

Southern Unity

American Federation of Government Employees, AFL-CIO
 Locals 2014, 2206, 3438, 3509, 3627, 3984, & 4056

Remember Your Weingarten Right!

A supervisor tells you she'd like to talk to you. You have no idea what about until she tells you that you have a right to have your union rep present. Then you know you're in trouble and, if you have any sense at all, you tell her right away that you want your union rep. That's how it was supposed to work under the 2000 National Agreement.

Management negotiators of the 2005 National Agreement hated the part of the old contract that made managers remind employees about their Weingarten right when they are going to have a disciplinary discussion. They insisted on taking the requirement out of the new Agreement. Why?

"They want the employees to be ignorant. Their desire is to get away with whatever they can," explains Council 220 President Witold Skwierczynski. "They know what they are going to talk about when they start a discussion with an employee. Their not telling the employees that



Witold Skwierczynski,
 President of AFGE's Council
 of Social Security Field
 Operations Locals

they have a right to have a union rep present is a way to get employees to give up their rights. They would prefer a union-free environment when they talk to employees about disciplinary issues. Union reps know what employees are required to say and what they are not required to say—and what the consequences are of that particular discussion. Not telling the employees about their Weingarten right leads employees to not seeking union protection."

Nothing stops us from telling you. AFGE wants employees to know their rights. Most of the AFGE locals representing employees in Social Security's field offices in the Atlanta Region will be distributing cards with a reminder of the Weingarten right printed on them. We hope that employees will keep them handy on their cubical wall or in their desk drawer as an instant reference.

In the meantime, remember that the Weingarten right is not a gift from management or a something that will go away just because management doesn't want to talk to you about it. It's been federal law since 1978.

In the meantime, if it looks like a co-worker is about to be ambushed, speak up. Just say "Ask for the union rep!"

Your Weingarten Right

Federal law says that management must allow your union representative to be present to help you whenever –

- Management, an OIG agent, or anyone acting on their behalf is going to question you;

• and

- You reasonably believe that the questioning may result in disciplinary action against you;

• and

- You ask for union representation.

Just say "I want my union rep!"

Search-a-Word – AFGE Member Benefits Mean Savings

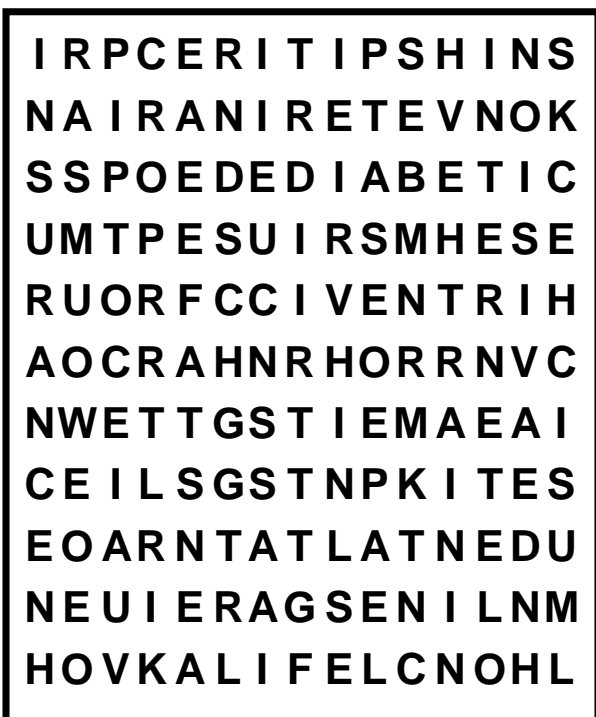
AFGE has been able to take advantage of the AFL-CIO's bargaining clout to bring AFGE members dozens of free services and discounts on products from movie tickets to cars. It is estimated that, by using them, an AFGE member can save about \$3,500 per year!

For a comprehensive list of benefits and links to detailed descriptions, visit our Web site at <http://www.afge.org> and click on "Member Benefits."

In the meantime, see how many money-savers you can find in the puzzle.



- ★ Discount **MOVIE** tickets at several theater chains and on admission to Broadway shows, zoos, aquariums and other entertainment
- ★ Union Plus worldwide vacation **TOURS**
- ★ **MORTGAGE** and real estate program
- ★ **DELL** and **APPLE** Computers
- ★ **INTERNET** service
- ★ **REWARD** points towards **FREE** U.S. **SAVINGS** bonds from participating companies like RadioShack.com, Barnes & Noble.com, Target.com, Sony **MUSIC** Direct, HSN, Avon.com, Disney Store.com and Staples
- ★ Fully accredited online criminal **JUSTICE** degree program
- ★ AFGE **CREDIT** card
- ★ Online **EDUCATION** and degree program
- ★ Customized notification of federal job openings
- ★ **HEALTH** club discounts
- ★ Discounts on **THEME** parks, hotels and car **RENTALS**
- ★ Professional liability **INSURANCE**
- ★ **FREE** accident insurance



- ★ Free **AUTO** buying service
- ★ Goodyear **TIRE** & Service discount
- ★ Union Plus **MUSIC** Discount **CLUB**
- ★ Discount on Cingular **WIRELESS** telephone service
- ★ **FLOWERS** discount
- ★ Discounts on union-made **CLOTHING** and **CHECKS**
- ★ Discount **DENTAL** services
- ★ Discount **TERM LIFE** insurance
- ★ **SCHOLARSHIPS**
- ★ Online **TRAINING**
- ★ **VETERINARIAN** pet insurance
- ★ **LOAN S** at competitive rates
- ★ **VISION** care – discount program covering examinations, glasses, contact **LENSES** and laser correction at more than 9,000 optometrist shops. Discounts also cover **DIABETIC** supplies, foot and ankle care, **HEARING** care and **PRESCRIPTION** drugs.
- ★ Free initial consultation with a **LAWYER** for up to 30 minutes, discounted fees for additional **LEGAL** services. Members' spouses and dependents get the same deal.
- ★ discounts on tax **PREPARATION** service
- ★ Discount on North American Van **LINES**

Local 2014

Avon Sansone, the UVP for the Ft. Lauderdale TSC, is Local 2014's new Fair Practices Coordinator. The local has three new assistant representatives: Maria Carmen Ortega for Miami South, Marcy Segal for Fort Lauderdale West, Rose Robert for Hollywood, and Claudia Morales for Perrine. Rosa Santini is Perrine's new health and safety representative.

We wish the best to our newly retired union officers and representatives—Julius Mallette, Carol McPhee, Zoila Mena and Moriestene Taylor—who has served our Local well. They will truly be missed.

After three months of con-

sultation and negotiation, Local 2014 has settled a union-management grievance. Local 2014 will remain in our designated union space in the Fort Lauderdale TSC. The Local is very appreciative to all of those who were involved as well as friendly sympathizers.

From the beginning of the year, we have settled numerous EEO cases to the satisfaction of all parties.

During the week of June 6th, 2005, Local 2014 held Lunch and Learns in Hollywood, Perrine, Hialeah, Fort the Lauderdale TSC, and Miami South, and we appreciated the hospitality shown

to us. We also want to thank our

new members and appreciate their support. During the same period, we held four contract meetings in Melbourne, West Palm Beach, Fort Lauderdale, and Miami to inform our members of the contract proposals.

During the week of June 13th, our northern partner, Local 4056, provided excellent training for all our local union representatives. We especially want to thank Jim Richardson for the excellent and immensely informative steward training. We also want to give a special thank you to Jim Richardson's training squad, Bobbi Finley and Phil Devlin.

Local 3438

Local 3438 mourns the loss of President Delphine Smith who passed away July 7th. Since

her election in 1996, Delphine built the Local into a force to be reckoned with. The Executive Vice President Larry

Anderson, has assumed the responsibilities of President of Local 3438

Local 4056

In the spirit of cooperation, Jim Richardson, Phil Devlin and Bobbi Finley, officers of Local 4056, traveled to Ft. Lauderdale to give two days of training to representatives of Local 2014. On the 15th and 16th of June, Executive Vice President Phil Devlin and Secretary-Treasurer Bobbi Finley gave training on grievance writing,

unfair labor practices, past practices and the job description of the MSS. Representatives who attended the class rated the training as the best and most "hands-on" instruction they had ever received from AFGE.

By holding the training at a hotel and providing lunch each day, Local 2014 gave the representatives of both locals

a chance to get to know one another better. Local Presidents Janet Winghart and Jim Richardson spent time coordinating their responses to common problems. Management staff at every level will find Locals 2014 and 4056 working together with a new solidarity.

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Local Officers

Local 2014 Officers

Janet Winghart	954-522-4317
Exec VP, Gary Sanders	561-616-5130
Treasurer, Doreen Seidel	954-522-4317
Secretary, Marilyn Sanders	561-616-5130
Women's Coordinator, Carol McPhee	305-637-1997 ext. 243
Fair Practices Coordinator Avon Sansone	954-522-4317

Local 2206 Officers

President, Anthony Young	205-801-1150
Exec VP, Celestine Hood	205-801-1150
Treasurer, Rosena Robinson	205-801-3963
Secretary, Joyce Croom	205-801-3097
BMTSC, Cellie Waters	205-801-2116
OGC, Janawa Benson	404-562-1022
RO, Rosalyn Pearly	404-562-1338
ROPIR, Avis Crockett	404-562-1542

Local 3438 Officers

President, Larry Anderson	251-432-0737 ext. 207
Treasurer, Elizabeth Todd	205-801-2048
Secretary, Fran Walker	901-544-0045, ext. 3018

Local 3509 Officers

President, Sharon DeLong	828-693-5820
Exec VP, Marva Peace	919-541-0266
Treasurer, Marlyn (Patrice) Daviis	864-375-0336
Secretary, Jacqueline Burke	828-692-7802

Local 3627 Officers

President, Sue Burton	601-965-4650 ext. 5851
Exec V.P, Rhonda Bolding	864-242-49154 ext. 1253
Treasurer, Marilyn Ellison	912-652-4302 ext. 3022
Secretary, Chief Steward, Marylou Peck	256-766-7870 ext. 3050
Health & Safety Coordinator, Vanessa Edwards	

Local 3984 Officers

President, Bob Rosa	270-886-0225
Exec V.P, Brenda Philpot	502-875-2234 ext. 205
Treasurer, Reda Stucker	502-330-6965 ext. 202
Secretary, Mary Beth Haney	606-886-8525 ext. 207

Local 4056 Officers

President, James Richardson	386-736-8052 ext. 211
Executive Vice President, Phil Devlin	727-819-1300 ext. 248
1st Vice President, Michele Nicholas	941-955-1802 ext. 223
2 nd Vice President, Anna Marie Townsend	727-442-0242 ext 1216
Secretary-Treasurer, Bobbi Finley	813-684-7701 ext. 220

Council 220 Regional Officers

Regional V.P., Gary Sanders	561-616-5130
1 st Regional Rep, Fran Walker	901-544-0045 ext. 3018
2 nd Regional Rep, Larry Anderson	251-432-0737 ext. 207
3 rd Regional Rep, Jacqueline Burke	828-692-7802
Secretary, Michele Nicholas	941-955-1802, ext. 223



In Honor of a Life of Service *Delphine Smith 1952—2005*

AFGE leaders throughout the country were shocked and saddened to hear that Local 3438 President Delphine Smith had passed away. With her customary courage, Delphine had kept quiet about her illness.

When the Social Security office in Mobile, Alabama, first became affiliated with AFGE, Delphine became the representative. From her election in 1996 as President of AFGE Local 3438 until her death on July 7, she led the Local to many victories. She was known and respected for her no-nonsense insightfulness, kindness, and steady leadership. As one friend of many years recently said, "Anything nice you could say about Delphine would be true."

Her union family misses her greatly.