

# DISTRICT 10 POST

*One Team!!!*

FEBRUARY 2017

# AFGE



Serving Louisiana, Mississippi,  
New Mexico, Panama and Texas

## Inside This Issue

P.O.R.T. 2017.....	2
IRS Reporting Guidelines.....	3
District Caucus/Training.....	5
Membership at a Glance...	14

2201 South W.S. Young Dr., Ste. 101-C, Killeen, Texas 76543

## Agency News Alerts



### Guatemalan national charged with assault on BP agent

A criminal complaint filed in the U.S. District Court for the Western District of Texas November 23<sup>rd</sup>, 2016 revealed that a U.S. Border Patrol agent was assaulted by an illegal alien in Uvalde, Texas on November 19, 2016.

According to Special Agent Michelle Lee, the San Antonio FBI Media Coordinator, Elias De Jesus Gregorio De Paz, 20, of Guatemala, was charged with one count of assaulting a federal officer. The FBI conducted the investigation.

In October, a 24-year-old female Mexican national assaulted a Border Patrol agent in Brownsville after crossing the Rio Grande. "In the past few months, we have seen the amount of incidents of aggression against our agents rise," said Chief Patrol Agent Manuel Padilla Jr. in a press release issued by the U.S. Department of Justice in early November. "Assaults against our agents are not acceptable and will not be tolerated."

On November 19, 2016 at approximately 12 p.m., U.S. Border Patrol agents encountered Gregorio De Paz and another individual by a non-moving train. The unnamed person fled the scene and Gregorio De Paz resisted the agent's attempt to detain him. During the ensuing scuffle, which transpired on a grain hopper car, the subject performed forceful upward movements that caused the agent's head, neck and body to make contact with the train. The agent was transported to a hospital and diagnosed with a concussion. He was to be evaluated by a neurologist.

Gregorio De Paz left the scene and was subsequently apprehended by Border Patrol agents in the Del Rio area on November 22, 2016 for illegal entry into the United States.

Chris Adams, November 30, 2016 Del

Rio News Herald

### AFGE TSA Ratification Vote



In May, TSOs earnestly voted against ratification of the proposed collective bargaining agreement. Your vote sent a message to TSA that we won't let them dictate our future. Your AFGE TSA Bargaining team went back to the negotiating table to fight for the contract you deserve – negotiating ended October 3, 2016.

After diligent negotiations; the votes for ratification were 11,476 and against ratification were 1,931. By an overwhelming "YES" vote, the TSA Collective Bargaining Agreement has been ratified.

Our TSA brothers and sisters still have a long road ahead of them, especially after the agency released its new Determination – the set of rules that determines the relationship between your union and TSA management.

We know there's strength in numbers. Let's continue to encourage our co-workers to join AFGE and help us work for a future where TSOs get the pay and respect we deserve.

# EXCITING NEWS...

## The 2017 P.O.R.T. Leadership Academy



AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO



# SAVE THE DATE

## P.O.R.T. LEADERSHIP ACADEMY

Hosted By:



September 24-29, 2017 • Galveston, Texas



Districts 5, 6, 10, and 14 will be teaming up for yet another impactful training opportunity for this year's P.O.R.T. Leadership Academy. You don't want to miss the chance to be a part of this elite training program.

Additional details for the training will be forthcoming.

September 24-29, 2017

The San Luis Resort/Galveston Island Convention Center

Galveston, Texas

## 2017 IRS Reporting Guidelines

The **IRS has changed the due date** for submission of Form 1099-MISC and W-2 forms to the IRS **from February 28 to January 31, 2017.**

1099s are issued to vendors and members that received \$600 or more in non-employee compensation during 2016. **This includes all members that received \$600 or more in recruitment bonuses. (This does not apply to reimbursement for training expenses.)**

Likewise, W-2s are issued to employees/officers who received \$600 or more as salary/stipend/compensation during 2016. **(Again, this does not apply to reimbursement for training expenses.)**

In addition to sending a copy of the 1099 form to each vendor and member that received \$600 or more in payments and/or a W-2 forms for each employee/officer that earned \$600 or more, a copy must also be sent to the IRS **along with a summary report (1096 for 1099s and W-3 for W-2s) if two or more 1099s or W-2s were issued.**

**Failure to timely file can result in a fine of between \$100-\$250 for each violation.**

### What is LAF Used for?



Legislative and Political Action Training Institutes (LPTI) for AFGE activists throughout 2015. The LPTIs are specifically designed to build an army of skilled AFGE activists nationwide. We conducted 12 LPTIs in 2014, training over 250 activists. One LPTI have already been held this year and 11 more are already planned for 2015.

Building our Legislative and Political Coordinators (LPCs) program, a corps of activists in every Congressional district appointed by each Local to implement our mobilization strategies. Have 521 LPC that have already joined the fight and our goal is 1100 by the end of 2015.

Teletown Halls which give all AFGE members an opportunity to hear about and discuss key issues facing federal employees and the specific actions that AFGE members can take to address those issues.

Regular conference calls with Local Presidents and Bargaining Council Presidents to discuss key issues and our action plans.

The continued expansion of our online strategies – Action Alerts, Facebook, Texting and other social media activities designed to inform AFGE members in real time and mobilize them to action.

Deploying activists and staff to build turnout for rallies, run phone banks, organize media events, and generally mobilize our members to take action.

### **AFGE PAC Fundraising**

We are asking every AFGE Local to give **\$5per member** to LAF this year. Your LAF contribution can be automatically deducted from your account balance. If you are interested in doing this, your Local President can email your Local's permission to [chej@afge.org](mailto:chej@afge.org) or you can also mail a check to:

**AFGE Legislative & Political Action Department 80 F Street, NW, Washington, DC 20001**



# NEW BEGINNINGS TRAINING

**AFGE District 10 will be hosting a New Beginnings Training in conjunction with a previously scheduled Organizing Institute in San Antonio, Texas.**

Hundreds of thousands of civilian employees in the Department of Defense will transition to a new performance appraisal system this April in what is the largest-to-date test of the New Beginnings labor-management system.

Participants will be trained on how to write effective performance plans, how to evaluate their own performance, and what to do if their evaluation doesn't meet expectations.

---

**\*The San Antonio Organizing Institute will proceed this training in the same location on March 10 - 15, 2017**

**March 16 - 17, 2017**  
**Crowne Plaza San Antonio Airport**  
1111 Northeast Loop 410  
San Antonio, TX 78209  
(210) 828-9031

There is no registration fee for this training.

For more information, contact LaShanda Summerlin, District Office Manager:  
(254) 232-1641 or [lashanda.summerlin@afge.org](mailto:lashanda.summerlin@afge.org)

**REGISTRATION DEADLINE: FRIDAY, MARCH 3, 2017**



# AFGE DISTRICT 10 CAUCUS

## MAY 5-6, 2017

### IMPORTANT REMINDER

The 2017 District Caucus will be held May 5-6, 2017 at :

**Hilton Americas Houston**  
**1600 Lamar Street**  
**Houston, Texas 77010**

Reservations may be made by calling 713-739-8000

The reservation deadline is **April 12, 2017**.

You will soon receive more information regarding registration and credentials via USPS.

**If you have not done so, please elect delegates for your Local as soon as possible.**

Please note Rule 4 (a) of the 2017 District Caucus Rules which states: *The number of Caucus delegates a local is entitled to is determined in the same manner as Convention delegates under Article VI, Sec. 2, of the AFGE National Constitution as follows: Locals having a membership of 100 or less shall be entitled to one delegate; 101 to 200 members, two delegates; 201 to 300 members, three delegates; 301 to 400 members, four delegates; 401 to 500 members, five delegates; 501 to 750 members, six delegates; 751 to 1,000 members, seven delegates; 1,001 to 2,000 members, eight delegates; 2,001 to 3,000, ten delegates. Locals having a membership over 3,000 members are entitled to an additional delegate for every additional 1,000 members. Any local whose charter has not been in existence for one year is entitled to representation at a*

## REPRESENTATION SUCCESS STORIES

As many of you already know, representation is a vital piece to the ever-expanding union puzzle. We would like to highlight a couple of success stories. We would also like to feature your local's successes as well. If you would like an opportunity to share in our next issue, please send the information to: [lashan-da.summerlin@afge.org](mailto:lashan-da.summerlin@afge.org) and [brently.carr@afge.org](mailto:brently.carr@afge.org). Be certain to redact any identifying member information.

### **TSA LOCAL 1047**

A TSO was charged with a Letter of Reprimand for an SOP Violation. AFGE Local 1047 representatives took the case through the grievance process and when that was not successful, the case was sent to Arbitration. Thanks to his AFGE counsel and local Steward at Lafayette the LOR will be rescinded and removed from the officer's file. Not all cases will meet the merits for arbitration. This case is an excellent example of the assistance that can be provided as a member of AFGE. The TSO did not spend any money for the case. Arbitration cases can cost upwards to \$30,000+. Because he was a member, he was well represented without out-of-pocket expenses. Non-members are not covered for arbitration costs. It pays to be a member!

### **ARMY DEPOT LOCAL 2142**

During L-2142's temporary trusteeship, with only one day to prepare, the local proceeded to arbitration against the Corpus Christi Army Depot ("CCAD"). The issues presented to the Arbitrator was whether (1) did the Agency violate the Labor Management Agreement in the way it filled certain Quality Assurances vacancies for the Kiowa-O 58 aircraft personnel buildup in 2013 (ostensibly in compliance with Veterans' Recruitment Appointment Act ("VRA")); and (2) if so, what should be the remedy?

The affected BUE-grievants, four employees who asserted they were VRA qualified, had relatively long service at CCAD with no disqualifying work performance issues. They said that they were not even aware of an opportunity to put their name in the hat for these better jobs. They heard about the openings "on the QT," through shop floor scuttlebutt and were advised to keep it under wraps.

Consequently, the Arbitrator stated that **"even though there was no contract violation, the evidence shows unfairness."** He opined that although the grievances were not untimely, **"since the credible evidence here is the QA jobs were filled in a tight-lipped fashion that kept the grievants in the dark on the VRA openings, that in itself suggests a rigged system."** And once they were filed, these grievances were bogged down in the grievance procedure through no fault of the grievants. This was due to disarray in local union leadership."

The Arbitrator finally concluded that because "the contract does not obligate the Agency to compile and use an eligibility list, it is free to continue this course after arbitration — it has the prerogative to do so. But there is a difference between what you may do and what you ought to do: Knowing the difference between what you have a right to do under the VRA and what is right to do is called ethics. And how an organization elects to approach that question is what makes a difference in morale, and in the confidence the workforce has in the management of this Army Depot." As a result of this arbitration, CCAD has changed its policy to comply with the Arbitrator's decision and the union's request for fundamental fairness when utilizing the VRA.

## ARE YOU AN AFGE PAC MEMBER?

### Why AFGE PAC?

- AFGE PAC will fight legislation cutting federal pay, pensions and benefit cuts.
- AFGE PAC will fight legislation that cuts agency funding.
- AFGE PAC will fight federal staffing cuts.

AFGE PAC fights to make your voice heard!

President's Club - \$40 per pay period or \$1,000

Emerald Club - \$20 per pay period or \$520

Diamond Club - \$15 per pay period or \$390

Gold - \$10 per pay period or \$260

Silver - \$5

per pay period

or \$130



**Receive great incentives at every level of membership!**

For more information on PAC, contact Walter Greely Jr. at: [walter.greely@afge.org](mailto:walter.greely@afge.org).



**Text "AFGE" to 225568**

Sign up to get news about the Department of Defense and mobile alerts from AFGE. Periodic messages. Standard Msg & data rates may apply. Text STOP to 225568 to stop receiving messages. Text HELP to 225568 for more information.





## A Message from President J. David Cox Sr.

We did it!

For years, AFGE has pushed aggressively for lawmakers to pay government workers what they deserve. You have endured pay freezes and miniscule increases that have left you worse off today than you were at the start of the decade. But together we organized, mobilized, and fought back. Now, we have seen the results of our efforts.

**President Obama announced that he has approved a 2.1% pay raise for all federal workers, effective January 2017.**

The President's plan maintains the longstanding tradition of pay raise parity between the civil service and military. Congress approved a 2.1% pay raise for service members in the 2017 National Defense Authorization Act, and AFGE has been [fighting since August](#) for civilian workers to get the same increase. This pay adjustment will help us pay our bills, reduce our debts, and cover the everyday costs that face working-class Americans like us. Because of your calls, visits, and emails, lawmakers rallied to our cause.

Those who deserve our thanks for standing with us include Rep. Steny Hoyer (Md.), Sens. Barbara Mikulski (Md.), Ben Cardin (Md.), Mark Warner (Va.), Tim Kaine (Va.), and Senator-elect Chris Van Hollen (Md.), and Rep. Gerry Connolly (Va.)

This is a moment for us to celebrate the power of standing together and speaking with one voice. Through solidarity and action, we made progress. We are already working with lawmakers on both sides of the aisle to introduce legislation in the next Congress that would provide you with an even larger increase in 2018.

Now, we must continue to *Organize! Organize! Organize!* and become Big Enough to Win. If we stand together and grow stronger, this will be just one of many victories for government workers and all working Americans.

In solidarity,

J. David Cox Sr.

AFGE National President



# What is a CLC?

- A CLC is a vehicle for unions to work together at the local level
- CLCs are comprised of AFL-CIO and non-AFL-CIO unions in a county or group of counties
- CLCs work to make an impact in the workplace, the political process and improve local communities

# What is the function of CLCs?

- Fight for legislation aimed at protecting collective bargaining
- Protect worker rights
- Help workers in matters related to wages, hours and working conditions
- Register workers to vote
- Engage in local political campaigns
- Promote unorganized workers to join a union
- Provide aid, cooperation and assistance to affiliated local unions
- Exchange information among affiliates
- Safeguard the labor movement from those who would harm us

# How is a CLC governed?

- Democratic process controlled by delegates/ AFL-CIO and CLC Bylaws

Join Today!





## District Spotlight



Grantham University, a 65-year-old institution delivering [accredited online degrees](#) to working adults, veterans and active-duty military students around the world, has partnered with the American Federation of Government Employees (AFGE), to award a full scholarship to Steve Veloz, an AFGE member. Mr. Veloz's goal is to earn a bachelor's degree at Grantham.

"Grantham offers several scholarships, including the AFGE opportunity. We strive to make education available to those with a dream of professional and personal advancement," said Dr. Cheryl Hayek, Grantham's Interim University President and Provost. "We are delighted to award this scholarship to Steve, and look forward to supporting him every step of the way." In Veloz's scholarship essay, he summarized his past military service and explained that in his current role as a U.S. Border Patrol agent and union steward, the main reason for seeking higher education is to "be able to bargain on behalf of our employees to the best of my abilities. Granting me a scholarship is a return in-

vestment for my union and the employees I represent."

Veloz is a member of AFGE District 10 and treasurer of Local 2366 in Del Rio, Texas. He joined the U.S. Border Patrol in 2001. Congratulations brother Steve!

Congratulations to Terry Lendo, who was re-elected as Local President of VA Local 1745. Terry has been very involved in action against policies that affect the VA employees as well as partnering with other labor organizations to give his time and talents for causes that affect the working class. Congrats!

We are thankful for all of our AFGE District 10 officers and for all of the hard work that you do!

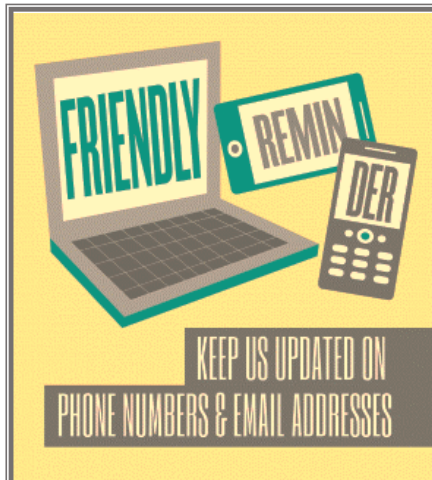
Congratulations to all Local Presidents and officers who were elected/re-elected in 2016. Let's work together to make District 10 greater for 2017!

**ONE TEAM!**



## 2017 UPCOMING EVENTS

March 10-15, 2017	Organizing Institute—San Antonio, TX
March 16-17, 2017	New Beginnings Training—San Antonio, TX
May 5-6, 2017	District 10 Caucus – Houston, TX
April 3-13, 2017	Alexandria/ Shreveport Metro
May 15-26, 2017	New Orleans/ Biloxi Metro
June 11-23, 2017	San Antonio Metro
July 10-21, 2017	Dallas Metro
August 14-18, 2017	Killeen/Temple/Waco Metro
September 11-15, 2017	Houston Metro
September 24 – 29, 2017	P.O.R.T. Leadership Academy – Galveston, TX
October 16-27, 2017	El Paso/ Albuquerque Metro
November 13-17, 2017	Corpus Christie Metro



### Local Presidents:

We are excited about sharing critical information regarding federal employees, trainings available to local officers and members, as well as various opportunities available to our members. Please ensure that phone numbers, email addresses, and officer information are updated with our office.

**\*\*CONGRATULATIONS ARE IN ORDER TO WALTER GREELY JR. ON HIS PROMOTION TO DISTRICT MANAGER FOR AFGE DISTRICT 10! ALL THE BEST!\*\***



**Join  
AFGE**

[www.afge.org/retirees](http://www.afge.org/retirees)



“ I retired and kept right on going. AFGE needs retirees and retirees need AFGE to work together to advocate for pensions, Social Security, healthcare and for the rights of working people.

Fredna White, Local 1822, VA ”



“ I’m retired, but I still believe we’re all in this together. So I’m continuing to fight for government employees—active and retired— and the services we deliver for America every day.

Steve Kofahl, Local 3937, SSA ”

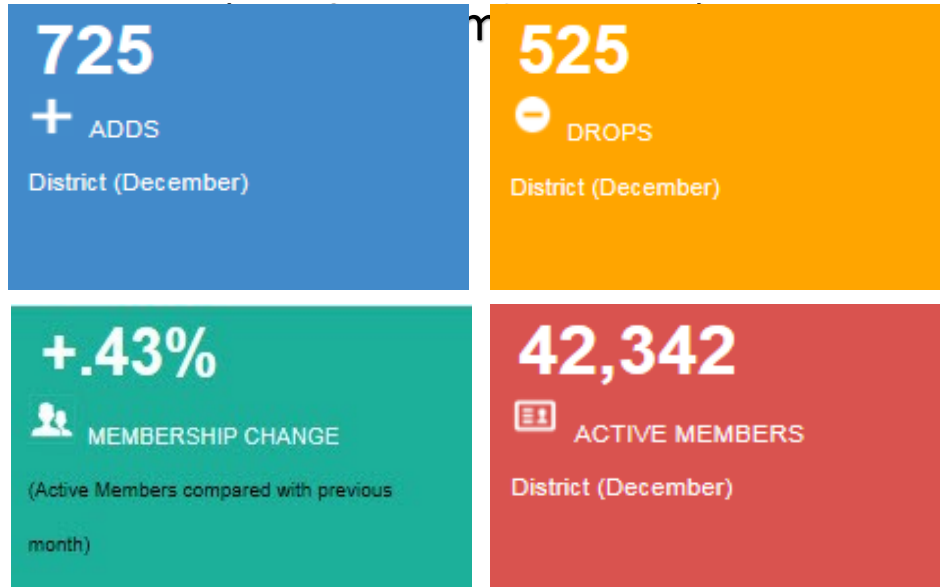
*Your partnership with AFGE doesn't have to end when you retire.*

# 2016 District Christmas Gala

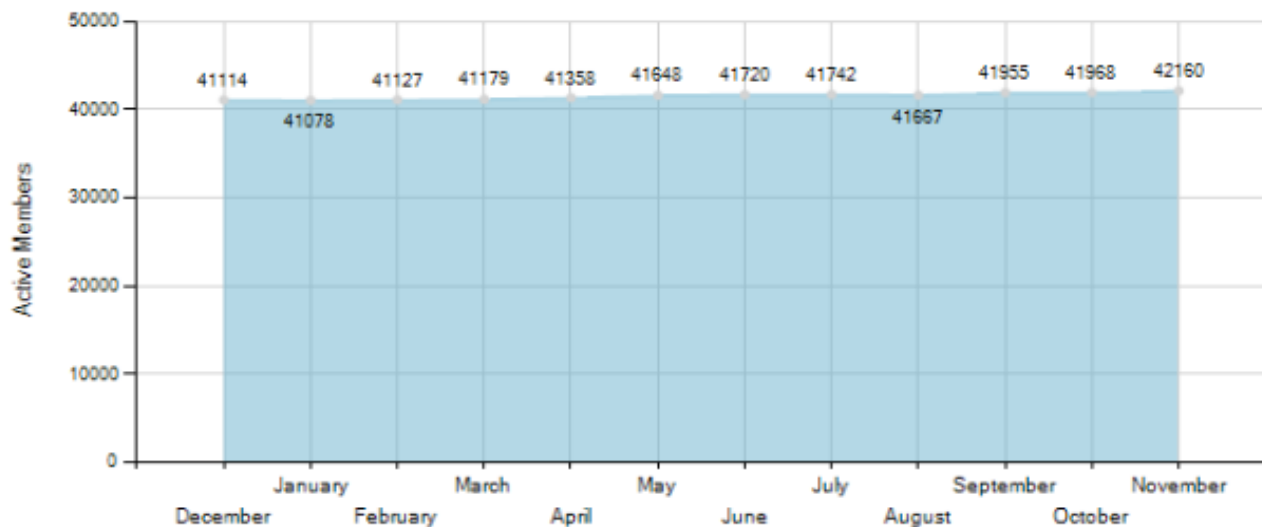


*San Antonio, Texas*

# Membership at a Glance



## District 10 Trend- Active Members 2015-16



**ORGANIZE! REPRESENT! MOBILIZE!**

# MEMBERSHIP PAYS!



By using one or two of the AFGE benefit programs, many have **saved more than the cost of their dues.**

## HERE'S HOW:

Based on the average dues for an AFGE member of \$20 a pay period

Savings =  
**2 years of dues**

**1 ½ months of dues**

Save \$72 on AT&T wireless service

**Almost a year of dues**

Save \$502 on auto insurance

**1 month of dues**

Save \$45 on flower delivery

**2 ¾ months of dues**

\$140 average savings for Purchasing Power

**6 months of dues**

Save \$260 on legal services

**A month of dues**

Save \$43 on car rentals

**1 ½ months of dues**

Save \$75 on Firestone tires and service

**AFGE represents you 24/7.** On the job, on Capitol Hill and at home with your family. Membership entails money-saving consumer benefits providing members with exceptional customer service by using member advocates and superior union-friendly programs with services and pricing not available elsewhere.

**For more information, see your local AFGE representative  
Visit [www.afge.org](http://www.afge.org) or call 1-888-844-2343**