

AFGE



We are AFGE,  
We fight for Workers rights

# Federal Employees' Voice at Work Is Under Attack

Dedicated employees are crucial and indispensable to the successful mission of our federal government. Every government agency needs employees' full support and constructive working relationship with their union if it's going to fully achieve its goals.

That's why administrations and congresses for decades have written policies and enacted laws that foster good working relationships between agencies and employee unions. A collective bargaining agreement is at the heart of the relationship between the employees and the agency. Employees, through their union, negotiate an agreement that:

- Sets fair and effective workplace rules and standards to facilitate day-to-day operations.
- Promotes a safe, more productive workplace that allows employees to do their jobs and serve the American public.

- Provides an effective mechanism for sharing ideas and articulating employee concerns.
- Provides a simple, inexpensive, and just means for resolving disputes.
- Protects employees against unfair treatment, discrimination, and retaliation.
- Boosts employee morale and prevents high turnover.

But recently, federal agencies have engaged in anti-union, anti-worker tactics aimed at wiping out workplace rights and their unions:

- Agencies are throwing out current agreements and imposing management directives.
- They have enlisted the help of the traditionally independent Federal Service Impasses Panel to impose anti-worker provisions such as limiting employees' access to their union by not allowing unions to use agency space for protecting workplace rights. The union, however, is still legally required to protect workplace rights of all employees, including those who are not dues-paying union members.
- They are imposing seven- or 10-year contracts without allowing mid-term bargaining or changes. Agencies, however, are allowed to make changes as they see fit.

## **AFGE is asking members of Congress to help protect our union rights and voice at work.**

The House version of the 2020 Financial Services and General Government Appropriations has a provision – Section 749 – that would protect our union rights. Please ensure that the final version of the bill includes this provision.

# **Can federal employees count on you to support us and our work?**