



The Federalite

August 2023

Union Plus

Union Plus is a nonprofit organization founded by the AFL-CIO in 1986 to provide excellent consumer Union Plus benefit programs that are offered exclusively to union members (current and retired) and their families. They pass along the exclusive benefits they've negotiated on behalf of union members directly to you. These benefits and programs are FREE to union members and their families.



UNION PLUS

What Kind of Benefits Does Union Plus Provide? They have benefits for every aspect of your life, including:

- **Hardship Help** -Hardship Help benefits are designed to help union members when they've fallen on hard times, such as disaster relief grants, hospital grants to help pay your hospital bills, disability benefits, credit counseling, furlough assistance and more!
- **Shopping and Discounts** - Save on everyday expenses like your monthly wireless phone bill with AT&T, every day purchases, or even going to the movies.
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- **Financial products** – they have a wide array of financial products for each step of your financial life including — the Union Plus Credit Card, prepaid card and personal loan programs.
- **Home and auto programs** – they offer exclusive union member savings and discounts for all your home and auto needs, such as auto buying and mortgage.
- **Insurance products** - their insurance products include plans from brands you know and trust and feature home, auto, retiree health, life and even pet insurance.
- **Health plans** - health plans include union member discounts on dental, vision, hearing and even alternative healthcare.
- **Education** - apply for the Union Plus Scholarship to help you pay for the costs of additional education

Visit <https://www.unionplus.org/union-member-benefits?union=IFPTE> to learn more.



President's POV

Hello IFPTE family!

These past couple of years have not been easy, but your Union is working hard every day to eliminate any obstacles, and to advocate for your rights as employees. Some of the big items we have overcome include Covid-19 issues, Japan Healthcare, Japan and Bangor representation complications and other work-life balance components we are addressing. We have been diligent on communicating our initiatives from the legislative side, to our International, and across other shipyard commands to ensure we see them through successfully. I'm happy to say that we have been breaking new ground in many areas to help our bargaining unit continue to enjoy PSNS and TRF as their workplaces.

Being in this position has brought to my attention that one of the biggest points of contention here on the Professional and Technical side is that the culture of our leadership is inconsistent. There are some amazing Branch Heads, Leads and direct Supervisors whose nature would be to take care of their employees, and there are others who are more punitive in how they correct behavior of employees, are less attentive to employee needs, or aren't confident in delegating, and balancing out duties for their team.

Here in the office, reps are seeing an increase in disciplinary actions for many who have never had a previous offense, and grievances that have resulted from a lack of leadership assistance.

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Presidents POV cont.

Fortunately, most of the time we are able to come up with a good resolution. What concerns me is that some leadership are unaware of temporary situations that employees go through which may impact them in the workplace; whether its mental health, divorce, death in the family, working overtime, financial stresses, or other hardships. Some leaders are aware, and aren't trained in how to lean in and care for employees experiencing those situations.

I believe that it takes much more than technical knowledge to lead. It's a big responsibility to be an example for our employees, and make them feel valued. Ultimately a good leader understands their responsibility to build a foundation of trust, and to remain aware of their employees' work environments and their family situations in order to better understand how to take care of them. This concept of family is important to me and directly relates to what makes a good leader.

I have had countless conversations, good and bad, with many leaders that impact our bargaining unit. I am constantly brainstorming on how to improve our leadership culture, because when I see an unusual trend of disciplinary action and grievances coming through our office, it's alarming.

I am committed as a leader who cares, to help PSNS&IMF develop great leaders through our training, rep resources, and our informative lunch meetings we have every month. Our team is excited to put our heads together and come up with resources to assist in your career progression and to develop you as a leader. We are always looking for representatives to join the action team, and we appreciate your contributions and participation as members. My vision is that everyone is valued and cared for in their workplace here, and if that need is met, then the mission's will be too. Thank you again for being an important part of what we do, and please don't hesitate to reach out to me, or anyone else in your IFPTE Local 12 team, we are here for you!

Sick Leave—Did you know?

In May of this year OPM issued FAQs that make clear that, pursuant to existing regulations, federal employees may use sick leave to cover necessary travel to access medical care for themselves or their family members.

This means sick leave can be used to cover travel time to where you may receive medical examination or treatment. This also includes situations where you are accompanying a family member where they may receive medical examination or treatment, even in situations where you have to travel longer distances, including out of state, for care.

We've had a few questions recently regarding providing your supervisor with supporting evidence. In most cases an employee's self-certification of the need for the absence is administratively acceptable evidence, regardless of the duration of the absence. If you have questions about your particular situation, reach out to your IFPTE representative. We are happy to help however we can.

To read more about sick leave you can find information here: <https://www.opm.gov/policy-data-oversight/pay-leave/leave-administration/fact-sheets/sick-leave>

Hype Corner



Community! Culture! Networking!

Learn & share about the people & cultures that make up the Shipyard. The Black, Indigenous & People of Color Employee Resource Group is here! Come celebrate the **first** member meeting on Thursday, August 3rd from 1300-1400 in the Horseshoe Conference Room. All are welcome!

Contact info: PSNS_BIPOC_Inbox@us.navy.mil.

Around the International



The IFPTE family stands in Solidarity with the striking workers represented by both the Writers Guild of America (WGA), who are nearly 80 days into their strike, and Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA), who are entering their second week on strike.

As such, IFPTE applauds Engineering Association/Local 1937 President Carolyn Wilson, who joined SAG-AFTRA workers on the picket line during a visit to New York last week.

Wilson, who comes from a union family and is a proud, longtime member of the EA/Local 1937 commented that, "we are all workers, and it is important that we all stand together and in Solidarity with our Sisters and Brothers who are walking any picket line. In this case it was my honor to join the SAG-AFTRA workers in New York and let them know that we are all in support of their fight."

Learn more at <https://www.ifpte.org/news/solidarity-alertnbspe-engineering-association-local-1937-president-carolyn-wilson-walks-the-line-with-sag-aftra-striking-workersnbspe>

Employee Ideas Spark Innovation

We're seeing pockets of innovation happening all over the command. Each starting with an idea. Each continuing to inspire.

We commend the resilience and dedication that you, our IFPTE members, bring to work each and every day. Your commitment to be better and do better, to take on the status quo, to improve your products and processes, to be a champion for change, to be vulnerable in sharing a new idea or perspective - it's seen and acknowledged. Every positive action we take, plants a seed, and though not always immediately seen or felt, it does leave an impression, one that gets us closer to our north star, our future desired state.

Breaking down barriers and implementing new ideas can take time and we know it's not always easy, but we have seen so many examples where it's worked! In particular, over the past few years, we've seen more and more emerging technology being explored and piloted new prototypes being designed and built, partnering and exploring those new ideas with our corporate counterparts, and going after new products, services, and capabilities that make our jobs safer and more efficient, each one positively impacting the work lives of many. You, our members, have been the mavericks, the instigators of change - and we appreciate you!

What have we seen lately?

- We have members using augmented and virtual reality to perform ship checks and running thru training in a virtual environment to increase proficiency.
- Our members are reverse engineering, building prototypes, and so much more with our additive manufacturing (3D printing) technology.
- Small scale 3D scanning technology is being utilized to create a virtual replica or 3D model of a component and all its moving parts and pieces and then large scale 3D scanning is being utilized to create a 3D model of a space, such as a ships compartment or dry dock layout.
- We have a number of members working with the Moonshine Lab and thru other avenues to design and build various prototypes that will drastically improve their work processes.
- Some of our members are taking advantage of open funding opportunities that are available to us at the DoD and DoN level. They take idea submissions from employees and if selected, will give us funding and support to develop a new capability or modify an existing one.
- Many of our members are excited about and exploring the artificial intelligence/machine learning capabilities that we now have access to at PSNS&IMF.

There is so much more going on, but that shows a few areas where we've broken down the walls and have seen some great wins lately! And you, our members, have had a direct hand in that!

Union Benefit of the Quarter

American Income Life

- All of our members are provided free life insurance.
- This benefit is a \$3,500 accidental death life insurance policy and you are able to designate a beneficiary, if you choose.
- Please visit <https://www.aillife.com> if you are interested in more information on their products.
- Call or visit us for some informational packets.



Rep Spotlight



Debra Kindt is our C/700 Vice President (VP). Her job in the shipyard is to provide contract crane oversight for PSNS&IMF along with other bases in the area.

As an Area VP, Debra meets with her Department Head where they talk about problems the employees have brought to her attention, plans for the department, and progress that was made on issues brought up in previous meetings.

Debra is also active with employee move bargaining, New Employee Orientation, assisting in the office, getting ready for the General Membership meeting, and with bargaining/meeting planning. She has been a regular presence in the Union office and a strong voice in meetings with management, where she shares the concerns and situations of our members so the issues can be addressed/corrected.

Photo above: Debra and Trisha Davis, C/106 Area VP, attended the TRF safety walk on July 12th at Bangor providing water to everyone as they completed the walk.

IFPTE Employee Shout Out

Kelly McKinley was recently nominated for C/2380's employee of the month for June. She stepped into a new position taking ownership of Code 2380's Quality Program. She rapidly implemented new ideas and incorporated feedback from the leadership team to improve the division's quality meetings. Kelly has done a great job of coordinating with team members from other 2300 divisions using lessons learned to optimize 2380's quality program.



On June 7th, she graduated from Leadership Kitsap after completing a project with her team's community partner, Birkenfeld Stella Maris House. This project developed a survey for residents hoping to identify educational offerings they find beneficial and then developed a series of classes and curriculum that can be sustained for future residents. Way to go Kelly!

Do you know someone in the IFPTE Bargaining unit doing something awesome? Shout them out here! Email us the info!

International Federation of
Professional & Technical
Engineers Local 12

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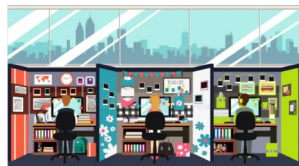
Code 130: **Code 2300:**
Vacant Mindy
Seat Lipetzky

Legislative Update—NDAA 2024

The House and Senate versions of the fiscal year 2024 National Defense Authorization Act effectively endorse President Biden's plan to give civilian federal employees the largest pay raise in decades in January 2024. With initiatives to crack down on spending, there are some provisions in the legislation that are concerning with language that may impact the Defense Department's efforts to improve diversity, equity and inclusion. Sometime in late August or at the beginning of September, the Biden Administration is expected to affirm their recommendation of a 5.2% raise.

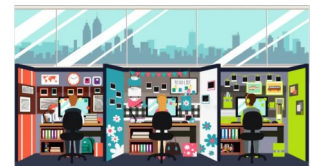
The current proposed legislation also contains language that would task the secretary of Defense to audit the payrolls of employees operating with telework or remote work agreements to ensure they are receiving the correct locality pay. Office of Personnel Management (OPM) guidance states that employees with telework agreements should be paid locality pay that corresponds with the location of their traditional work site, while remote workers should be granted locality pay that corresponds with where they live and work. In a time where raises are on everyone's minds it's important that we keep on top of these types of legislative actions and ensure that we bargain their impacts on our civilian workforce.

Other items that are contained in the NDAA are the authorization for overtime pay for civilian workers who perform nuclear maintenance on aircraft carriers in Japan, new employee probationary periods and travel lodging and per diem requirements. Last year IFPTE worked to help repeal the 2 year probationary period and it has since been changed to a 1 year probationary period.



Cubicle News

Safety Share



When transiting from vehicles outside of the gate to work, please be vigilant. We all like to tune the world out with headphones or texting/talking on our phones but this is when you are susceptible harm. This can occur by not being aware of your surroundings and assuming that car is going to yield to you in the crosswalk or, even worse, you do not hear someone come up behind you on the street. If you are going to listen to music try using just one earbud or uncover one ear so you can also hear the outside world. Another tip is keep your head on a swivel. Always looking around and doing a "sweep" of your surroundings can keep you apprised of people approaching, cars driving, and questionable situations.

If you do see something, something happens to you, or there is a person who is acting erratically outside the gate do not wait to tell your supervisor. Immediately call 911 and report it. Once you are safely to your work area tell your supervisor and make sure to report it to security. We need to make sure to report it to security AS WELL AS call 911 so there is a record of it and can follow up with the Bremerton Police Department.

Lastly, if you do not have a phone or do not want to risk removing the camera from your current phone, Code 109 is currently issuing flip phones for the general workforce. Just partner with your IT coordinator for them to submit a ticket.

Pizza Provided!

★ General Membership Meeting ★

Every first Thursday of the Month

1120-1202

Horseshoe Conference Room, Building 850 4th Floor

**Open to all dues
paying members
and their guests**