is signed.

**AFGE Local 1206 - District 12 Grievance Tracking**

Report a Grievance

**Employer Information**

Employer:  Job Title:

Supervisor Name:  Supervisor Email:

Supervisor Title:  Supervisor Phone:

**Your Information**

First Name:  Last Name:

4. Fill out the form and attach the signed DOR
5. Submit your report and we will get back to you asap (usually 1-2 business days).





## FAQs

### **Why Should I Join the Union?**

AFGE is the only organization which lobbies on behalf of government workers and their issues. Our lobbying efforts have paid off in higher raises, flexible scheduling, and better pension guarantees. The more members we have, the stronger our voice on Capitol Hill.

### **I Cannot Afford the Dues.**

We all work hard for our paychecks and want to make sure we are getting our money's worth. As a member of AFGE, you will have access to a deep pool of resources – attorneys, representatives, lobbyists — who work on your behalf for better pay, working conditions, and promotional opportunities. And if you join today, you will get a \$50-100 rebate on your first year of dues. According to the New York Times, joining a Union can yield a better rate of return over the long term than money in a 401K plan. This makes joining a Union one of the best long term economic decisions you can make.

### **You Have to Represent Me Whether I Join or Not.**

Not necessarily. Dues paying members enjoy the benefit and insurance of free and full representation when and if they need it. Should the situation arise where you feel you were passed over for a promotion or received an unfavorable work evaluation, the Union is limited in what it can do for you. For example, the Union is not required to represent non-members in adverse actions (suspensions of 14 days or more, removals, etc.) or certain types of statutory appeals such as EEO, Workers Compensation or Merit Systems Protection Board hearings. Paying an attorney for these services is very expensive – \$1800\* on average for a workers compensation claim and \$4800\* on average for an EEOC case. (\*Based on estimated attorney fees of \$120 per hour.) In addition, think of the benefits you pass up by not joining. You will lose out on discount mortgages, free legal services, and college scholarships for you and your family. Why settle for less when you can get all of it by joining.



## FAQs

### **I Do not Need the Union; I Can Handle My Own Problems.**

Sure, you are capable, and so are your colleagues. That is why it is so effective when co-workers combine forces. None of us ever knows when we will run into a problem. Supervisors change, agencies get reorganized, funds are cut. Together we can depend on each other and make it easier to handle our own problems.

### **Unions Are Out of Date. We Just Do Not Need Them.**

One of the big reasons that the employer seems fair is that the Union works hard to make them fair. Workers helping each other, protecting what we have, and winning improvements is never out of date!

### **What is the Probationary Period? Am I Covered by the Contract When I am on Probation?**

The probationary period, by law, is part of the job hiring process. During this time, you are covered by all provisions of the contract with the exception that if you are terminated during this time, you are not protected by the Contract's grievance and arbitration provisions. We can, however, contest the action through EEO if discrimination was a factor in the termination.