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AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
COUNCIL of NATIONAL ARCHIVES LOCALS, LOCAL 2578

FOR RELEASE AT 12 NOON MONDAY AUGUST 21, 2023

AFGE and the National Archives and Records Administration have entered into a settlement agreement to resolve the [October 26, 2022 institutional grievance filed by the Union](#) regarding bargaining unit work being performed by employees of presidential library foundations.

To recap, the union became aware of a practice in which certain archival functions that are normally considered bargaining unit work were being performed by employees of private foundations, with management agreement or consent, rather than by federal employees in the AFGE bargaining unit. The grievance was not resolved, and the union invoked binding arbitration. Instead of resolving the grievance by arbitral award, the parties have voluntarily entered into a settlement agreement. The grievance settlement agreement, attached to this message, addresses the matters raised in the grievance by requiring the agency to:

- Prohibit any new arrangement wherein employees of any presidential or presidential library Foundations are performing archival work;
- Transition work from foundation employees to federal employees; and
- Undertake to fill any current and future vacant positions that are necessary to complete the workload.

In exchange for this, the union withdraws its grievance and invocation of arbitration.

This agreement protects against the erosion of bargaining unit work in LP. The agreement does not directly affect the employment of any person by a private foundation, nor does it prohibit appropriate funding of archival work by any foundation through the National Archives Trust Fund. Please let me know if you have any questions about this settlement agreement or its implementation.

In Solidarity,

Ashby Crowder
President, [AFGE Local 2578](#)
Vice President (Eastern Region), [Council of NARA Locals](#)