



Contract Bargaining Update! Telework

ATTENTION!

SSA declared impasse on their proposal to scrap much of Article 41 and leave most of the decisions of telework up to the discretion of each Deputy Commissioner.

If the Trump appointed Federal Service Impasse Panel rules in the Agency's favor, this will leave **NO** contractual right to enforce fairness and equity.

Managers will be able to choose only their favorites to telework.

A brief history of SSA Telework:

- 2010 - Congress signed the *Telework Enhancement Act* to maximize yearly telework participation in the Federal workforce.
- ***For two decades*** employees in the ***hearing, appeals council, and quality review offices*** have been enjoying the ***experience and benefits*** of telework.
- The 2012 National Agreement established a uniform Telework Program with Article 41.
- 2014 - the ***Telework Pilot for Operations*** (TSC, PC, DOC, and FO) began. Currently about 200 out of 1200 field offices are participating.
- 2018 - Management declares impasse on their Contract proposal to drastically reduce Article 41 leaving most of the decisions of Telework up to each Deputy Commissioner.

The ***Union wants to negotiate and expand the telework program*** because it serves as a tool for:

- Recruitment and retention that attracts good hardworking people to the Agency;
- Aligning with the Agency's flexible environment that promotes work and home life balance;
- Reducing employee stress attributed to noisy open floor plans;
- Reducing employee expenses and stress associated with commuting;
- Contributes toward a cleaner environment;
- Saves the Agency money on space and costs;
- Benefiting the public customer because employees work longer hours and during weather related office closures.

Act now to support union contract negotiators as they seek to negotiate Telework expansion:

- ⇒ Join the Union <http://www.afgec220.org/1187-f.pdf>
- ⇒ Recruit a non-member
- ⇒ Join your fellow brothers and sisters at planned rallies and events on lunch or after work
- ⇒ Call your Congress person to express your concern - ***only on personal equipment and time***
- ⇒ Stay informed at <http://www.afgec220.org>
- ⇒ Like and follow us on Facebook @SSARallyPoint
- ⇒ Show support - Wear red on Wednesdays #redforfeds