



United States Department of the Interior

U. S. GEOLOGICAL SURVEY

In Reply Refer To:
Mail Stop 157

August 10, 2005

Mr. Matthew Jarvinen
Acting Regional Director
Federal Labor Relations Authority
Denver Regional Office
1244 Speer Boulevard
Suite 100
Denver, CO 80204-3581

Dear Mr. Jarvinen:

A hearing for Case No. WA-RP-05-0034, which involves a petition by the American Federation of Government Employees (AFGE), AFL-CIO, Local 1309, to clarify and/or amend a bargaining unit(s) and any other matter relating to representation has been scheduled for September 19, 2005.

The AFGE, AFL-CIO, Local 1309 petition proposed a bargaining unit based on the principle of successorship of all professional and nonprofessional employees employed by the U.S. Geological Survey, Eastern Region Geospatial Information Office, Reston, Virginia (ERGIO) and excluded all management officials, supervisors, and employees described in 5 U.S.C. 7112 (b)(2),(3),(4),(6) and (7).

The U.S. Geological Survey (USGS) is undergoing significant organizational changes which will impact the employees assigned to the ERGIO. Specifically, there will be reassignments of employees from other organizational components within the USGS to the ERGIO.

To clarify, additional employees from the Headquarters, Geospatial Information Office (HQGIO), who perform operational information technology work will be reassigned to the ERGIO on September 18, 2005. This will result in approximately 26 employees being assigned to the ERGIO who were not previously represented by the AFGE, AFL-CIO, Local 1309, in the existing ERGIO organization or while they were assigned to the HQ GIO. Additional information is forthcoming about the specific personnel who will be reassigned.

Additionally, the USGS has been evaluating the Visual Information function performed at the USGS. This work is currently performed at approximately 60 sites across the country, in various organizational units, and involves approximately 254 FTE nationwide. A High Performing

Organization is being created for this work on October 2, 2005, which will result in this work being moved into a new organizational component and structure in the three existing regional GIO offices. The ERGIO, will accordingly have new employees from approximately 26 states in the Eastern Region assigned to this new organization within the ERGIO. The organization will consist of a Publishing Hub with 9 Publishing Servicing Centers in the ERGIO.

It is planned that all employees currently performing visual information work will be assigned to the ERGIO office in the area they currently reside. The USGS is still determining the total number of employee assignments to the ERGIO on October 2, 2005, but the ERGIO FTE assigned to the Pub Hub and Publishing Service Centers will be greater than the approximate 64 FTE final goal identified for the ERGIO High Performing Organization structure. The USGS will be seeking approval of a Voluntary Separation Incentive Payment/Voluntary Early Retirement Authority from the U.S. Office of Personnel Management and hopes this measure will sufficiently reduce FTE to avoid the need for other adverse actions. Please note, the Eastern Region employees are currently serviced by two separate personnel offices and would continue to be serviced by these two personnel offices. It should also be noted that there are two additional unions who represent employees affected by this change. They include the National Federation of Federal Employees, Local 1957, in Reston, Virginia and AFGE, Local 1503, Guaynabo, Puerto Rico. The first employee briefing will be completed on August 11, 2005. Additional information will be forthcoming as soon as possible.

Based on the information discussed above, the employees of the ERGIO, who were previously covered by Unit 1, Unit 2, and Unit 3 of the petition, will no longer represent the majority of the employees assigned to the ERGIO on October 2, 2005, and the principle of successorship does not apply.

If you need additional information, I may be contacted at (703) 648-7428.

Sincerely,

Cathleen M. Skelton
Human Resources Specialist

Certificate of Service
Case No. WA-RP-05-0034

I hereby certify that on August 10, 2005, I served the foregoing letter upon the interested parties in this action from Reston, Virginia in the manner indicated below:

Federal Express

Matthew Jarvinen, Acting Regional Director
Denver Regional Office
Federal Labor Relations Authority
1244 Speer Boulevard, Suite 100
Denver, CO 80204-3681

Sharon Wine
American Federation of Government
Employees, Local 1309
P.O. Box 8262
Reston, Virginia 20195

Regular Mail

Office of the General Counsel
Federal Labor Relations Authority
1400 K Street, NW, 2nd Floor
Washington, DC 20424-0001

Cathleen M. Skelton