

Volume 12 Number 1

May 2013

## Fighting for Workers: Stay True To The Cause

*By Gabrielle Martin, Council President*

We have been busy fighting during the past year. The fight is for today and for tomorrow. In the face of budget cuts and staffing shortages, we continue to fight for many things. We continue to fight the overtime battle seeking compensation for employees who worked overtime but have not been paid. We continue to fight for better working conditions via the Tentative Collective Bargaining Agreement which is now up for ratification by the dues paying members. Benefits include expanded work schedules, expanded telecommute opportunities and expanded opportunities and information about training and details.

We continue to fight on the legislative front. Again this year, at the AFGE Legislative Conference, we co-sponsored

a workshop with the Women's and Fair Practices Department, bringing Commissioner Feldblum to the podium to address and highlight Federal Sector Disability Rights in the Federal Sector. Additional workshop sessions were led by EEOC Administrative Judge David Norken, who highlighted important disability rights cases from the last year and AFGE's Women and Fair Practices Attorney, Mark Vinson who highlighted disability rights procedures. This well attended workshop provided a much needed focus on Disability Rights. We continue to fight for employees with disabilities here at EEOC because despite all of the expertise here, these employees too often, are simply forced out.

In addition, we continue the fight to increase EEOC's budget and forestall furloughs. Although we fought for and

received more money for FY13, that battle is not yet done, as the increase was swallowed by Sequestration and the agency's

*Continued, page 8*



President Martin at AFGE rally

## Be On the Look Out for Ways EEOC Can Cut Waste to Reduce Furloughs

**BoLo**  
be on the look out

Council 216 has gone on the offensive with our BOLO (Be on the Look Out) campaign.

We are asking members to let us know of any wasteful spending you see at the EEOC by reporting it on our Members Only Council 216 Facebook page. You can sign up by notifying the Council through your Local President. You will then be approved to join the page.

It is outrageous for EEOC to place the bulk of the sequester cuts on the backs of its employees and their families. EEOC should be looking for other places to cut, such as contractors, consultants, conferences, and management travel that can be accomplished by videoteleconference.

Council 216 also wants to hear from you about budget saving solutions, such as reducing leasing costs through voluntary expanded telework, requiring two sided printing to cut paper and recycling costs in half, scanning and emailing instead of using expedited mail services, and of course, the Council's dedicated intake plan that has remained on ice in HQ for over three years.

We are now in Phase I of the furloughs where all employees are being forced home without pay for 40 hours. Another 24 furlough hours are slated under Phase II.

Council 216 will keep fighting for EEOC to cut waste in order to reduce the number of furlough days, hopefully

reducing Phase I and eliminating Phase II completely. Your help will be invaluable.

### CBA RATIFICATION

#### IN PROGRESS:

Dues paying members will be voting at meetings in their offices in the month of May to decide whether or not to accept the recently negotiated tentative collective bargaining agreement. Please go to <https://sites.google.com/site/eeoccouncil216ratification/> to get more information on the CBA and the ratification process.

# Your Union Fighting in the Trenches to Stop Furloughs

By Rachel H. Shonfield, Local 3599



Rachel Shonfield talking sequester with Rep. Debbie Wasserman Schultz this April in Miami

of Congress. It's a good thing that the Union was on the ground, because EEOC stayed silent on furloughs until March 1.

Because Council 216 is pretty small compared with contingents from cabinet level agencies like DHS, we enlisted the help of the 1,000 activists attending the AFGE conference by sharing our talking points to distribute at their appointments. Council 216 was again included in the Issue Papers that each AFGE participant receives.

Council 216's talking points were also distributed to the 800 attendees at the Women's and Fair Practices (WFP) Civil Rights Luncheon. Council 216 and WFP also hosted a sold-out workshop on Disability Rights. Commissioner Chai Feldblum was the keynote speaker. Everyone at the workshop received the talking points to hand out on their visits to the Hill. Thanks to all these efforts several hundred EEOC union talking points made it into the hands of this nation's lawmakers.

The impact of furloughs on the EEOC is no mystery. The 1995 government shut-down jumped EEOC's backlog to 97,000. Calls were not returned, with victims of discrimination fired in the interim. Charging Parties who were dying of cancer and AIDS saw their depositions delayed. Settlements fell through.

Council 216 had another strong year taking the issues you care about to Capitol Hill. The AFGE Legislative Conference took place in Washington, D.C., from February 10-13. We had more participants than any previous year visiting Congress and joining AFGE/AFSCME's super-rally.

More participants meant more boots on the ground getting out the message that furloughing EEOC's frontline staff jeopardizes civil rights. The Council 216 team visited over 130 Congressional offices, often speaking personally with the member

"Discrimination did not go on furlough," said Paul M. Igasaki, EEOC Vice-Chairman, *Washington Post*, January 26, 1996.

Should EEOC employees be sent home for 8 days without pay while the agency refuses to cancel public training events, continues to pay contractors, flies managers around to micromanage shrinking offices? The burden of making up for budget shortfalls is being placed, as always, on the backs of the EEOC's employees when they have no control over spending.

Thanks in part to the Union's efforts, Congress increased EEOC's base funding level for the rest of FY13 to \$370M. However, sequestration slashed \$18M from EEOC's budget, knocking it down to a level not seen since 2009.

The Union will keep up the fight for EEOC to scrub its budget to reduce furlough hours. Also, the Union has been at work so that employees, not the agency, choose how and when you must take unpaid furlough days. The fight does not end on September 30. Sequestration will continue for 10 years, unless it is replaced. On your furlough days, visit your lawmakers' district offices and tell them to end sequestration.

Martin Luther King, Jr., who worked for the passage of the Civil Rights Act that created the EEOC, once said, "A right delayed is a right denied." EEOC furloughs delay help to discrimination victims, which causes rights to be denied. Stay involved and engaged in helping the Union work towards a better solution than delaying civil rights.



AFGE joined AFSCME for a super rally to oppose sequestration



Rudolph White at the AFGE rally

## The Importance of Unionism

By Rudolph White,  
Vice President AFGE Local 3614

The 2013 Legislative Conference was a great experience on a host of levels. The Conference was an opportunity to meet with members of Locals, Councils and Districts from across the country and U.S. territories. Assembling allowed us to share experiences and generate energy for the purpose of ensuring we are positioned to serve the public effectively. Unfortunately because of the current political environment it appears we were unable to achieve our short term goal of preventing the sequestration process from going into effect. However, I am undaunted in my belief that it is civic minded activism which is required to bring change to positive effect. The 2013 Conference reaffirmed my faith in the importance of unionism and all it can accomplish. I am hopeful for our future and expect to be present at the 2014 Conference.

## Experience of a Lifetime

By Tonya Lennox, AFGE Local 3614



Rep. Forbes (VA) flanked (L-R) by Regina Andrew, Tonya Lennox, and AFGE BOP members

Going to the Legislative Conference for the first time was an exciting experience. Arriving in the nation's Capital was intense. Most exciting was the first day we arrived at the AFGE Conference, where I met and saw other Federal workers and bargaining members; the speeches were unbelievable.

The information shared by Regina Andrew, Rachel Shonfield and Gabrielle Martin was extremely valuable. The Talking Points and the information passed out at the union meetings prior to events were extremely helpful.

For my appointments on the "Hill," I took everyone's advice, brought my best running shoes and placed my high heels in my backpack. Trust me when I say it was like running a marathon, I had to pace myself. I realized at that point it was, "Game On!"

Knowing that experience is the best teacher, I spoke with others who had been on the Hill before and navigated well. It was my good fortune to have Regina Andrew with me for a few of my appointments. I was a former Federal Bureau of Prisons employee and decided to partner with another bargaining member with Local 22, who had solid appointments and a good rapport with Senator Tim Kaine and Congressman J. Randy Forbes. We teamed up and spoke to both back-to-back with success.

The Legislative Conference was an experience that I will remember for a lifetime. I wanted to capture the events and was photo crazy. My advice to anyone who attends this type of event for the first time: be prepared, know your Senators, know the type of bills they have supported, talk to other bargaining members and start making appointments early.

## AFL-CIO 2013 Legislative and Grassroots

### Mobilization Conference

By Darrick Anderson, AFGE Local 3599

The 2013 Legislative Conference was held February 10-13, 2013 in Washington DC. I had the opportunity to participate in this year's Conference for the first time with Council 216 and other local members. The training was excellent. The excitement from the plenary session, Civil Rights Luncheon, Legislative workshops and the rally on Capitol Hill confirms the dedication of our Union to the bargaining unit.

If you are not a member, you should consider being part of this great organization. Council 216's Executive Board demonstrated to me the professionalism and hard work put forth on our behalf during the conference and at our Congressional meetings. We have all (members and non-members) benefited from the Union's negotiations with management, but it does not stop there. Our Council goes another step further by meeting with our elected officials to maintain a tradition of educating both sides about EEOC's concerns and the impact on the workers in our districts. The Council's level of preparation and professionalism has brought respect from Congress. I was enlightened to witness the hard work our Council does for us.

My legislative appointments with the Senators and House of Representatives were a learning experience for me. The Council provided me with material to share with the congressional staff that made my meetings effective. There was a genuine interest in what we had to say. The Council and other local members worked tirelessly in meeting with the Senators and members of the House of Representatives to convey EEOC's concerns. I had the opportunity to speak with Congressman John Yarmuth of Kentucky and his staffer to share some of the Union's concerns, such as, EEOC's budget cuts, intake, staffing, the overtime issue and sequestration. Congressman Yarmuth showed interest in our concerns, especially how it would affect his constituents in his district.

I am excited to be part of this organization that is fighting for our jobs and the future of federal employees. I know that my membership in the Union is not just for me, it is also for you.

## I am Hopeful We Made a Difference

By Lynn Gagyi, AFGE local 3504

Attending the AFGE Legislative Conference this year was incredibly interesting due to the looming threat of sequestration on the work we do and on our own pocketbooks.

All the AFGE members I met, from other EEOC offices as well as other federal agencies, were deeply concerned over how sequestration will hurt the public we all work so hard to serve. Meeting with Senators and Representatives and their staff was an incredible experience that I doubt I would have gotten if it wasn't for my association with our union.

Members of Congress expressed their support for the hard-working employees at the EEOC and our mission—in one way or another. I am really grateful for the opportunity to attend the conference and visit Congress on behalf of the Union. I learned a lot and I am hopeful it made a difference.



Darrick Anderson with Rep. Yarmuth (KY)



(clockwise) Derwin Jamison, Matt Albucher, Stephanie Perkins, Lynn Gagyi and Rep. Duckworth (IL)

# ON THE HILL



*Council members with AFGE President J. David Cox*



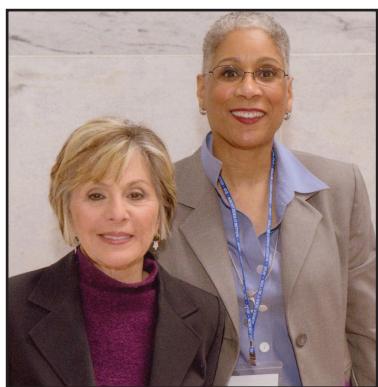
*Sen. Kaine (VA) and Tonya Lennox*



*(L-R) Lynn Gagyi, Matt Albucher, Stephanie Perkins, and Rep. Quigley (IL)*



*Rep. Johnson (GA) with Glenda Bryan Brooks*



*Sen. Boxer (CA) and Gabrielle Martin*



*Toria Mroz with Rep. Clay (MO)*



*(L-R) Derrick Anderson, Rep. Watt (NC), Sharon Baker*



*Lillian Marti with Council 267 of AFGE Locals Puerto Rico*



*(L-R) Levi Morrow, Juan Munoz, and Danny Lawson*

# AFGE's Y.O.U.N.G. Program

By Matt Albucher, AFGE Local 3504

The percentage of Americans represented by unions plunged to a record low this year, continuing the devastating trend of dwindling union influence. For those of us concerned about the ability of organized labor to regenerate the middle class, the biggest threat to our long-term future may not come in the form of anti-union laws, but rather our own demographics.

According to AFGE, 70 percent of our members nationwide are over the age of 40, and 63 percent will be eligible to retire from federal service within the next 10 years. With the majority of AFGE members nearing retirement, who will be there to carry the torch for the largest federal employee union at a time when powerful anti-worker forces are more devoted than ever to eroding our rights?

AFGE national has recognized this demographic tidal wave and is looking to recruit its next generation of leaders. AFGE's Young Organizing Unionists for the Next Generation (Y.O.U.N.G.) program is aimed at cultivating a base of younger AFGE members who will be trained and empowered to represent federal employees in the future. Launched in 2011, Y.O.U.N.G. has held training and leadership conferences to connect new members with AFGE veterans and mentors. Y.O.U.N.G. participants are formulating new strategies using social media and online networking to engage new members.

Immense progress has been made since the Y.O.U.N.G. program was first established. When I attended my first Y.O.U.N.G. meeting back in 2011 at an AFL-CIO young worker's conference, only about half a dozen AFGE members were involved. At this year's Legislative Summit, Y.O.U.N.G. was more than 100 strong. Members are now assuming an increasing number of leadership positions at various AFGE locals across government.

At this year's Legislative Conference, Y.O.U.N.G. provided detailed instruction on how to approach lawmakers to advocate for their members, and conducted mock lobbying sessions on how best to persuade even the most hostile anti-federal employee representatives. If we want to reverse the damage that's been done to federal employment, we'll need a new generation of AFGE activists to continue to apply pressure on Congress in the years to come.

At EEOC, we're facing some of the same demographic challenges as AFGE nationwide. A large percentage of our bargaining unit members are approaching retirement. If you are a younger AFGE member or a mentor concerned about the future prospects of EEOC employees, you should strongly consider joining the union if you haven't done so already. If you are a member, become more involved. As EEOC faces budget cuts and attrition, those of us who care about the rights of workers, including our own, will need to work to ensure a viable agency for the next generation.

# Feds Helping Feds:

Feds having trouble paying for rent/mortgage or utilities can seek financial assistance during furloughs or any other time from the Federal Employee Education and Assistance Fund: [www.ffea.org/GetHelp](http://www.ffea.org/GetHelp). Feds can also donate to the fund, including through the CFC campaign.

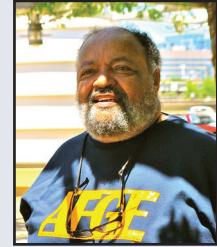
## IN MEMORIAM

### NVP Dwight Bowman

By Patricia Floyd, President AFGE Local 2667

On January 17, 2013 AFGE Local 2667 received some very shocking news. Our great leader and friend, AFGE National Vice President Dwight Bowman had died suddenly.

This sad news sent all of us at AFGE Local 2667 into shock mode. I could not believe this sad news. My heart instantly went out to his wife and children.



NVP Dwight Bowman

On February 2, 2013 I attended Mr. Bowman's memorial. He was memorialized like the King he was. Mr. Bowman had been an AFGE activist for close to four decades, and was well respected by so many from DC Government and the state of Maryland as was evident by those who came to pay their respects. Everyone spoke so highly of Mr. Bowman.

Mr. Bowman was a great leader and teacher. He was always available to assist our local at anytime. During my transition into the Presidency position, Mr. Bowman nurtured me and explained the ins and outs of the Union world. He was so kind to our local. Whenever I would ask him to come over to speak to the members at a meeting, he was always willing to attend, even if it meant changing his schedule. He was a humble man never too proud to say I do not know or I'll check on this and get back to you. Mr. Bowman knew District 14 and the issues we were having with the agency. He would share information with the leaders throughout his District to make sure we were informed about any issue that may affect us as members. He made sure our officers were trained even if he had to use his own funds when the district's budget did not allow for training.

Mr. Bowman's position is up for election on March 16, 2013. It will be a very emotional time for us. He was the greatest NVP I have ever worked with.

Mr. Bowman will truly be missed. AFGE District 14 has some giant shoes to fill.

# EEOC's First Responders

By Sharon Baker, President AFGE Local 3599



Rosalinda Manary, Lead IIR Atlanta

EEOC's First Responders arrive on scene and determine that you need help, they are not allowed to administer it. Rather, they give you a questionnaire and tell you to mail or take it to your local office. All the while, time is running.

The Intake Information Representatives or IIRs are the EEOC's first responders to the calling public who believe they have been discriminated against. Here at EEOC, their major purpose is to answer the initial incoming agency calls. These IIR workgroups mirror the failed contract call center, which was defunded by Congress, in part due to high costs, poor service and long wait times. EEOC established this workgroup with 62 IIR's comprised of groups of one Lead IIR (GS-6) and

several IIR employees (GS-5s). EEOC took an existing position—Investigative Support Assistant or ISA and stripped out several duties and required skills until the IIRs only answer the phones by reading scripts.

As with call centers generally, turnover is high and only 34 remain—10 leads and 24 IIRs. When an IIR leaves, he or she is not replaced due to our operating budget and the lack of any priority placed in filling those vacant positions.

When an IIR or lead answers the phone, they can only read a script and refer the caller to the internet or a local office to fill out a questionnaire. Yet, for years, the agency has ignored the Union's cost effective and efficient intake plan. That plan would restore these dedicated ISAs to the full range of duties of the position. ISAs would move from reading scripts to providing full customer service, including completing intake interviews. This would provide the public with a one-stop intake experience, rather than the current process which requires duplicate contacts, if not more.

The agency failed to include the intake plan in its Strategic Plan. Every once in awhile, the agency pays lip service to the plan, but continues to refuse any effort at implementation. One result is that when offices lose staff or have management problems, cases pile up, resulting in the transfer of cases around the country. This deprives the charging parties of local service. Another result is that between the duplication of effort and average wait times to speak to someone taking 28 minutes, charging parties simply give up. When will EEOC's First Responders provide a real service to a public in need of relief?

## The Telework Debacle

By Levi Morrow, Chief Negotiator

When it comes to telework, EEOC talks the talk but refuses to walk the walk. Since 2003, the National Council has tried to convince EEOC management that telework could help reduce costs associated with office moves by creating shared offices that would be occupied on a voluntary basis by employees who would telework a majority of days in a pay period. By allowing expanded telework, the agency could reduce space thus saving money on rent. In order for this to work, EEOC management would have to be committed to telework. So far, it has not happened and this is 2013, some 10 years later.

The President of the United States issued an executive order in 2010, called the Telework Enhancement Act. This order was intended to get more federal employees to telework.

EEOC sent out an email that stated "the Equal Employment Opportunity Commission understands that allowing employees to telework will be very beneficial to the agency as a whole because it improves the quality of life for employees, increases productivity in the workplace and promotes a cleaner earth." But when employees tried to participate in telework in field offices, we learned that there is a total disconnect from this message. Because of the hostility and micromanagement of field supervisors, many employees choose not to telework in field offices.

Despite all the talk by EEOC headquarters and the money spent in making EEOC telework ready, few employees telework; when asked why, they state that managers too often use the time to call and email about routine matters that suddenly become important or "an emergency." Moreover, extra scrutiny is given to work

performed while teleworking than work performed anywhere else. It has become such a hassle that staying in the office works better than teleworking. Meanwhile, as leases expire EEOC moves to larger space, leaving many offices vacant.

Perhaps the furloughs will force the agency to rethink leased space and telecommuting. Will EEOC finally start saving money and improve flexibilities with expanded telework? Only time will tell.

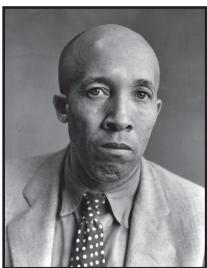
### 216 WORKS

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# Council 216's Living History: The Union is in My Blood

By Robyn Whitfield Conley, Atlanta Union Steward, AFGE 3599



Rev. Owen H. Whitfield

The Union is the life-line for the collective bargaining unit employee...and the Union is in my blood. In January 1939, my great-grandfather Reverend Owen H. Whitfield, Vice-President of the Southern Tenant Farmers Union (STFU), spearheaded an interracial protest attended by over a thousand sharecroppers. This peaceful roadside demonstration took place in the Southeastern Missouri "Bootheel." Rev. Whitfield, himself a sharecropper of 35 years, told the sharecropper demonstrators: "Take your eyes out of the sky, because someone is stealing your bread."

The "Sharecropper Strike of 1939" was centered on a loop hole of the Cotton Crop Control farm policy that allowed plantation owners to keep government parity money they owed to the sharecroppers. This resulted in the owners firing them and re-hiring the sharecroppers as lower wage day laborers. The evicted, cold, and hungry sharecroppers remained day after day, huddled in tents alongside highways 60 and 61 near Sikeston, MO. Rev. Whitfield sought help from the Red Cross due to the squalor conditions of the camp. However, they refused to help the "man-made disaster." As the peaceful protest gained national

## Security Concerns

By Stephanie Perkins, President Local 3504

Why, in this day and age, is any EEOC office without the basic security for our intake areas, especially in private buildings where the public does not enter through security checkpoints?

Not to scare anyone, but potential charging parties, including law enforcement officers, are often angry, frustrated or both. Some, carry weapons. HQ sends small signs barring weapons, which landlords in private buildings often do not want us to display. Security costs are expensive, but some buildings seem to get the lion's share of the funding, while others are left on their own.

District Budgets were not cut this year, despite the furloughs. The agency should cut those budgets and use a portion of this money to ensure that all EEOC offices have the requisite security.

EEOC should not take the position that because a member of the public went through a security checkpoint, that person will not pose a threat to EEOC employees. All intake must be conducted in secure intake rooms, complete with panic buttons. Batteries for these alarm systems must be replaced on a regular basis, rather than when we have a large enough order for replacement batteries to buy them. Screening machines in lobbies must be retained, as appropriate.

The public is frustrated by the job market and EEOC's inability to get to the work as quickly as anyone would like. So, why send a message that security is no longer important by removing security equipment and extending an open invitation to come on up?

press attention, the governor had state troopers load the demonstrators on trucks to more obscure locations.

Rev. Whitfield had to flee to St. Louis, due to death threats as a direct result of his activities with the Union, but continued to lead the protest. Concerned citizens raised funds so that the remaining sharecroppers could buy land in Poplar Bluff, MO, which came to be known as Cropperville. Though times remained difficult, positive changes brought about by the protest improved the conditions for the sharecroppers who settled there.

Rev. Whitfield attended a conference held by the Governor to help the sharecroppers. Later, my great-grandparents Owen H. and Zella Whitfield, met with President Franklin D. Roosevelt in the White House to discuss the plight of the southern tillers as it pertained to farm reform and the New Deal Legislation. Reverend Whitfield gave a voice to the poorest of the people demonstrating the need to maintain interracial unity against fascism during the Jim Crow era. Gaining nationwide attention to the STFU's plight this peaceful demonstration set the stage for the 1960's civil rights non-violent movement.

Reverend Whitfield brought to light the Union's goals of equal rights, higher wages, and better working conditions which are still relevant and the focus of the AFGE of today. As the new ATDO Union Steward, I can only hope and strive to promote the ideals of the Union as my great-grandfather did with commitment, perseverance, compassion and dignity; after all...the Union is in my Blood. [To learn more visit: <http://www.lynnrubright.com/thehistory.html>]



Sharecroppers roadside Strike of 1939

## The Crushing Workloads of EEOC's Systemic Program

EEOC publicized its systemic program a few years ago and has been under the gun ever since. While addressing these cases is important, EEOC took a "bull in the china shop" approach. These cases consume a great deal of EEOC's limited resources. Rather than take a strategic approach to these cases, every district fights to produce and litigate more of these cases than the next district. The cases take lots of money to investigate and litigate. Attorneys and investigators often travel extensively on these cases prior to litigation. Often employees travel and make copies or calls at their own expense to get these cases to trial. Depositions and expert witnesses cost even more money. EEOC needs to take a more reasoned approach to these cases. When EEOC wins these cases, it wins big. But too often, we are losing, and losing big—in the courts and in terms of employee morale.

## **'Stay True to the Cause,'** *continued from page 1*

wasteful spending practices. While we rallied strong at this year's Legislative Conference and in the Council's testimony to Congress to thwart furloughs, that fight continues. As a result of Sequestration and the 64 hours of furlough time imposed by the agency, we continue the fight to ease the pain of furloughs using the press and social media to spread our message. We continue the fight that resulted in employees having the flexibility of when to serve their furloughs. This is preferable to the agency's original plan to have Tuesday and Thursday furloughs depending on where you fell in the alphabet.

Faced with furloughs at EEOC, we continue to fight against the rampant waste—travel when video conferencing should be used, EEOC's failure to implement the Union's cost effective and efficient intake plan to improve intake and case processing delay times, failure to implement more wide-spread telecommuting programs

rather than continuing to rent space that sits empty and failure to modify or end contracts we really cannot afford.

Sequestration, the basis for the current furloughs, will last for the next 10 years unless Congress changes something. We must continue to contact our Congressional representatives to ensure that they know the pain of furloughs—service not provided to their constituents, communities that suffer due to the lack of spending and jobs and federal employees whose jobs and paychecks remain in jeopardy.

If the past year has been busy, the coming year will be even more busy. We must continue the battle for better working conditions, to repeal Sequestration, to reduce waste and to implement and use cost effective and efficient work processes to serve the public. While the impact of furloughs may be daunting or even devastating, we must stay true to the cause if we are to make a difference for future generations of workers.

## **POINTS TO PONDER**

### **FURLoughs Edition**

- Why is EEOC paying a contract consultant to review the ISA position, while ISAs are being furloughed?
- Why is EEOC paying contract mediators, while EEOC mediators are being furloughed?
- Why is EEOC paying contract clericals and furloughing OAAs?
- Why is travel required for OHR audits when personnel files are now electronic?
- Why doesn't EEOC set all printers to double side print?
- Why don't managers turn on their video teleconference equipment instead of traveling?
- Where are all of EEOC's hidden contracts?
- How come EEOC does not know how to modify a contract?
- Why did EEOC pass out money like candy to the Districts and then furlough employees?
- Why doesn't EEOC use staff from its Denver office to train at Denver Excel instead of flying in trainers?
- Since EEOC knew all along that it would end up with less money either through Sequestration, a smaller budget, or both, then why did EEOC fail to plan to avoid furloughs?
- Why can't EEOC find as much money to cut as the Union can find?
- Why doesn't EEOC's FY14 budget justification mention furloughs, which will increase backlogs?
- Why won't EEOC reduce office goals, intake hours, or in-house call center hours due to furloughs?
- Why doesn't EEOC admit that furloughs will affect customer service?

## **Overtime Update:**

In 2009, a Federal arbitrator held that EEOC willfully violated overtime laws. EEOC still has not compensated its employees for these claims. On March 11, the agency verified the correct and working database of overtime claims. The agency now has until June 10, to file documents opposing any claim for the period April 2003 through April 2009. In the event a claim is opposed, the union's attorney will defend the claim before the arbitrator. Claims that are not opposed should be paid out. The Union will update you when more information on this phase of the claims process becomes available.

### **National Council of EEOC Locals No. 216 Officers**

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**Rachel H. Shonfield  
1st Vice-President**

**Sharon Baker  
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**Levi Morrow  
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