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## **AFGE Member Legislative Talking Points on Collective Bargaining Appropriations Language**

- Federal agencies have not engaged in good faith bargaining with federal employee labor unions. Agencies have proposed and are imposing, or had the Federal Service Impasses Panel impose, so-called collective bargaining agreements, which are really just management edicts that severely restrict the workplace and representation rights of federal workers.
- These actions by agencies to bargain in bad faith or impose contracts go against current law.
- Many of the agency contracts have similar anti-worker and anti-labor provisions, such as not allowing agency space to be used by the union for representational work, yet the union is still legally required to represent all federal employees in a collective bargaining unit.
- These proposals include provisions such as seven- and 10-year contracts with no bargaining on changes that happen during the life of the contract, while sometimes allowing agencies to make changes as they see fit during the life of the contract. A collective bargaining agreement for 7 or 10 years is unprecedented. Collective bargaining agreements are normally three years in length and include midterm bargaining.
- Federal employees are only allowed to bargain over working conditions. They do not bargain over pay or benefits. They bargain over the conditions that help facilitate a better, safer, more productive workplace where federal workers can do their jobs and serve the American public.
- The House Financial Services and General Government Appropriations bill includes language that prevents federal agencies from unilaterally imposing anti-worker collective bargaining agreements. This language will require agencies to abide by current law and bargain in good faith with federal employee unions.
- Please work to ensure that the House Financial Services and General Government Appropriations Section 749 is included in the final funding measure for FY 2020 and weigh in with Congressional leadership to let them know that you support federal workers' rights.

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