



## Biggest Violations in DeVos', Dept. of Ed. Management's Edict

The Department of Education has illegally trashed the collective bargaining agreement negotiated between AFGE and prior management, instead replacing it with a set of rules and instructions that gut employee and union rights. Here are the biggest violations:

1. **The “contract” is illegal and has not been approved by the union.** Education Secretary Betsy DeVos and her management team implemented this illegal document without the required bargaining and negotiation with American Federation of Government Employees Council 252, which represents the 3,900 covered employees.
2. **It strips workers of previously negotiated rights and protections.** Provisions addressing workplace discrimination, performance appraisals, telework and alternative work schedules, workers' compensation, child care, overtime, and employee training have all been deleted and replaced with nothing.
3. **It automatically kicks employees out of the union after a year.** The illegal “contract” will require employees to file new paperwork every year to remain a union member – a blatant attempt to suppress membership and weaken the union.
4. **It prevents AFGE from providing fair representation to employees.** The new “contract” severely restricts the use of representational time, which is the process established by Congress 40 years ago to ensure that all employees entitled to union representation receive it – regardless of whether they choose to join the union.
5. **It restricts local representatives from serving employees.** The previous labor-management agreement provided for the reasonable use of representational time by 75 stewards, plus the leadership from each of AFGE's 10 Education locals and Council 252. The new document makes no such provision and instead provides for just 10 representatives to use unpaid leave to carry out their representational duties.
6. **It forces employees to take unpaid leave to conduct their representational duties.** Employees will have to use leave without pay to conduct representational work that should be covered under representational time – things like meeting with employees and managers to resolve workplace disputes, address issues of discrimination and retaliation, and effect improvements in the workplace that benefit all employees.
7. **It restricts the union from meeting with workers.** The “contract” requires employees to get advance permission from their supervisor before carrying out their representational duties.
8. **It denies union representatives access to office space and equipment.** The department is kicking union representatives out of their office space at Education's Washington headquarters and 10 regional offices, requiring them to turn in all computers and cell phones and other office equipment assigned to the union, and deleting email addresses for AFGE locals representing the department's workers.