



Representing the bargaining unit employees of Passport Services, a division of the Department of State's Bureau of Consular Affairs

Colin Patrick Walle
Union President
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Step 2/Final Step Grievance

August 21, 2009

To: Dottie Flaak, Chief – CA/PPT/FO

Re: Changes in job elements

In accordance with Article 20 of the Master Agreement Between Passport Services and the National Federation of Federal Employees-Local 1998 (hereafter referred to as “the CBA”), I am filing this Grievance on behalf of the bargaining unit employees of Passport Services, regarding the changes in job elements shared with the Union on July 24, 2009 and later emailed to all employees in August 2009. This action is a violation of relevant legal authorities, including Article 4, Article 12, and Article 18 of the CBA, as well as 5 U.S.C. 71. This change is being implemented without bargaining with the Union, and the timeframes listed in the memo sent to employees are not in accordance with the requirements of the CBA that went into effect on July 20, 2009 (e.g., 7 days notice vs. 30, 21 days to get up to speed vs. 30, etc.).

Requested Relief:

I respectfully request that the employees and the Union be made whole for this violation. A “status quo ante” remedy is appropriate, with the implementation not being accomplished until collaborative work with the Union (as required by Article 4) and collective bargaining with the Union is completed (as required by Article 12 and Article 18, as well as 5 U.S.C. 71).

The Union further suggests that the roll-out of any new changes in elements would best be accomplished in January 2010, due to the lateness of the proposed change in the appraisal year.

Thank you for your consideration.

Sincerely,

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Colin Patrick Walle

Note: the Union reserves the right to request information and to make additional requests for relief to any appropriate authority (e.g., posting), if necessary and if appropriate.