



PROFESSIONAL AVIATION SAFETY SPECIALISTS

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February 25, 2015

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VIA FAX and CERTIFIED MAIL

David Feder
Executive Director
Office of Labor and Employee Relations
Federal Aviation Administration
800 Independence Avenue, S.W.
Room 519 AHR-12
Washington, DC 20591

RE: National Grievance – Priority Placement Rights

Dear Mr. Feder:

This is a national grievance on behalf of all AVS bargaining unit employees pursuant to the negotiated grievance/arbitration procedures set forth in the applicable collective bargaining agreement (CBA).

The Union has recently become aware of a human resource operating procedure titled "AHF Operating Procedure 33 – Referring Qualified Candidates for Remotely Sited Positions Under EMP-1.9 Selection Priority, Paragraph 4, Category 2." This directive instructs that the agency will begin considering employees with priority placement rights under Category 2 in HRPM EMP-1.9 for remotely sited positions before issuing a vacancy announcement. While PASS agrees that employees with mandatory placement rights resulting from being involuntary placed in a lower graded position should be considered for remotely sited positions for which they qualify, the agency's failure to offer such opportunities to these employees prior to the implementation of this operating procedure constitutes a violation of Article 43, Section 9, and the parallel agency policy HRPM EMP 1.9. Contrary to the FAA's suggestion in the operating procedure, considering priority placement employees for remotely sited positions is not an exercise of agency discretion but a requirement that has not been followed and the imposition of this operating procedure serves as an admission that employees have not been provided with grade retention opportunities as is required in the parties' CBA and agency policy.

As a remedy, the Union seeks an acknowledgement of the FAA's failure to comply with the CBA and agency policy; immediate consideration of bargaining unit employees with priority placement rights for remotely sited positions; an extension of the time period during which these employees will have priority placement status; and all other remedies that make the impacted employees whole. If you have any questions, please feel free to contact me or PASS Assistant Counsel, Dennie Rose.

Sincerely,

Michael Perrone
National President

cc: Dennie Rose, Asst. Counsel
Linda Goodrich, Region IV RVP