



## **AFGE Scoring Wins for Federal Workers**

The Biden-Harris administration is fulfilling its promise to restore the integrity of the non-political civil service and repair the damage done by the previous administration to our agencies, workplace rights and protections, merit system principles, and democracy.

AFGE submitted to the Biden-Harris transition team our recommendations to repair, restore, and “Build Back Better” Americans’ trust and respect for the federal government.

Just two months into the administration, we’ve already seen tremendous action to deliver on our top priorities.

### **17 AFGE Priorities Achieved Under the Biden-Harris Administration**

1. **Rescinded the May 2018 executive orders** that restricted your rights to negotiate with your agency, the amount of time that can be spent addressing your issues with management, and your rights when rogue managers try to discipline you unfairly
2. **Took steps to control the COVID-19 pandemic in federal workplaces** by mandating masks on federal property and prioritizing vaccinations for federal workers
3. **Ended the attack on federal scientists** by signing an executive order shielding them from political influence
4. **Appointed a new chair of the Federal Labor Relations Authority** who is a long-time labor attorney and former legislative counsel to the AFL-CIO
5. **Issued a memo calling for a review of all pending rules and regulations** to stop any last-minute union-busting rules currently happening in the federal government
6. **Rescinded the Schedule F executive order** that our union characterized as the most profound undermining of the civil service in our lifetimes
7. **Named a new chair and vice chair of the EEOC**, replacing the former chair who recently pushed through a contentious union-busting rule on a party-line vote
8. **Issued an executive order calling on OSHA to review current COVID-19 safety standards** and to revise them according to the science, including evaluating the need for temporary emergency standards union members have been calling for over the last year



9. **Eliminated the previous administration's ban on diversity and inclusion training**, reopening the doorway for us to learn from one another's perspectives, treat each other with dignity and respect, and to truly unite
10. **Removed union busters from the Federal Service Impasses Panel**, allowing the appointment of members who will fairly resolve labor contract disputes
11. **Rescinded the memorandum delegating to the Secretary of Defense** the ability to deprive civilian employees of their collective bargaining rights described in Chapter 71 of Title 5
12. **Ended the Justice Department's use of private prisons** to house offenders remanded to the Federal Bureau of Prisons
13. **Provided 15 weeks of emergency paid leave** related to COVID-19 for federal employees
14. **Established an automatic presumption of workplace illness** through the Federal Employees' Compensation Act for federal employees contracting the virus who must report for duty and interact with the public, have been quarantined, or have been diagnosed with COVID-19 during the performance of their duties, which will allow employees to make a workers' compensation claim for benefits and health care services without facing a potentially lengthy denial and appeals process
15. **Restored telework flexibilities** at the U.S. Department of Agriculture that the previous administration had rescinded
16. **Restored the \$755 million in funding** that D.C. was denied in the 2020 CARES Act
17. **Directed the Office of Personnel Management** to explore ways to give federal employees time off to vote

## **11 Additional Things AFGE Is Asking Biden to Do within the First 100 Days**

1. **Provide hazardous duty pay** retroactive to Jan. 27, 2020, to employees whose duties, work setting and interaction with the public place them in danger of contracting COVID-19
2. **Direct agencies to use binding interest arbitration** when there's an impasse in contract negotiations



3. **Instruct the Department of Veterans Affairs to use Chapters 75 and 43 of the U.S. Code** to deal with employees facing adverse actions or performance issues
4. **Affirm the rights of VA doctors, nurses, and other medical professionals covered under Title 38 to join the union** and serve as union representatives, and settle the 2018 lawsuit brought by AFGE and other unions against the agency over the elimination of these rights
5. **Grant full collective bargaining rights to Transportation Security Officers**, put TSOs under the GS pay system, and reopen the collective bargaining agreement with AFGE
6. **Issue an executive order establishing labor management partnerships and forums** and ensure that they have the full operational support of the White House and agency leaders
7. **Issue an executive order protecting retirement benefits** for federal workers who become disabled as a result of their jobs, including law enforcement officers, customs and border protection officers, and firefighters
8. **Appoint pro-labor leaders to the two federal advisory committees** that make recommendations regarding federal pay: the Federal Prevailing Rate Advisory Committee and the Federal Salary Council
9. **Direct OPM to rescind new rules that would eliminate back pay** for overtime disputes and exclude unions representing workers in legal matters from receiving attorneys' fees
10. **Reverse staffing cuts at the Federal Bureau of Prisons** that have endangered the lives of inmates and officers, increase pay bands to levels comparable with other federal law enforcement and state correctional agencies and provide incentive pay to retain qualified staff, and prioritize prosecution of violent attacks and sexual abuse of prison employees
11. **Restore maximum telework for Social Security Administration employees** and renegotiate the 2019 collective bargaining agreement between SSA and AFGE