

# An Overview and Welcome

Presented by the  
National Federation of Federal Employees  
established 1917  
NFFE / GSA National Council

Federal District 1 AFL-CIO  
an affiliation of the  
IAMAW  
International Association of Machinists  
And Aerospace Workers



**National Federation of Federal Employees**

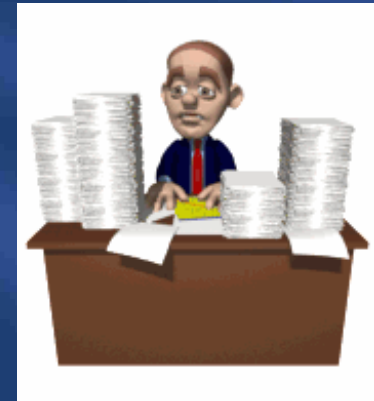
**NFFE - IAM**

**Pride - Unity - Strength**

**Federal District 1, IAMAW, AFL-CIO**



NFFE – the National Federal of Federal Employees is the exclusive representative of employees in the agency where you work.



# Important Labor Legislation in the United States

National Labor Relations Act, 1935

Social Security Act, 1935

Fair Labor Standards Act, 1938

Pension Disclosure Act, 1958

Equal Pay Act, 1963

Civil Rights Act, 1964

Medicare, 1965

Age Discrimination in Employment Act, 1967

Occupational Safety and Health Act (OSHA), 1970

Employee Retirement Income Security Act (ERISA), 1974

Federal Service Labor-Management Relations Act, 1978

Worker Adjustment and Retraining Notification Act, 1988

Americans With Disabilities Act (ADA), 1990

North American Agreement on Labor Cooperation, 1993

Uniformed Services Reemployment Rights Act, 1994



NFFE, established in 1917, is the oldest union representing civil service federal employees.



# NFFE / GSA National Council

Comprised of Local Officers Across the Country

Mark Spann, President Local 739  
Great Lakes Region



Illinois



Wisconsin



Minnesota



Indiana



Michigan

Ohio



# The Great Lakes Region of NFFE is a Bargaining Unit Comprised of Both Professional and Non-Professional Employees / Including Probationary



Only Supervisory Personnel Are Excluded from Representation

# What Does NFFE Do – For You?



# Negotiated and Signed a National Agreement with the Agency on Standard Personnel Policies and Practices



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National Agreement

Between the General Services  
Administration

And the National Federation of  
Federal Employees

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# Files Unfair Labor Practice Charges with the Federal Labor Relations Authority

Federal  
Labor  
Relations  
Authority



For Alleged Violations of the Federal  
Labor-Management Relations Statute

# Negotiates Changes in the Conditions of Employment / Impact and Implementation



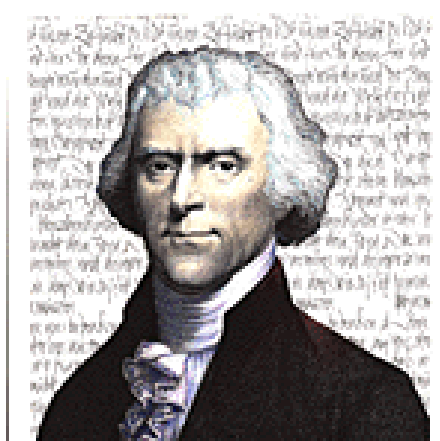
Examples: office space, schedules, reorganizations, training, outplacement, work-at-home arrangements, annual performance appraisals, safety & health, etc.

# Represents Employees in Instances of Alleged Misconduct or Poor Performance



NFFE submits responses to proposed Letters of Instruction, Warning, or Reprimand to Adverse Actions involving Suspension of from 1, 2, 3, 5 10, or 30 Days to Removal

If You Are Ever Called into the Office, or a Conference Room, and the Topic of Discussion is Potential Discipline, You Must Ask to Have a Representative Present



See Article 4, Section 3 – Employee Rights  
of the NFFE National Agreement

If you receive an Email Message the content of which concerns either your conduct and/or performance – DO NOT RESPOND unless you have discussed this first with a NFFE Representative

**E-mail**



**E-mail**

Anything that you write will become part of the agency's system of records, and might result in your removal.

# Represents Employee Appeals to the MSPB – Merit Systems Protection Board



**U.S. Merit Systems  
Protection Board**

Which Hears Appeals in Instances of  
Suspensions, Demotions or Removals

# Represents Employees in EEO – Equal Employment Opportunity Cases Based Upon Discrimination



**EEOC**  
U. S. Equal Employment  
Opportunity Commission



This includes ensuring that the employer  
makes a Reasonable Accommodation for  
anyone who is or becomes disabled

Files Grievances for Any Non-Compliance with  
Law, Rule or Regulation, or  
Articles of the National Agreement



Which May Necessitate Third Party Arbitration



# Represents Civil Services Employees Before Members of Congress on Pending Legislation



NFFE Representatives Regularly Meet with  
Legislative Assistants from Relevant Committees  
on Your Behalf

NFFE Website

[www.NFFEGSA.org](http://www.NFFEGSA.org)

JCK Fed Bldg  
Room 3720

**Congratulations!  
You Are Now An**



**[www.NFFEGSA.org](http://www.NFFEGSA.org)**

**Working For You – Where You Work**

**Labor**  **NET**