

Union Activists,

Please reference the below list of AFL-CIOs in your state and talking points. If you have not already done so, please establish a relationship by contacting them and attending regular meetings to spread awareness of our Contract issues.

Ask them to post about our Contract issues on Social Media and for help with legislative action.

If your AFL is not on this list please email Sherry Jackson at area1afge@gmail.com so she can update the list.

Thanks for all you are doing!
In Solidarity,
Council 220

Talking Points:

1. The Agency effectively changed the previously negotiated ground rules with implementation of the July 2018 Executive Orders. In essence, the Union was forced to bargain under duress. The scales were not balanced at all when impasse was declared. Additionally, we don't have 54 articles in our Contract. We have 41. They have been cutting, not adding.
2. The negotiations were suspended PRIOR to all articles being discussed. Though nine of the key points of the executive orders were invalidated, they are now the core for agencies' proposals to offer during negotiations. SSA is using this as baseline for their proposals.
3. Despite the claim herein, the Agency did not go back to status quo ante. Leave and/pay was NOT restored for union representatives who continued their statutory duty expending personal time and pay when the Agency implemented the executive orders. For example, during the executive order implementation last summer, I personally used a week of leave without pay and about 2.5-3 weeks of annual leave to continue representing employees. The Agency never reimbursed unions or representatives for time and expenses incurred during the implementation.
4. Good faith bargaining does not include going from 250,000 hours of official time to 1 hour per bargaining unit employee in accordance with the top executive

order. Management's proposed his is mirrored word for word in the invalidated executive order. Good faith bargaining on the part of of the Union as presented by the Agency doesn't and shouldn't mean that taxpaying employees should have to yield and concede their hard-earned rights and benefits afforded by the law and common decency.

5. The official time issue was fought and won back in the 1980s through litigation. It was extremely expensive for both sides and time consuming. The outcome was that the two parties agreed to a bank of official time that was reasonable. There is no legitimate business reason to rework this process again as it has worked for the past 30 years.

6. Insofar as FSIP is concerned, there is no incentive for them to give or provide an impartial decision. The seven panelists are wholly appointed by President Trump. If you review FSIP decisions from December 2018 through this month, for example, FSIP has implemented in favor of management proposals for labor contracts that come up-for example, December 2018 Federal Education Association, gutting of telework for federal employees, and as recently as April 1, siding with management for HHS.

7. Lastly, we have discovered that on the Agency's human resource page they have replaced our current contract with their proposals as though negotiations are over and done with. Therefore, this shows the only intention they have is to implement their proposals without following the process or the law. This is why your assistance is vital.