

Professional Aviation Safety Specialists, AFL-CIO Contract Representative Training



► Role of PASS and the Union Representative

To Cover

- ▶ Structure of PASS
- ▶ Your Rights under the CBA and PASS Constitution
- ▶ Role of PASS
- ▶ Role of Representative
- ▶ Resources and Tools

The Structure of PASS

Five PASS Regions:

- ▶ Regions I, II and III are Tech-Ops by area.
- ▶ Region IV is AVS.
- ▶ Region V is a catch all, to include Mission Support, Service Centers, Flight Program Operations, Air Traffic Services and Department of Defense.
- ▶ Each region has a representative structure spelled out in their respective contracts.



What is the role of PASS?

- ▶ To improve the wages, hours and working conditions of PASS-represented employees.
- ▶ To protect and defend the collective bargaining agreement (CBA), your rights found within and under certain segments of the law.



How do we achieve our role?

The four avenues of influence:

- ▶ CBA Negotiations: The CBA outlines many of your rights and benefits on the job.
- ▶ CBA and Legal Enforcement: To ensure the CBA is not violated and to ensure compliance with the Federal Service Labor-Management Relations Statute.
- ▶ Legislative and Government Affairs: Lobbying on behalf of represented employees.
- ▶ Communications and Public Relations: Educate and garner support among the public and broader labor movement for the work you do.



How do we increase our influence?

- ▶ Membership: The heart of everything we do. Membership increases our influence in all four areas.
- ▶ Active Membership: Not just membership, but *active* membership. Members need to be engaged and active in their union.
- ▶ Education: Members need to be engaged and educated on the issues.



How does the contract rep fit in?

- ▶ Face of the Union
- ▶ Educator
- ▶ Membership Recruiter
- ▶ CBA and Legal Enforcement



Face of the Union

- ▶ When employees think of PASS, they will think of you.
- ▶ You are tasked with being the point person in your facility, area, etc. The primary contact for contract enforcement, questions, and any other union-related needs.



Educator

- ▶ Must be able to explain and communicate with members and BUEs: openly and honestly, even if they don't like the answer.
- ▶ Must be able to clear up any miscommunication or half-truths.
- ▶ Two-way communication with your higher-level representatives and fellow representatives.
- ▶ It's ok to not know an answer — ASK!



Recruiter

- ▶ Membership and active membership drives our union.
- ▶ More members = more influence = better working lives.
- ▶ Tie their issues to the larger group. How can we improve together?
- ▶ Personally ask nonmembers to join. Use electronic 1187 in the PASS app on your phone or tablet.



CBA and Legal Enforcement

- ▶ Most visible aspect of the job: what most employees will come to you for.
- ▶ You should know the CBA, but don't have to be an expert: research and ask!
- ▶ File Unfair Labor Practices, Request-for-Information, etc., when necessary
- ▶ Timelines, timelines, timelines.
- ▶ Do your best, but don't overpromise.



Qualities of a good union representative

- ▶ Own your role: everyone had the opportunity, but you stepped up!
- ▶ Maintain your integrity: don't accept special favors.
- ▶ Respect: listen to all employees, seek different viewpoints and remember, you are elected *by* the members.
- ▶ Speak out and up: against wrong doings, celebrate victories, learn from losses.

Tips for a Union Representative

- ▶ Maintain your enthusiasm: your commitment will be challenged at times.
- ▶ Be willing to deal with bureaucracy: attend meetings or designate someone in your place; hold management accountable; keep timelines.
- ▶ Recognize talent: develop leaders, ask for assistance and designate tasks to willing members.
- ▶ Constant communication: share information from the national office (PNN, PASS Times articles, bargaining updates and other messages).



Tools and Resources

- ▶ Website: public and member-only
- ▶ Database
- ▶ PASS App
- ▶ PASS social media (primarily Facebook and Twitter)
- ▶ Regional Structure
- ▶ National Office