

## The Miami Office

May 2007:



Union activity in the Miami office has been a bright spot in an otherwise tough year, as we see the impact of the agency's "do more with less" credo. For months we did not have working telephone service. However, immediately after filing a grievance the telephones

were fixed. Also, as a result of the grievance, telephones were finally installed after 12 years in the intake offices. The Miami grievance also argued that the agency should provide employees business cards, since everyone's telephone numbers were changed. In fact, the agency will now provide employees nationwide with business cards, expected by August. Despite these successes, two of Miami's five copy machines were taken away to save money. Two of the remaining machines jam constantly. The matter is still the subject of a pending grievance.

Without the Union, the Miami office would not have had a Combined Federal Campaign (CFC) this year. In the past the campaign was coordinated by the Personnel Specialist, but she along with the whole administrative department was lost due to the agency's poorly thought out criteria for buy-outs. With her departure, the CFC materials got dumped in an empty office and ignored. Miami Union members stepped in and formed a committee that raised over double the money for charity as last year's campaign. The campaign was also good for morale, because it gave the committee new opportunities for participation and leadership. In addition, the entire office enjoyed participating in the new events, which included speakers from local charities, a movie day, and a raffle with impressive gifts donated by the Director, Deputy, and local businesses.

The Miami Union also stepped in to save the day when management did nothing in the month of May to acknowledge Public Employee Recognition Month. On May 30, 2007, the Union hosted an Employee Recognition Luncheon. Members enjoyed kicking back and sharing good food, dessert, and music. The Union also gave awards to recognize the work of our peers: Good Citizenship Awards went to the CFC Committee: Fernella Peters, Laverne



Forewshaw, Maria Garrido, Mary Jo Mosca, Latasha Nelson, Marie Richard, and Rachel Shonfield; Jeffrey Woods received the Morale Booster Award; Jerry McDaniel earned Our Favorite Worker Bee; Lisbeth Bailey was our Unsung Hero; and Gloria Allen and George Ruggiano were honored with Certificates of Appreciation for making the event a success. Linda Byars won the grandprize AFGE briefcase for the CBA trivia contest.

Miami's management also continues to contribute to bad morale by its resistance to the telecommuting program. Specifically, management has refused to allow an employee to telecommute more than once a week, has pulled employees off the program, and micromanages the employees who do participate. A RESOLVE settlement was reached on the first issue.

Miami Investigators are frustrated by a new acting manager who hyper-scrutinizes and returns cases for "more analysis." The Union continues to pursue this problem.

The Union was successful in getting management to back off a scheme where all Investigators were required, as part of their job, to train the entire investigative staff on different enforcement issues. After Local President Sharon Baker stepped in, the trainer requirement is now voluntary rather than mandatory.

### **Member Updates:**

Welcome aboard to our new members: Kate Boehringer and Jessica Jiminez. Congratulations to: Joy Helprin on the birth of her daughter Danica; Monica Smith whose daughter Tiffany graduated from college; and Maria Garrido, whose son Benjamin graduated from middle school.

Welcome back to Casey Gomez, who was out of the office for health reasons. Congratulations also to Deby Bauer on the birth of a new granddaughter and our thoughts and prayers are with Deby's son who will be serving a second tour in Iraq this year.

