

Career Transition Update

7/21/05

6-7-8 Tower bids – There were selections made yesterday for the positions not filled in the previous round by declinations and offers made to those that did not qualify due to medical or security problems. This was a very small number of people. The materials from the original bid were used again. The people already selected under this bid were removed from consideration and the priority for the towers previously listed were reconsidered based on their current needs. No new towers were added. Notification of these selections should start today. **There will be no new group bid for towers.** There may be a few individual tower bids issued in the next couple of months. From the horror stories I heard this week about bid packages not being considered because a piece of paperwork was forgotten, not signed, directions not followed, etc. I would like to suggest that you carefully read the directions on each bid, follow them to the letter, and have one or two people you trust look over your package before you put it in the mail.

Those of you previously selected should have received notification and started down the road to release dates, school dates, processing your medicals, etc. If you are not on this road please contact your Facility Manager as to why. There has been some Email traffic generated and he/she needs to find it.

There has been a lot of activity around my message earlier this week. I would suggest that timely notification of such activities by the FAA would prevent the need for such urgent messages and actions.

To those going to Potomac Tracon, if you do not already know, the funding has been restored.

RIF – Today is the day the FAA will start handing out the RIF notices. I have been over some of this before and some is new.

For FACREPS – This is a proposal of an adverse personnel action resulting in removal and a formal meeting. Under Article 37 Section 5 of the contract (CBA) you or your representative have a right to be at this meeting. You are charged with the responsibility of making these arrangements at a local level. You may appoint someone to represent you in these meetings. Your manager may not select this representative. It is your choice to make at the local level if you or your representative(s) do not attend these meetings. I do not want FACREPS giving up their RDOs for this but I also think that no one should be standing alone while they are receiving this notice. These meetings should be witnessed and notes made of any unusual occurrence. Article 39 covers adverse actions and Section 15 does allow for notification to be made by certified mail return receipt requested. Employees not attending these meetings will still receive notification. Every effort is being made to do this in a face-to-face meeting. Included in the package in attachment A is the employee right to appeal this decision through the CBA grievance procedure, Merit Systems Protection Board (MSPB) appeal, an equal employment opportunity (EEO) complaint, or the Guaranteed Fair Treatment (GFT) Appeal. The GFT process is required by law (that trumps the CBA) to be included in this document. There are time limits to meet on each of these so they should be reviewed as soon as possible.

The CBA grievance procedure Article 40 is your responsibility. Also review Section 5 of the RIF MOA.

For Employees – This is a very trying time and I know you have suffered many disappointments this week alone. I know the stress you are under due to poor staffing and the increased summer workload. Please remember that the person working next to you is under the same stress. We all handle these things differently but try to be kind to each other. Remember there are many resources available to you. Reach out to your family and friends. Try laughing it sometimes helps. The EAP is available at 1-800-234-1EAP or on line at www.MagellanAssit.com. The EAP offers 4 visits per problem at no cost to you. For those that are concerned about confidentiality I was told this week that the counselors carry large insurance policies to protect them from a breach of confidentiality. They do take it seriously.

Try to review the entire package you are given as soon as possible. There are timelines on the actions you may want to take.

Upon receipt of the RIF notice your status changes from a surplus employee to a displaced employee and you are entitled to Selection Priority for positions within the FAA in accordance with the provisions of EMP-1.9. Unfortunately it doesn't seem there are many of these positions available. Keep checking.

My thoughts are with you and I will be getting my notice on Monday. Please take care of yourselves, support each other, and if you need help call someone- the EAP, friends, your FACREP, call me if it will help. My cell phone will be with me all weekend except when I am mowing the lawn. Leave a message and I will call back. If you are at work please do your job to the best of your ability. Remember that is what they are paying you for today. My fellow employees told me 26 years ago when I reported to my first FSS that the FAA was trying to get rid of Flight Service and that I should look for some other kind of job. What a sad day it is that they turned out to be right. Of course they recommended some sort of housekeeping or cleaning service at the time because I was more suited to that kind of work. Boy, were they wrong about that!

Some questions from this week that I have answers to are:

Numerous questions were asked about post FAA employment. Post FAA employment opportunities are covered in EMP-1.9. If you have any questions about the application of this document please contact your regional HR Representative. That would be the old region not the new service area.

Under Section 6 of the RIF MOA eligibility for the Preferred Placement Program will end when you apply for retirement. There are other qualifiers listed in Section 6 that will remove your eligibility. Contact your regional HR representative for a recommendation as to when to file your retirement papers and balance that with your other needs.

I will cover VSIP next week, as there is nothing new to report.

The EAP will be coming to your facility between August 1 and 31 with a presentation called Resiliency.

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