

FAA Management Has To Be Right---It's All Our Fault

So this is the Union's fault

2000--- Negotiations --- It was the agency that insisted that we get out from the GS pay system and go under a negotiated pay system, and now they are complaining because they signed on for more than they wanted to. They had a hired gun, Tony Herman a lawyer that was being paid over \$300/hr. of your tax dollars to negotiate pay for the FAA.

In the contract they negotiated several permissive topics, and now say they really didn't mean to do that.

This must be the Union's fault.

Title V says that management's exclusive rights are:

§ 7106. Management rights

(a) Subject to subsection (b) of this section, nothing in this chapter shall affect the authority of any management official of any agency--

- (1) to determine the mission, **budget**, organization, **number of employees**, and internal security practices of the agency; and
- (2) in accordance with applicable laws--
- (A) to **hire**, assign, direct, layoff, and retain employees in the agency, or to suspend, remove, reduce in grade or pay, or take other disciplinary action against such employees;
- (B) to **assign work**, to make determinations with respect to contracting out, and to determine the personnel by which agency operations shall be conducted;
- (C) with respect to filling positions, to make selections for appointments from--
 - (i) among properly ranked and certified candidates for promotion; or
 - (ii) any other appropriate source; and
- (D) to take whatever actions may be necessary to carry out the agency mission during emergencies.

(b) Nothing in this section shall preclude any agency and any labor organization from negotiating--

- (1) at the election of the agency, on the numbers, types, and grades of employees or positions assigned to any organizational subdivision, work project, or tour of duty, or on the technology, methods, and means of performing work;
- (2) procedures which management officials of the agency will observe in exercising any authority under this section; or
- (3) appropriate arrangements for employees adversely affected by the exercise of any authority under this section by such management officials.

O/T cost – Our fault

That being said, is it OUR fault that the agency refuses to HIRE, which now causes them to assign more work to employees currently onboard? Thus this is reflected in the overtime costs. I guess they want us to work over 40 hours/week for free.

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Budget

Again, look at 7106 --- Who has total control of the budget? Most managers probably can't balance their home check books, no wonder we are in the RED.

PAY Too High

Approximately 6 months after our negotiated contract, all 1st level supervisors went from a FV-13 to an FV-14, with no additional responsibilities.

Falling short on PM's/Cert.'s

Again during contract talks we conceded to a MINIMUM of 6100 Specialists to maintain the NAS. To date the agency has yet to reach that level, and then they blame us for not getting the work done.

Sick Leave on the Rise

This couldn't be because of our aging workforce and the lack of hiring replacements for years. Seems like I remember this to be an issue at the 2000 contract talks where PASS attempted to negotiate sick leave buyback for FERS employees. If I recall correctly, the agency stated, "your people don't use sick leave."

Now let's see the O/T is up and S/L is up, one would think they go hand and hand. But what do I know, I'm not an "L band or SES" manager, and we all know that the agency's is correct that grade = knowledge!

I guess they finally convinced me after 35 years in the FAA that we are the cause of all their problems -----**NOT!**

We need to push back and push back hard on this mismanaged agency by letting the public and our representatives know what they are doing to the taxpayers and the flying public! Your jobs, the tax payers money and the safety of the NAS are depending on Y O U.

Ron Medeiros
Pass Region I VP