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NAAE Rights and Responsibilities as a Labor Union

- ◆ **To negotiate collective bargaining agreements;**
- ◆ **To be consulted on changes in department-wide and agency matters affecting employee rights or benefits;**
- ◆ **To negotiate the impact and implementation (and, in some instances, the substance) of changes in conditions of employment;**
- ◆ **To seek relief via the grievance system for members adversely affected by management actions.**



No! This is only the beginning.

We Continue to Fight!

Now More Than Ever!

Encourage Your Co-Workers to Join!
Strength In Numbers!

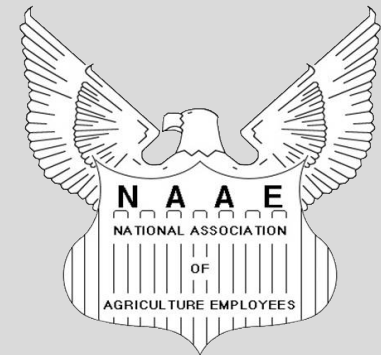

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National Association of
Agriculture Employees

Protecting American Agriculture Employees

► — A Guide for New Employees



United States Department of Agriculture
Animal Plant Health Inspection Service
Plant Protection and Quarantine



Your Rights as a Bargaining Unit Employee

NAAE represents both professional and nonprofessional (non-clerical and non-managerial) employees in Plant Protection and Quarantine (PPQ), a unit in the US Department of Agriculture, Animal & Plant Health Inspection service (USDA-APHIS).



“Do Something For Yourself — Protect American Agriculture Employees”

NAAE works diligently with PPQ Management on issues pertaining to the Agency Mission, bargaining employees’ rights and working conditions. Your elected NAAE representative is your primary source of information regarding

proposed changes in conditions of employment and bargaining employees’ rights. They will assist you and fellow employees with job-related issues and professional concerns. These representatives are listed on the NAAE website at www.aginspectors.org.

Member Benefits include:

- ⇒ Labor Management Relations Training
- ⇒ Grievance Representation
- ⇒ NAAE Newsletter
- ⇒ Legal Services
- ⇒ Voting Rights



Why Join?

You have the right to join the union, or not. The union preserves employee integrity and respect on the job. It fights for fair and flexible work hours that allow employees to better balance heir budgets and their schedules. Responding to increased employee demand for a greater voice in the workplace, NAAE and the Agency have (i) implemented a system (known as “PDI”) to involve the Union in Agency deliberations over policy changes affecting working conditions prior to formal the Agency decision-making; (ii) negotiated for Union consultation rights prior to implementation of planned changes in conditions of employment and prior to collectively bargaining over those changes; and (iii), when all else fails, devised new non-adversarial ways to collectively bargain. A union member has a

right, protected by law and union rules and procedures, to affect union policy. A union vote determines workplace choices and who will be local/national representatives.

Opportunities for you

When we talk about joining the union, it is appropriate to reflect upon where we are coming from and where we are going. We are a rank-and-file union. There is

no national staff, full-time or part-time. The employees are the Union. We are all volunteers. We know the requirements of the job and the working conditions. We are our

own advocates. No one knows these issues better than we do. There is nobody else who will stand up for us but us—

Get involved with NAAE!

- Consider running for local or national office.
- Participate in local or national negotiations.
- Write a NAAE newsletter article.
- Help settle a workplace dispute.
- Sign up a co-worker for Union membership.
- Come to a NAAE convention.
- Serve on a Labor-Management or NAAE committee.
- Draft a response to Agency action.
- Write a letter to Congress or visit your Congressperson on the topics of the mission or working conditions.

We need your broad and sustained engagement.



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Your Business Card