

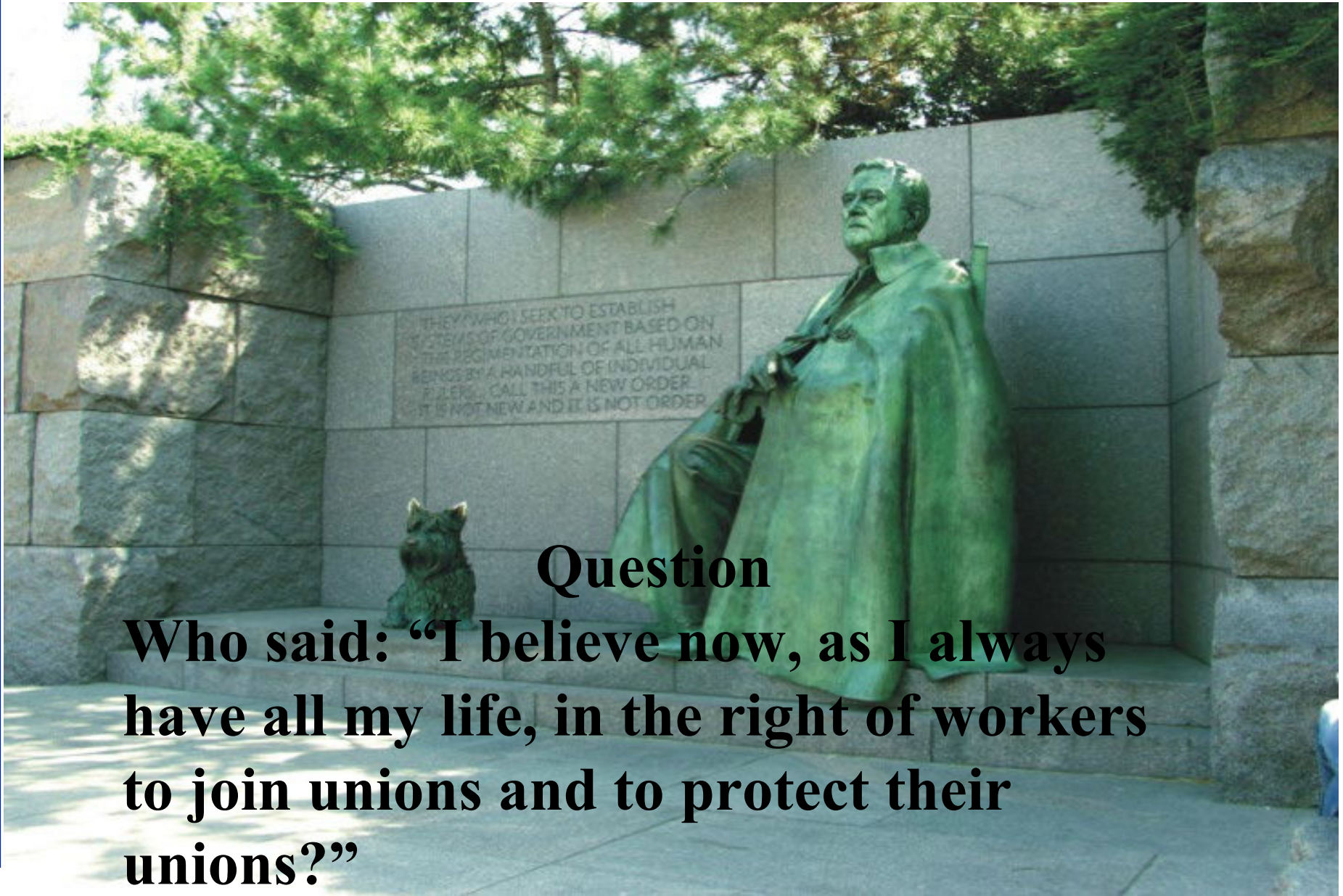


American Federation of Government Employees (AFGE)



- ❑ Local 1592
- ❑ Bldg.555
- ❑ 777-3257
- ❑ Please sign in so we know who attended.
<https://AFGEUNION.formstack.com/forms/local1592>





Question

Who said: “I believe now, as I always have all my life, in the right of workers to join unions and to protect their unions?”

ANSWER:

- ❑ **President Franklin D. Roosevelt, 1943**

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES

NOBODY

DOES IT

BETTER



OUR MISSION

- ❑ **AFGE Local 1592 exists to serve Government Employees at Hill AFB. We are a Bargaining Unit.**
- ❑ **We Negotiate Agreements and Processes to Improve the Employees Work Environment, Protect Workers' Rights, and Defend Individuals whose Rights have been Violated. We are YOUR VOICE !**

AFGE Local 1592



**AFGE
Local
1592**



**Here to protect the rights of our
employees and Support the
Mission**



MLA -Your Contract



**Bargaining Unit” Employees at Hill AFB.
AFGE has Sole Authority to Negotiate on
behalf of “
Master Labor Agreement (MLA)
“Change of Conditions”
Local Supplement Agreement**

THINGS WE TAKE FOR GRANTED

- ❑ 1) 40 hour work week
- ❑ 2) Compressed shifts
- ❑ 3) Overtime pay
- ❑ 4) Workers Compensation
- ❑ 5) Retirement Benefits
- ❑ 6) Fair wages and Health Care Benefits
- ❑ 7) Annual and sick leave
- ❑ 8) The right to bargain





JOIN AFGE TODAY



- ❑ Strength in Numbers
- ❑ The American Federation of Government Employees is a
- ❑ non-partisan organization.
- ❑ Every member has a voice. Every voice has a vote.
- ❑ AFGE represents member's Interests through Federal
- ❑ representatives and lobbyists.
- ❑ The best way to improve the system is to participate by
- ❑ becoming an AFGE member and Exercising your voice to
- ❑ motivate positive changes.

It is recognized that Local 1592 has no obligation to represent non-Union members for:

- ❑ **1. EEO Complaints**
- ❑ **2. Proposed Disciplinary Actions**
- ❑ **3. MSPB (Merit System Protection Board)**
- ❑ **4. OWCP issues(Workers Comp)**
- ❑ **5. Unemployment Hearings**
- ❑ **6. Classification Appeals**

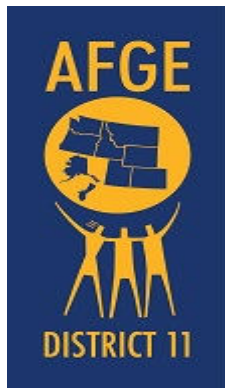


Local 1592 extends

\$100.00 Cash

To each Bargaining Unit Individual who becomes a member today!
Join the Fight to Protect Employee Rights and Benefits as a
Federal Worker.

You can text Jonah Padgett to pick up your completed form.



Union Membership Benefits

(Tax Deductible)

\$20.00 Pay Period – Local 1592

- ❑ Money Saving Benefits (See Handout)
- ❑ Monthly Membership Meetings
 - ❑ Local 1592 3rd Thursday of the month at 1545 Bldg.
555
- ❑ Sign-Up/Recruitment Bonus
- ❑ National/District/Council Representation

TOGETHER WE CAN

RESOLUTIONS AT THE LOWEST LEVEL

- ❑ Often resolutions to Employee concerns can be addressed through “informal” conversations involving the Union and Management.
- ❑ We make every effort to resolve issues at the lowest levels possible

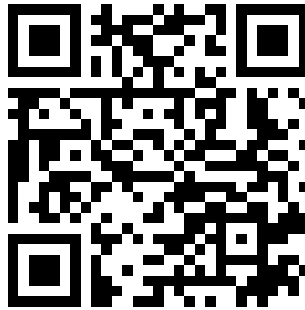


Employee Rights

- ❑ Weingarten Rights -Employee's Right to Union Representation
- ❑ If an employee has a reasonable belief that discipline may result from what he/she says, he/she has the right to request union representation. Management is not required to inform the employee of his/her Weingarten rights. **It is the employee's responsibility** to request them.
- ❑ When the employee makes the request for a representative to be present, management has three options.
 - ❑ 1. It can stop questioning until the representative arrives.
 - ❑ 2. It can call off the interview or,
 - ❑ 3. It can tell the employee that it will call off the interview unless the
 - ❑ employee gives up the right to a representative
 - ❑ Don't Do # 3 !!!! CALL US!

Please Sign In Now

- Click on this link <https://AFGEUNION.formstack.com/forms/jpadgettneo> or copy and paste it to a new window into your phone or computer now.
- Enter your First & Last Name and Personal Email Address and phone number into the virtual sign in sheet





- Education
- Entertainment
- Automotive
- Home
- Moving
- Legal
- Health & Fitness
- Insurance Benefits

www.AFGE.org

g

Short Term Disability Income Protection

- This plan pays up to 60% of your gross monthly income tax free.
 - No Health questions asked in order to get coverage.
 - It pays in addition to sick leave, annual leave and parental leave*, or you can use it independently.
 - It is flexible and can be individually designed to meet **YOUR** needs.
 - Covers pregnancy.
 - Federal Employees **DO NOT** pay into State Disability!
- *Federal Parental Leave goes into effect starting October 2020, employees are eligible after 12 months of being in their current post, some occupations are not currently eligible for this benefit.
-



FEDERAL EMPLOYEES GROUP LIFE INSURANCE (FEGLI)

FEGLI Bi-Weekly Cost Analysis Eleven Different Age Groups

Under 35
35-39
40-44
45-49
50-54
55-59
60-64
65-69
70-74
75-79
80+

FEGLI Bi-Weekly Cost Analysis Example Active at Work

Salary <small>(SEPI)</small> \$50,000	Basic <small>(SEPI)</small> \$52,000	Option A <small>(SEPI)</small> \$10,000	Option B <small>(SEPI)</small> \$250,000	Option C <small>(SEPI)</small> \$25,000 \$12,500	Bi-Weekly <small>(SEPI)</small> Premium	Total Coverage
Under 35	7.80	0.20	5.00	1.11	\$14.11	\$364,000
35-39	7.80	0.30	7.50	1.36	\$16.96	\$343,000
40-44	7.80	0.40	10.00	2.05	\$20.26	\$622,200
45-49	7.80	0.70	17.50	2.95	\$28.96	\$312,000
50-54	7.80	1.10	27.50	4.59	\$40.99	\$312,000
55-59	7.80	2.00	50.00	7.41	\$67.21	\$312,000
60-64	7.80	6.00	110.00	13.50	\$137.30	\$312,000
65-69*	7.80	6.00	135.00	15.69	\$158.49	\$312,000
70-74*	7.80	6.00	240.00	19.15	\$266.95	\$312,000
75-79*	7.80	6.00	450.00	26.31	\$484.11	\$312,000
80+*	7.80	6.00	660.00	36.00	\$703.80	\$312,000

* This premium is only for active employees working past age 65

Monthly Coverage and Cost Analysis RETIREE Cost for No Reduction of Basic, Option B & Option C

Ending Salary <small>SEP</small> \$50,000	Basic <small>SEP</small> \$52,000	Option A <small>SEP</small> \$10,000	Option B <small>SEP</small> \$250,000	Option C \$25,000 \$12,500	Monthly Cost	Annual Cost
55-59	\$127.66	\$4.33	\$108.25	\$16.05	\$256.29	\$3,075.48
60-64	\$127.66	\$13.00	\$238.25	\$29.25	\$408.16	\$4,897.42
65-69	\$127.66	\$0.00	\$292.50	\$34.00	\$437.26	\$5,247.12
70-74	\$127.66	\$0.00	\$520.00	\$41.50	\$672.26	\$8,067.12
75-79	\$127.66	\$0.00	\$975.00	\$57.00	\$1,142.76	\$13,713.12
80+	\$127.66	\$0.00	\$1,430.00	\$78.00	\$1,618.76	\$19,425.12

THE UNION'S ALTERNATIVE
TO FEGLI:
Union Member Life

Union Member Life

- Available for all AFGE Members.
- Premiums designed not to increase with age.
- Coverage to age 121.
- A private, personal policy by an A rated company that is portable (if your change jobs it goes with you).
- Your immediate and extended family are eligible for coverage as well.
- Extremely Valuable Living Benefits included for Critical illnesses (cancer, heart attack, stroke, etc...), Chronic illnesses (long term care needs) and Terminal illnesses.
- Huge savings over career when compared to FEGLI.



AFGE MEMBER DENTAL



AFGE DENTAL

- ✓ High option family plan is \$49 Biweekly, Standard option family plan is \$18 Biweekly (coverage in our standard is comparable to most federal high options).
- ✓ Crowns as low as \$50 out of pocket.
- ✓ Offers Benefits for Implants.
- ✓ Comprehensive Orthodontia as low as \$1,854 out of pocket.
- ✓ Dependents covered to age 26.
- ✓ Extended family is eligible for coverage because of your AFGE membership!

FEDERAL DENTAL

- X The average family High option premium is between \$60 - \$70 Biweekly, and the average Standard option is between \$35 - \$40 Biweekly.
- X Crowns average between \$460 - \$1,100 out of pocket.
- X Average Orthodontia out of pocket cost is between \$2,500 - \$5,500.
- X Coverage for dependents through age 22.
- X Extended family is NOT eligible for coverage!

ON AVERAGE, UNION MEMBERS PUT BETWEEN \$20 - \$40 BACK IN THEIR PAYCHECK EVERY TWO WEEKS BY CHOOSING THE UNION AND THE UNION'S DENTAL OVER THE FEDERAL OPTIONS!

HOW TO BECOME A MEMBER!

https://afgeunion.formstack.com/forms/payroll_deduction_request?recruiter_email=jpadgett@benefitarchitects.com

- **\$20 per paycheck**
- **You're a Member!!**



HOW TO JOIN AFGE

SCAN THIS QR CODE

Contact Info



Jonah Padgett
UNION Benefits



Email: Jpadgett@benefitarchitects.com