

The Miami Office

September 2008:



Union members in the Miami office saw another year of more work, increasing responsibilities, and less help. Like offices around the country, employee caseloads are way up for investigators. The agency failed to plan for the shutdown of the contract call center, which meant more work until in-house staff finally came on board. Miami employees continue to field Spanish language calls from around the entire country, even though management refuses to designate employees as bilingual on their positions descriptions. This means employees are put in the



position of either “volunteering” for extra work with no recognition or looking like they don’t want to pitch in and help the office and Spanish speaking charging parties. And if employees weren’t already drowning in EAS forms, now the agency opened the floodgates and allows the public to fill them out online. There should have been a phased rollout of the online function and additional staff, like investigator support assistants, hired to absorb the extra work. Instead the EEOC continues to refuse to hire up to its staff ceiling.

The Union has done its best to keep up with management funny business during the year. The Union was successful in a grievance filed when the outgoing director “designated” the intake supervisor for the State and Local Coordinator job that had previously been a GS-13. As part of the settlement, a job announcement was posted, pursuant to competitive placement procedures. In other efforts, with gas prices through the roof and a great deal of employees facing significant commutes, the Union has continued to approach management with ideas for creating additional telecommuting days for special projects. Unfortunately, the change in the directors has not changed management’s unreasonable resistance to the program. Soon, hopefully, management will join the 21st century, where telecommuting is a widely embraced practice in the private and public sectors.



The Union kept up its tradition of holding its own Employee Recognition lunch to thank our members for all their all hard work. The Steward and Alternate Steward kicked in bonus bucks money they had received from recruiting new members to ensure a nice event. Members wore appreciation badges made by Monica Smith. The highlight of the event was a Karaoke “American Eagle Idol” contest. Despite that there was of course no alcohol,

members belted out some great tunes. We also had a “Top Chef” contest to reward the best

appetizers and desserts that employees brought in.

Congratulations to our award winners: Martha Stewart Award for Excellence in Event Planning- Gloria Allen; Morale Boosters- Marie Richard and Connie Nodar; Coziest Office- Monica Smith and Katherine Gonzales; Messiest Desk- Delia Hernandez; Worker Bee- Floyd Dawson; Class Clown- Susan Diaz; Outstanding Citizenship- Mary Jo Mosca; Customer Service- Judy Singleton; Unsung Hero- George Ruggiano; Best Dressed- Willie Mae Moody; Top Chefs- Alyssa Keene and Janette Camejo; American Eagle Idol- Rosemary Caddle and runners up Susan Diaz and Marie Richard.



Member Updates:



Welcome aboard to our new members: Latoya Allen, Jose Camejo, Alyssa Keene, and Ketty Wilson. Alyssa is also to be congratulated from graduating from St. Thomas University with a BA in History, BA in Global Leadership and an AA in Philosophy. Congratulations to our Union Steward, Rachel Shonfield, on the birth of her son, Zev Samuel, who just turned one year old. Marie Richard welcomed

this year two grandchildren, Marley and Summer. Retired member, Sylvia Brazeal, has a new granddaughter Nia Jannae. Good job to our members' children who graduated high school in May: Yolanda Ramirez's daughter, Andreina Gascot, and Floyd Dawson's twins, Donovan and Demetrius, who are now attending FIU and Bethune-Cookman. Monica Smith's daughter, Tiffany, has been promoted to a Master Transportation Security Office/Security Training Instructor and she will be receiving her Master's degree in Psychology next month. Our best wishes go out to Cheryl Cooper, a Senior Trial Attorney formerly with the Miami Office, who just got married in a beautiful wedding.

